

Drug Free Workplace and Zero Tolerance Policies



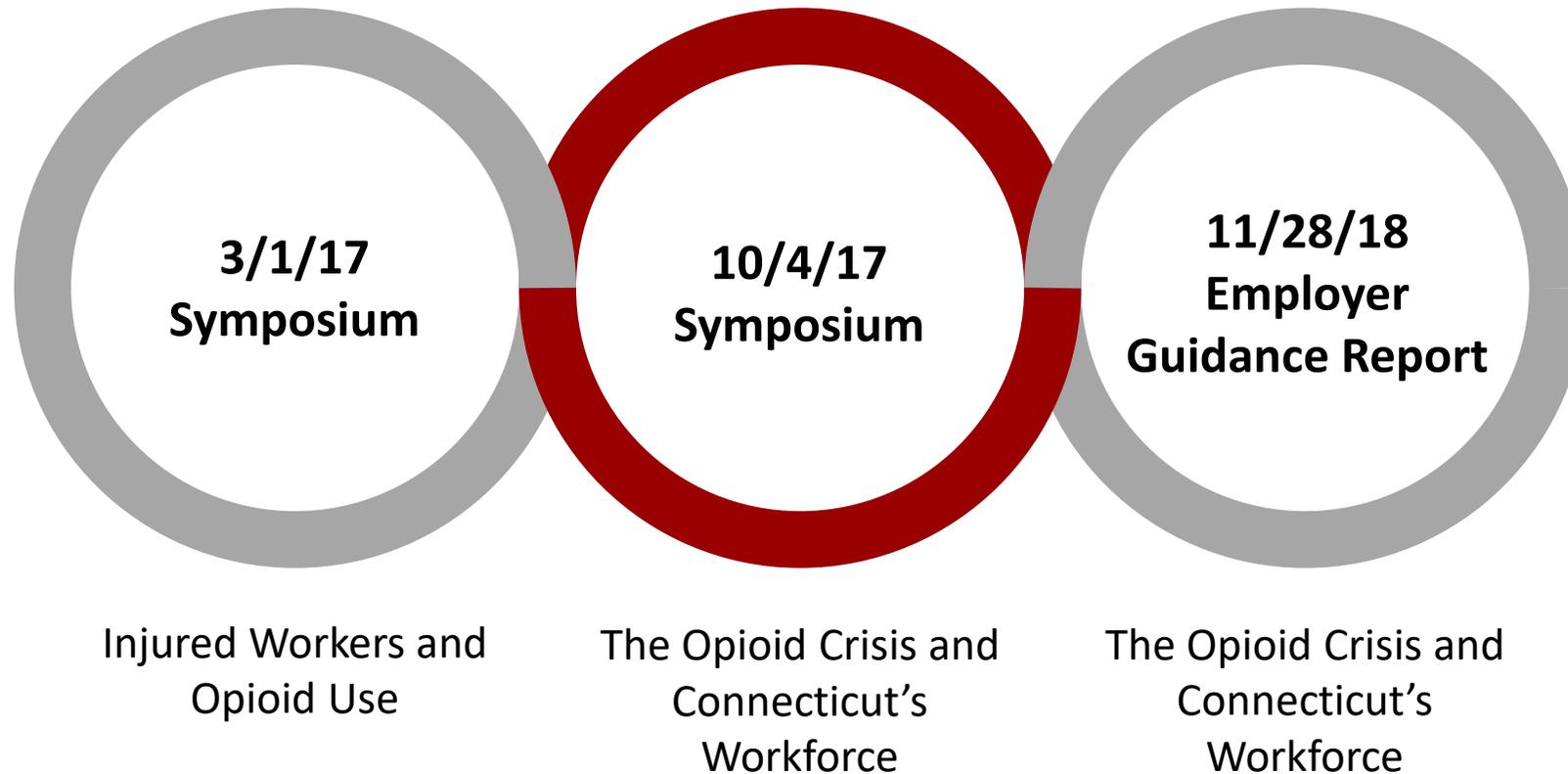
● Holly Hinds, Consultant, Attorney



● hhinds@crosspointpartners



● 203 856 6555



Policies with a punitive approach

Why do we
have them?

Where did
they come
from?

How did
they come
about?

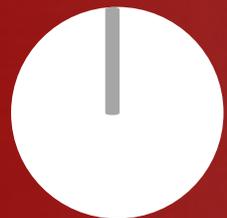
High rates of
heroin addiction
with returning
service members

Non-punitive
approach:
Treat, Rehabilitate,
Retain

BUT rates of
addiction
remained high

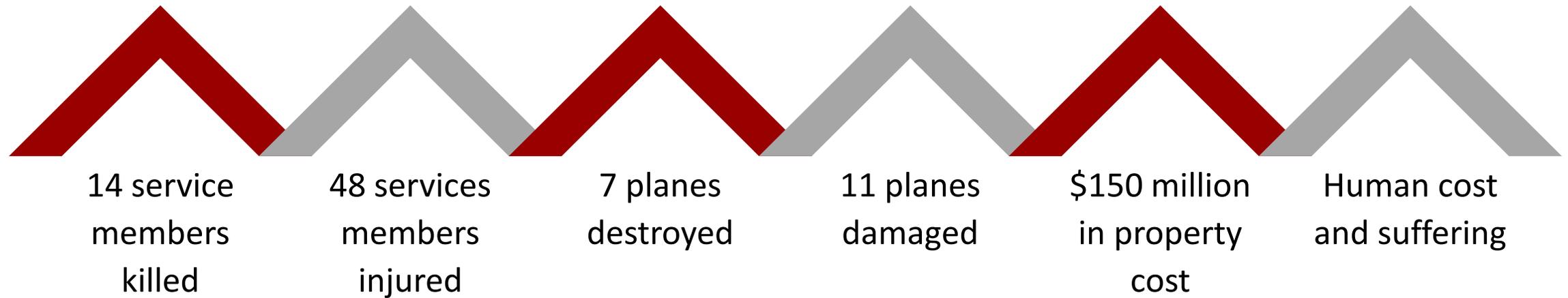
Some units
service member
addiction
27% – 38%

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USS Nimitz

May 26, 1981 – Military Disaster



Dept. of Defense institutes a zero-tolerance policy

Positive drug tests

Court martial and Discharge

1985

Addiction rates in
the military drop
to 8.9%

1986

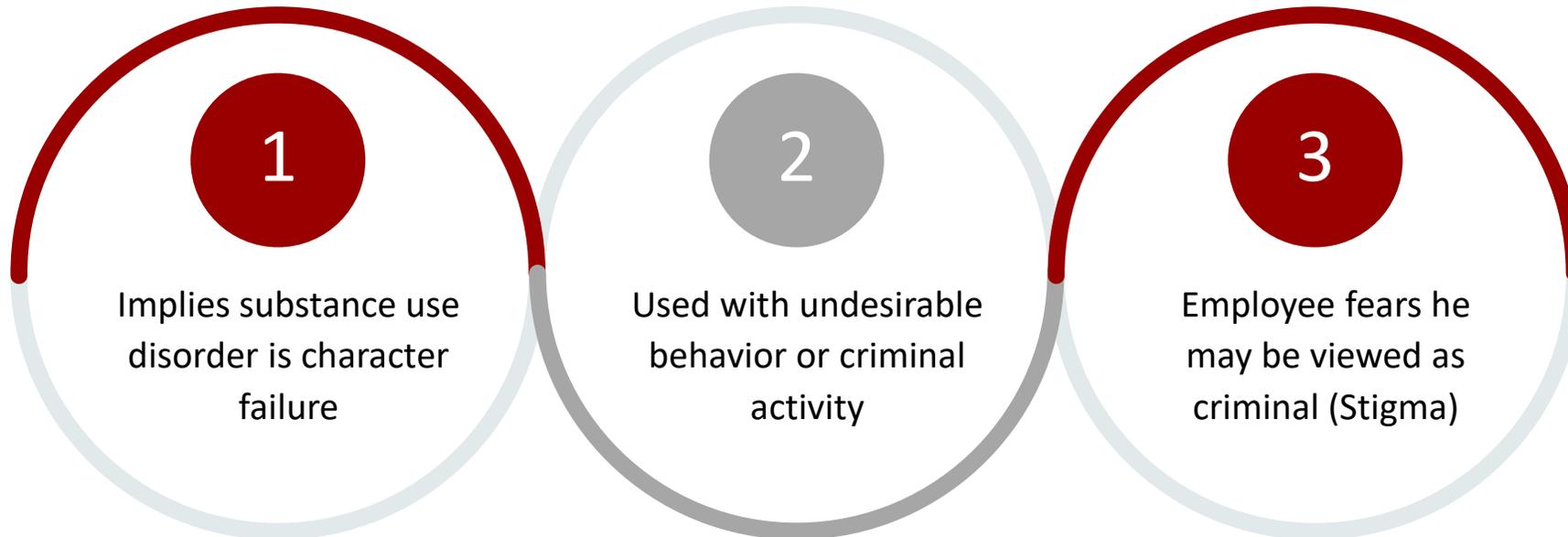
Zero tolerance
policy instituted
for entire civilian
workforce

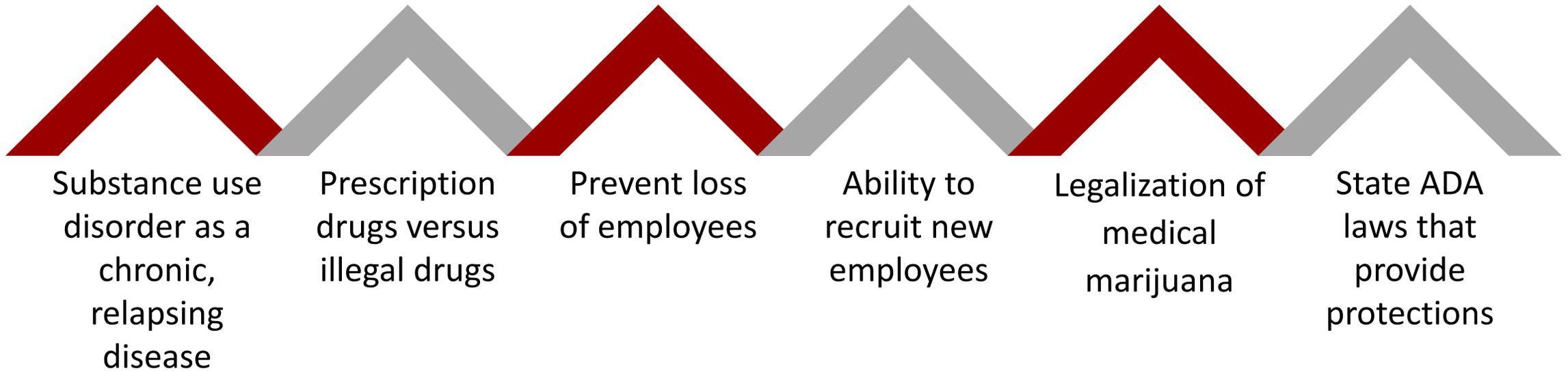
1988

Congress passes
Drug-Free
Workplace Act



Private sector companies voluntarily adopt policies





Thank You

Questions or comments?

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