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AUTHORIZATION FOR RANDOM DRUG AND/OR ALCOHOL TESTING

In the Cottonwood Heights Parks and Recreation Personnel & Policies Procedure Manual, Section IV, states that the Service Area is an alcohol and drug free workplace. The purpose of this policy is to implement the Federal Drug Free Workplace Act of 1988 by providing for a safe and productive work environment that is free from impaired performance caused by employee use or abuse of alcohol, controlled substances an/or prescription and non-prescription medication.

Management reserves the right to test employees or prospective employees for the presence of drugs or alcohol as a condition of employment or continued employment. Management also reserves the right to contact the legal guardian of an employee, who is under the age of 18, if there is suspicion of abuse and/or impairment. Management may require, as a condition of continued employment that employees submit to a drug and/or alcohol test under any of the following circumstances:

- 1) When management has reasonable suspicion that an employee is under the influence or is impaired by drugs or alcohol while on Service Area property or in a Service Area vehicle.
- 2) When an employee may have contributed to or been involved in an accident involving a fatality, bodily injury, or damage to property.
- 3) When testing is required to comply with applicable law.
- 4) Pre-employment testing.
- 5) Random testing.

I, _____ have read this policy and understand that I may be required to submit to an alcohol and/or drug screening under the above listed conditions of employment.

Employee Signature

Date

Parent or Guardian Signature if less than 18 yrs of age

Date