

STATE OF DRUG-FREE WORKPLACE

West Plains Housing Authority

This Statement is provided pursuant to the Drug-free Workplace Act of 1988

The unlawful manufacturing, distribution, dispensation, possession, or use of a controlled substance is prohibited on the premises of the Housing Authority within the City of West Plains, Missouri. Appropriate disciplinary actions, which include termination, will be taken against West Plains Housing Authority (WPHA) employees for violation of this prohibition.

"Controlled substance" for purpose of this statement means a controlled substance listed in schedules I through V of Section 202 of the Controlled Substance Act (21 U.S.C. Section 812) and as further defined by federal regulations (21 CFR Sections 1300.11 through 1300.15). This list includes, but is not limited to marijuana, heroin, PCP, cocaine, amphetamines, and alcohol.

A condition of employment for work under grants received by the WPHA from any federal agency, is that each employee directly engaged in the performance of work with and/or for the WPHA will:

1. Abide by the terms of this statement, and
2. Notify the WPHA of his or her criminal drug statute conviction occurring in the workplace of the WPHA no later than 5 days after such conviction.
 - a. "Conviction" means a finding of guilty (including pleas of nolo contendere) or imposition of sentence, or both, by any judicial body charged with the responsibility to determine violation of the Federal or State criminal drug statutes.
 - b. "Criminal Drug Statute" means a criminal statute involving manufacture, distribution, dispensation, use, or possession of any controlled substance.

A sanction will be imposed on any employee so convicted. Within 30 days after receiving notice of the conviction:

- a. The WPHA will take appropriate disciplinary action against such employee, up to and including termination; or
- b. The WPHA will require such employee to satisfactorily participate in a drug abuse assistance or rehabilitation program approved for such purpose by a Federal, State, or local health, law enforcement, or other appropriate agency.

This notice supplements, and does not replace, personnel rules applicable to all employees of the West Plains Housing Authority.



MANDY PITTS, Executive Director