



Stony Point Volunteer Fire Company
3827 Stony Point Road
Charlottesville, VA 22911



NOTICE OF DRUG & ALCOHOL-FREE ENVIRONMENT

Albemarle County maintains and strictly enforces a drug-and-alcohol-free environment. *Career employees are also governed by County Personnel Policy P-06: Alcohol/Drug-Free Workplace.*

The following activities are prohibited regardless of whether personnel are on- or off-duty:

1. The unlawful or unauthorized manufacture, distribution, dispensation, possession, sale, transfer or use of an illegal drug;
e.g., a substance controlled under Section 202 of the Controlled Substances Act, 21 U.S.C. §812.

The following activities are prohibited while personnel are on-duty or on agency-owned or agency-controlled property or premises:

2. Misuse of a legal drug;
3. Possession (excluding an original sealed container in a personal vehicle parked in a parking lot) or use of alcohol; and/or
4. Reporting to the agency or call for service while under the influence of alcohol or drugs.

Personnel legitimately using or under the influence of medication (legal drugs) during duty hours must notify his/her supervisor of this prior to commencing duty if the medication might impair his/her performance, judgment, or coordination.

Compliance with this Drug & Alcohol Policy is a condition of service. Personnel must notify his/her supervisor/chief officer of any criminal drug statute conviction within five (5) days of conviction.

Any personnel violating this Drug & Alcohol Policy will be subject to disciplinary action up to and including immediate termination and/or will be required to undergo a program of rehabilitation as determined to be appropriate under the circumstances.

Personnel should consult with his/her supervisor/chief officer before a violation of this policy occurs if they feel a need for rehabilitation or counseling. Access to a program of rehabilitation is not necessarily a substitute for disciplinary action following a violation of this policy.

I have read and understand the above notice.

Name (print or type): _____

Signature

Date