



KDADS maintains a workforce free of substance abuse/use. Reporting to or performing work while impaired is strictly prohibited. KDADS shall not tolerate substance abuse/use. Substance abuse/use imperils the health and well-being of KDADS' employees and threatens Agency provision of service to the public. Employees have a right to work in an environment free of substance abuse/use and with persons free from the effects of substance abuse/use.

Violation of this policy by an employee is considered conduct detrimental to state service and may result in a referral to the Employee Assistance Program, discipline in accordance with K.S.A. 75-2949d, 75-2949f, K.A.R 1-9-19a and/or other appropriate administrative actions.

All new employees and employees under reasonable suspicion are required to read and sign the Substance Abuse Policy Affirmation form.

*Reference: 75-2949d; K.S.A. 75-2949f; K.A.R. 1-9-19a*