

EXECUTIVE ORDERS

maintaining a drug-free workplace;

(c) Any drug and alcohol abuse counseling, rehabilitation, and employee assistance programs that are available; and

(d) The penalties that may be imposed upon employees for drug and alcohol abuse violations.

(10) Employees will not be terminated for voluntarily seeking assistance for a substance abuse problem. However, continued unacceptable job performance, attendance and/or behavior problems shall result in disciplinary action up to and including termination.

(11) Those employees who are assigned to designated sensitive classes will be terminated if they are found to be in violation of this policy.

(12) Any employee found to be in violation of any of the provisions of this policy shall be subject to the penalties contained in Article 64A of the Annotated Code of Maryland, which provides sanctions up to and including termination.

(13) All department heads and supervisors are responsible for adherence, implementation, enforcement and monitoring of this policy.

(14) As a condition of employment, all employees of the State of Maryland are required to acknowledge receipt of this policy by returning a signed copy of the affirmation to their supervisors for insertion in their personnel files.

C. The State of Maryland is committed to making good faith efforts to insure a safe, secure, and drug-free workplace for its employees consistent with the Drug-Free Workplace Act, governmental operations and the needs of employees to work in a drug-free environment conducive to productive and satisfying job experiences. This policy requires the cooperation and support of all employees as we move toward that objective.

EXECUTIVE ORDER OF APRIL 24, 1989

01.01.1989.06

GOVERNOR'S COMMISSION ON MARYLAND MILITARY MONUMENTS
(Amends 01.01.1989.02)