

VIRGIN ISLANDS TRANSIT



WE'RE A DRUGFREE WORKPLACE!!

POLICY STATEMENT

The Department of Public Works' Office of Transportation is dedicated to providing safe, dependable, economical transportation services to the general public. We recognize that you, our employees are our most valuable resource and it is our goal to provide a healthy satisfying work environment that promotes personal opportunities for growth. In meeting these goals, it is our policy to assure that (1) employees are not impaired in their ability to perform assigned duties in a safe, productive, healthy manner (2) create a workplace free from the adverse effects of drugs abuse; and (3) prohibit the unlawful manufacture, distribution, possession or use of controlled substances.

To achieve this a drug and alcohol policy has been adopted and it includes testing for pre-employment, when there is reasonable suspicion, after an accident, before returning to duty after not passing a drug/alcohol test or refusing to take a drug/alcohol test and random selections.

This policy applies to everyone who performs a safety sensitive function for the mass transit operations along with those who perform tasks under VITRAN'S Authority:

1. An employee may perform a safety sensitive function only if the employee is drug/alcohol free;
2. As a condition of employment , an employee performing a safety sensitive function and/or under VITRAN'S Authority must agree to be tested for marijuana, cocaine, opiates, phencyclidine (PCP) and amphetamines;
3. If such employee does not pass a drug/alcohol test said employee will be relieved of duty immediately and referred to the Department's Substance Abuse Professional (SAP);
4. Any employee who does not pass the drug/alcohol test authorized by the agency may not return to his/her safety sensitive function until he/she has satisfactorily complied with the SAP's treatment plan.
5. Any employee who refuses to take a drug test, who attempts to falsify test results or whose obstructive behavior to avoid taking a drug test shall be terminated immediately for insubordination.