**Operating Policy No. 5202
Human Resources**

**FEDERAL MOTOR CARRIER SAFETY ADMINISTRATION MANDATED**

**DRUG AND ALCOHOL TESTING PROGRAM**

The Superintendent or designee will establish programs and procedures as mandated by the Federal Motor Carrier Safety Administration (FMCSA) controlled substances, including marijuana (cannabis), and alcohol testing rules.

**Prohibited Alcohol and Controlled Substance-Related Conduct**

The following alcohol and controlled substance-related activities are prohibited by Puget Sound Educational Service District (PSESD) for drivers required to possess a commercial driver’s license (CDL) as part of their job responsibilities:

1. Reporting for duty or remaining on duty to perform safety-sensitive functions while having an alcohol concentration in excess of the standard set by the FMCSA.
2. Being on duty or operating a vehicle while possessing alcohol or controlled substances in any amount.
3. Using alcohol while performing safety-sensitive functions.
4. When required to take a post-accident alcohol test, using alcohol within eight hours following the accident or prior to undergoing a post-accident alcohol test, whichever comes first.
5. Refusing to submit to an alcohol or controlled substance test required by post-accident, random, reasonable suspicion, or follow-up testing requirements.
6. Reporting for duty or remaining on duty when using any controlled substance, except when instructed by a prescribing authority who has advised the driver and the ESD in writing that the substance does not adversely affect the driver’s ability to safely operate a vehicle. Drivers are required to inform their supervisor and the human resources administrator of any therapeutic drug use upon it being prescribed, although the specific medication that has been prescribed does not have to be provided. The use of any medication that could affect a driver’s safe job performance is prohibited while working.
7. Reporting for duty, remaining on duty or driving if the driver tests positive or would test positive for controlled substances.

No supervisor having actual knowledge of the above violations will permit a driver to perform or continue to perform safety-sensitive functions.

Violations of this policy will result in appropriate corrective action ranging from removal from the performance of safety-sensitive functions up to and including termination.

Adopted: May 2019

Relevant Board Governance Policies: EL 3 Treatment of Stakeholders

 EL 4 Treatment of Staff

Cross References: Operating Policy No. 5281 Disciplinary Action and Discharge

 Operating Policy No. 5201Drug-Free Workplace

Legal References: 49 CFR 40 Procedures for transportation workplace drug and alcohol testing programs

 49 CFR 382 Controlled substances and alcohol use and testing