

Banks Township Employee Zero Tolerance Policy

It is unlawful to manufacture, distribute, dispense, possess, or use any controlled substances at this workplace. Any contractual or regular employee of Banks Township participating in any of the above activities will receive appropriate action up to and including termination or requiring said employee to participate in a drug abuse assistance or rehabilitation program approved for such purposes by a Federal, State or Local health, law enforcement or other appropriate agency.

At a Banks Township Board meeting held on Monday, September 21, 2020, beginning at 6 PM, a motion was made by Clerk Donna Heeres, seconded by Supervisor Thomas Mann, to adopt the above policy with attachments: Employee agreement form, Drug-Free Awareness Program outline & list, copies of pamphlet "Drugs, Brains, and Behavior: The Science of Addiction". Motion carried unanimously.



Thomas P. Mann, Supervisor



Donna L. Heeres, Clerk

September 21, 2020

Drug-Free Awareness Program

1. A copy of Drugs, Brains & Behavior: The Science of Addiction will be available to all employees.
2. A copy of the Banks Township Employee Zero Tolerance Policy will be available to all employees.
3. A list of drug and alcohol rehabilitation facilities in a 60-mile radius of the workplace will be available to all employees.
4. Any Employee in violation of the Banks Township Employee Zero Tolerance Policy will receive appropriate action up to and including termination or requiring said employee to participate in a drug abuse assistance or rehabilitation program approved for such purposed by a Federal, State or Local health, law enforcement or other appropriate agency.
5. All Employees must sign a statement saying that they have read the pamphlet, Employee Zero Tolerance Policy and participated in the Drug-Free Awareness Program and that they understand the consequences of violating the policy.
6. The above literature and discussion points will be revisited when deemed necessary because of suspected violations of policy.

Adopted by Motion of Township Board, September 21, 2020.



Thomas P. Mann, Supervisor



Donna L. Heeres, Clerk

Drug & Alcohol Hotline- 844-440-6818

Petoskey Drug & Alcohol rehab List- 888-452-6815

Bear River Health- 231-535-2822

Harbor Hall-231-347-5511

Drug Rehab Centers Petoskey- 833-760-0665

Munson Alcohol & Drug Treatment- (231) 935-5000

Alcohol & drug Treatment Center- (231) 935-6382