

**DEPARTMENT OF HOMELAND SECURITY
FEDERAL LAW ENFORCEMENT TRAINING CENTER**

FLETC DIRECTIVE NO:	67-92.D
DIRECTIVE TITLE:	Drug-Free Workplace Plan
EFFECTIVE DATE:	12/31/2004

1. POLICY: The Federal Law Enforcement Training Center (FLETC) will provide a workplace free from the illegal use, possession, or distribution of controlled substances. The possession and distribution of controlled substances will be dealt with promptly in accordance with legal and administrative disciplinary procedures. Additionally, the FLETC ensures the fair and consistent administration of this program.

2. SCOPE: This directive applies to all applicants and employees of the FLETC at all facilities.

3. REFERENCES:

a. Section 503 of the Supplemental Appropriations Act of 1987, Public Law 100-71, dated July 11, 1987.

b. Civil Service Reform Act of 1978, Public Law 95-454.

c. Mandatory Guidelines for Federal Workplace Drug Testing Programs which include Scientific and Technical Requirements and Certification of Laboratories Engaged in Urine Drug Testing, 53 FR 11970 (1988) as revised (1994).

d. Federal Employees Substance Abuse Education and Treatment Act of 1986, Public Law 99-570.

e. The Privacy Act of 1974 (5 U.S.C. Section 552a).

f. 42 CFR Part 2, Confidentiality of Alcohol and Drug-Abuse Patient Treatment Records.

g. Executive Order 12564, Drug-Free Federal Workplace.

h. Executive Order 10450, Security Requirements for Governmental Employees.

i. 5 CFR 752, Adverse Action.

j. U.S. Department of Health and Human Services Guidelines.

4. CANCELLATION:

a. This directive hereby supersedes FLETC Directive 67-92.D, Drug-Free Workplace Plan, dated March 18, 1997.

b. This directive hereby supersedes and cancels FLETC Directive 67-92.B, Alcoholism and Drug Rehabilitation Program, dated September 6, 1983.

5. ADDITIONAL GUIDANCE: [FLETC Manual 67-92.D](#), Drug-Free Workplace Plan.

6. OFFICE OF PRIMARY INTEREST: Human Resources Division, Office of Human Capital, Administration Directorate.

[Signature on file](#)

Connie L. Patrick
Director