

Schuylkill Valley Community Library Substance Use and Abuse Policy

- I. The Schuylkill Valley Community Library is committed to protecting the safety, well-being and health of its employees and volunteers within the library.
- II. For the purpose of this policy, prohibited drugs include illegal drugs, prescribed drugs not being used for prescribed purposes, alcohol, etc.
- III. Employees and volunteers shall not possess, sell/offer for sale or transfer prohibited drugs on library time or property.
- IV. Employees and volunteers may not be under the influence of prohibited drugs or alcohol while on library time or property. Under the influence is defined as an employee being affected by alcohol or drugs or a combination of both in any detectable manner. This may be established by professional opinion, by scientifically valid testing or in some cases, by observation of impairment of physical or mental ability such as slurring speech, difficulty maintaining balance, etc.
- V. Employees must abide by this policy as a condition of employment with this library. Violations of this policy by employees or volunteers are subject to disciplinary action up to and including termination.
- VI. The library reserves the right to inspect employee's personal property and/or require employees to submit to a drug screen should we have reason to suspect that an employee is under the influence of alcohol or prohibited drugs while at work.

Revised and approved September 2024