RESOLUTION NO. 2021-26

ADOPTION OF A DRUG FREE WORKPLACE POLICY IN COMPLIANCE WITH THE DRUG FREE WORKPLACE ACT

WHEREAS, the Township of Florence has a Municipal Alliance known as Florence Against Alcohol and Drugs (FAAD) indicating their support for the Municipal Alliance Program; and

WHEREAS, as a result, substantial financial assistance from the Governor's Council on Alcoholism and Drug Abuse has been used directly in the community to combat drug and alcohol abuse through awareness and prevention programs; and

WHEREAS, Florence Township must comply with the Drug Free Workplace Act.

NOW, THEREFORE, BE IT RESOLVED by the Township Council of the Township of Florence that it does hereby certify that it will provide a drug free workplace by:

1. Publishing a policy statement notifying employees that the unlawful manufacture, distribution, dispensing, possession or use of a controlled substance is prohibited in the workplace and specifying the actions that will be taken against employees for violations of such prohibition;

2. Establishing an ongoing drug-free awareness program to inform employees;

3. Making it a requirement that each employee to be engaged in the performance of the grant be given a copy of the statement required by paragraph (1);

4. Notifying the employee in the statement required by paragraph (1) that as a condition of employment under the grant, the employee will;

   (a) Abide by the terms of the statement; and

   (b) Notify the employee in writing of any criminal drug statute conviction for a violation occurring in the workplace no later than five calendar days after such conviction;

5. Notifying the agency in writing within ten calendar days after receiving notice under subparagraph (4)(b);

6. Taking on of the following actions, within 30 calendar days after receiving notice under subparagraph (4)(b), with respect to any employee who is convicted;

(a) Taking appropriate personnel action against such employees, up to and including termination; or

(b) Requiring such employee to participate satisfactorily in an approved drug abuse assistance or rehabilitation program; and

BE IT FURTHER RESOLVED that no person shall, on the grounds of race, color, national origin, age, sex, religion, or handicap be excluded from participation in or be subjected to discrimination in any activity funded in whole or in part by the State of New Jersey.

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I, NANCY L. ERLSTON, Clerk of the Township of Florence, County of Burlington, State of New Jersey, do hereby certify that the foregoing is a true copy of a Resolution approved by the Township Council at a meeting held on January 6, 2021.

Nancy L. Erlston

Nancy L. Erlston, RMC
Township Clerk

Note: This Resolution sets policy for no tolerance for drug abuse.