The State of Colorado and AHEC have a vital interest in maintaining a safe, healthful and efficient working environment for its employees, clients, and the public. Employees impaired by alcohol or other drugs during work hours may pose safety and health risks, not only to themselves, but to others.

Therefore, to ensure a safe working environment, it is the policy of the State of Colorado and AHEC that use of alcohol, other drugs, or controlled substances that result in job impairment is prohibited. Likewise, it is the policy of the State of Colorado and AHEC that illegal possession, manufacture, use, sale, or transfer of a controlled substance on state property or during work hours by its employees is prohibited.

Violations of this policy will 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.

AHEC believes those who want and need help with drug and alcohol problems deserve an opportunity to get help and recover.