

6Hx19-2.10 Medical, Psychological and Alcohol/Drug Testing of Employees

This Board Policy establishes expectations relating to medical, psychological and alcohol/drug testing of employees.

The District Board of Trustees (DBoT), through the President, may require any employee to submit to a medical and/or psychological examination by a qualified physician or licensed clinical psychologist to be selected by the employee from a list consisting of not less than three names provided by the Pasco-Hernando State College (College). An employee may be required to submit to an examination or testing if there is reasonable belief that an employee may be unable to effectively or safely perform designated job duties due to impairment. Employees involved in an accident involving a college vehicle are required to undergo drug and/or alcohol testing. Employees who are injured on the job may be required to undergo drug and/or alcohol testing. All mandatory testing outlined in this policy shall be at the College's expense.

Reasonable belief and/or suspicion shall exist when the College has received one or more credible reports, either verbal or in writing, which would lead a reasonable person to believe that alcohol or drug use has occurred, or is occurring, or that an employee is experiencing and/or exhibiting conduct and/or behavior indicating a physical or psychological impairment which is adversely impacting the employee's ability to effectively or safely perform his or her designated job duties. Positive findings may subject the employee to disciplinary action, referral to the employee assistance program, or other appropriate action.

The President or designee may take immediate action to require a drug/alcohol test, or medical and/or psychological examination, at the College's expense in instances where there is a reasonable suspicion of alcohol or drug abuse during duty hours, or if the employee's behavior or conduct is a danger to him/herself or others at the workplace.

Employees shall release the medical, psychological, and drug/alcohol examination/test results to the Department of Human Resources. Such results shall be confidential in accordance with Federal and State law.

Failure or refusal to submit to examinations or tests under this rule may result in disciplinary action up to and including dismissal.

Rule Initially Adopted: 5/11/72

Policy Review History: 5/11/72; 10/7/75; 11/19/79; 5/19/86; 11/16/87; 10/17/95;
10/21/97; 11/16/10; 4/21/26

Legal Authority:

General Authority: FS: 1001.64; 1001.65

Law Implemented: FS: 1001.64(1)(2)(4)(18)(43)(44); 1001.65(1)(3)(16)(23); Chapter 445