

(Note: Prior to the interview process, a copy of this notice must be given to all individuals who apply for positions requiring pre-employment drug testing)

## **COUNTY BOARD OF HEALTH PRE-EMPLOYMENT DRUG TESTING NOTICE**

The 1995 General Assembly has determined that the State should make every reasonable effort to promote a drug-free workplace in all offices and worksites of state government in compliance with Georgia's Drug Free Workplace Act. All CBH employees are, therefore, prohibited from possessing, using, distributing, or being under the influence of illegal drugs while on duty. In accordance with these provisions, certain designated positions in state government will be subject to pre-employment drug testing.

As a condition of employment, you will be required to successfully complete a pre-employment drug test if you are offered the position for which you have applied. You are advised that if you are offered employment, the offer will be withdrawn and you will be disqualified from state employment for a period of two (2) years from the date of testing or refusal to test if you:

- expressly decline to submit to testing;
- fail to appear for drug testing as directed;
- engage in conduct that clearly obstructs the testing process;
- fail to provide adequate urine for drug testing without a valid medical explanation;
- provide a urine sample determined by the testing laboratory and the Medical Review Officer to have been adulterated; or,
- test positive for the use of an illegal drug(s).

If you begin employment prior to testing, you will be separated for any of the reasons stated above. In addition, you will be disqualified from state employment for a period of two (2) years from the date of testing or refusal to test.

Your signature on this notice indicates that you are aware of the CBH policy on Pre-Employment Drug Testing, and you agree to comply with the policy should you be offered this position. If you choose not to sign this notice, you will not receive further consideration for this position. If you decline the offer of employment for reasons not related to drug testing, you will **not** be deemed to have refused drug testing.

Applicant's Signature \_\_\_\_\_ Date \_\_\_\_\_

Applicant chose not to sign \_\_\_\_\_ Date \_\_\_\_\_

Witness

Position for which individual has applied \_\_\_\_\_