

## **Drug and Alcohol Testing for Employees without Commercial Driver's License**

The BOCES is committed to the safe operation of all BOCES motor vehicles. The BOCES has adopted this drug and alcohol testing policy to prevent accidents and injuries resulting from the misuse of alcohol or the use of controlled substances by operators of BOCES-owned motor vehicles (non-CDL drivers). Use of controlled substances and misuse of alcohol impairs an employee's ability to perform safely on the job, which may result in increased safety risks, hazards to the public, employee injuries, and impaired decision making.

Testing under this policy is not being conducted pursuant to the Federal Highway Administration Controlled Substance and Alcohol Testing Rule. The administrative and testing procedures and employee requirements for post-accident and reasonable suspicion tests are set forth in the regulation accompanying this policy. The BOCES may elect to join a consortium which administers tests and performs related duties.

This policy applies to BOCES employees who are required to drive BOCES vehicles as part of their job duties, or who volunteer to drive BOCES-owned vehicles.

It is a violation of this policy for an employee to refuse a controlled substance and/or alcohol test, or to refuse to release the results of a test. Such refusal will be grounds for disciplinary action, including termination.

(Adoption Date: September 9, 2015)

CROSS REFS.: EEAEA, School Transportation Vehicle Operator Requirements and Training  
EEAEAA\*, Drug and Alcohol Testing for Drivers  
EEAEAA\*-R, Drug and Alcohol Testing for Drivers  
GBEC, Alcohol and Drug-Free Workplace  
GDQD, Discipline, Suspension and Dismissal of Support Staff