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STATE OF COLORADO

EXECUTIVE CHAMBERS

136 State Capitol
Denver, Colorado 80203-1792
Phone (303) 866-2471



Roy Romer
Governor

EXECUTIVE ORDER

REGARDING SUBSTANCE ABUSE POLICY FOR COLORADO STATE EMPLOYEES

WHEREAS, the State of Colorado has a vital interest in maintaining a safe, healthful, and efficient working environment for its employees, clients, and the public;

WHEREAS, employees impaired by alcohol or other drugs during work hours may pose safety and health risks, not only to themselves but to others;

WHEREAS, it is the State's intention to comply with each of the provisions of the Drug Free Workplace Act of 1988 (P.L. 100-690, Title V, Sub Title D);

NOW, THEREFORE, I, Roy Romer, Governor of the State of Colorado, under and pursuant to the authority vested in me under the Constitution and laws of Colorado, DO HEREBY ORDER THAT:

1. It is the policy of the State of Colorado that use of alcohol, other drugs, or controlled substances that results in job impairment is prohibited.
2. It also is the policy of the State of Colorado that illegal possession, manufacture, use, sale, or transfer of a controlled substance on state property or during working hours by its employees is prohibited.
3. Violations of this policy may be cause for management/supervisor intervention that may result in referral to mandatory treatment and/or to corrective or disciplinary actions up to and including termination.
4. This policy applies to all employees of the executive branch of state government.
5. Policy implementation procedures shall be established by the Executive Directors and by Presidents of institutions of higher education.

6. Each agency of the executive branch is required to report by July 1 of each year to the State Personnel Director as to its activities undertaken pursuant to this policy and its procedures. These reports shall be forwarded to the Governor for his information.

GIVEN under my hand and the Executive Seal of the State of Colorado, this 14th day of January, 1991.



A handwritten signature in cursive script that reads "Roy Romer".

Roy Romer
Governor

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