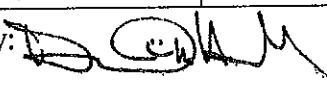
 Town of Swansboro	<h1>Personnel Policy</h1>		<h2>Conditions of Employment Substance Abuse</h2>	
			Number: Article V; Section 10	Revisions:
	Supersedes:	Approved By: 		

ARTICLE V. CONDITIONS OF EMPLOYMENT

Section 10. Substance Abuse

The Town of Swansboro may establish policies and procedures related to employee substance abuse in order to insure the safety and well-being of citizens and employees, and to comply with any state, federal, or other laws and regulations.

The Town:

- a) prohibits employees from being under the influence of legal or illegal substances while on duty,
- b) is authorized to conduct pre-employment drug tests.
- c) is authorized to conduct drug and alcohol tests based on a reasonable suspicion that the employee in any Town position is under the influence of substances on the job, and
- d) where authorized by federal law, is authorized to conduct random and post accident drug tests for any employees subject to federal Department of Transportation drug-testing regulations.