

Article III
SANCTIONS

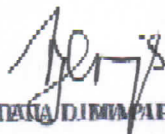
SECTION 13. Violation of officials and employees. Any officer or employee found to have violated this Ordinance may suffer any or a combination of the following sanctions:

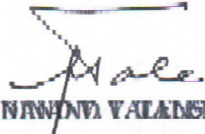
- a) Failure on the part of the Head of Office to implement this Ordinance within a reasonable period after its effectivity shall be dealt with in accordance with Republic Act No. 9165.
- b) Any government official/employee who, without any valid reason after being tested positive of drug use shall refuse to undergo the recommended rehabilitation program will be administratively dealt with in accordance with the existing rules and regulations without prejudice to suspension or dismissal from the service as provided for under Section 36 (d) of Republic Act No. 9165.
- c) Any government official/employee who refuses, without any valid reason, to submit himself/herself for random/mandatory drug test, whichever is applicable, will be administratively dealt with in accordance with the existing rules and regulations without prejudice to Section 32 of Republic Act No. 9165.
- d) Subject to the existing Employees' Assistance Program, official/employee who is found to be positive for drug use and after undergoing a Drug Dependency Examination conducted by the Department of Health (DOH) or by any medical practitioner accredited by the said Office to conduct the drug dependency test as:
 - 1) Experimenter – outpatient, guidance counseling;
 - 2) Occasional User – outpatient, guidance counseling and urine surveillance;
 - 3) Chronic User/Drug Dependent – mandatory 6-month treatment and rehabilitation in any of the government rehabilitation centers
- e) Officers or employees who for the second time have been detected to be using dangerous drugs after completion of his/her treatment and/or rehabilitation program or while undergoing treatment and/or rehabilitation may either be suspended or dismissed from the service subject to the Civil Service laws, rules and regulations.
- f) Officers or Employees who are found arrested/apprehended or charged in court for commission of any of the unlawful acts provided for under Article II of Republic Act 9165 will either be suspended/dismissed from the service depending on the gravity of the offense committed, subject to existing laws, rules and regulations of the Civil Service, and without prejudice to further criminal prosecution.

Article IV
CONTINUING COMMITMENT TO A
DRUG-FREE WORKPLACE

SECTION 14. Responsibilities of the Municipality. In pursuance with the purpose of this Ordinance, the Municipality, through the Office of the Municipal Mayor in coordination with the Roxas Anti-Drug Abuse Advisory Council


JACKSON N. NODDY


VIOLETA DIMAPILIS


FERDINAND VALENSINAPA

mandates the following Responsibilities of the Office/Agency under the Policy to wit:

1. Adopt a continuing and sustainable substance abuse awareness program to inform its employees about:
 - a) Its policy of maintaining a drug-free workplace;
 - b) The dangers posed by the abuse of dangerous drugs;
 - c) The availability of employees' assistance program;
 - d) The consequences, penalties and administrative sanctions in violation thereof;
2. Distribute a copy of this Ordinance to each employee;
3. Create a Committee that will implement, to the fullest, the contents of this Ordinance;
4. To display a billboard message at a strategic place/s in the office with the words;

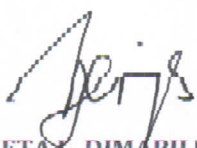
"This is a Drug-Free Workplace. Let's Keep it That Way"

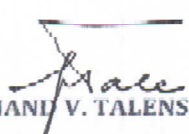
SECTION 15. Responsibilities of the Employees and the Officials. The officials and employees shall have the following responsibilities:

- 1) All officials or employees must never possess and/or use dangerous drugs and other substances of abuse.
- 2) All officials or employees must not directly or indirectly sell, give, provide or administer any dangerous drugs and/or other substance of abuse to his/her co-employees or others and/or to commit or abet/aid in the commission of any unlawful acts penalized under RA 9165.
- 3) The officials and employees must faithfully abide by the terms of this Ordinance as a condition of his/her continued employment.
- 4) The Officials or employees must voluntarily seek treatment and rehabilitation if they have problems related to dangerous drugs.
- 5) The Officials and employees must advocate against drug abuse.
- 6) The officials and employees must help maintain a drug-free workplace.

SECTION 16. Confirmation/Affirmation and Commitment to this Ordinance. In pursuance with the purpose of this Ordinance all officials and employees of the municipal government of Roxas, Oriental Mindoro shall personally sign the following:


JACKSON CANSO DY


VIOLETA L. DIMAPILIS


FERDINAND V. TALENS, MPA

CONFIRMATION / AFFIRMATION AND
COMMITMENT TO A DRUG-FREE WORKPLACE

As an official/employee of the Municipal Government of Roxas, Oriental Mindoro, I hereby certify that I have read the provisions of Municipal Ordinance No. _____ entitled "*AN ORDINANCE IMPLEMENTING THE DRUG-FREE WORKPLACE PROGRAM, MANDATING THE CONDUCT OF AUTHORIZED DRUG TESTING BY ALL OFFICES OF THE LOCAL GOVERNMENT OF ROXAS, ORIENTAL MINDORO INCLUDING THE OFFICES OF ITS TWENTY (20) BARANGAYS, PROVIDING FUNDS THEREFOR AND PROVIDING PENALTIES FOR VIOLATION THEREOF*" and affirm and confirm my commitment to unconditionally abide to all that is provided therein and I shall be answerable to the Municipal Government for whatever violation that I may commit.

Name and Signature of Official/Employee

Date : _____

Attested by:

Name

Designation

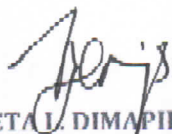
Date

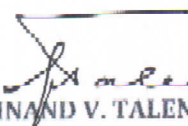
Article V
THE DRUG-FREE ASSESSMENT COMMITTEE

SECTION 17. Creation of the Drug-Free Workplace Assessment Committee. The Drug-Free Workplace Assessment Committee is hereby established which shall formulate and put in place the Municipality's Drug Testing Program which shall be in accordance with the pertinent provisions of RA No. 9165 and this Ordinance. The program must be made known to all employees and officers stressing the fact that the purpose is not to harass but rather to prevent the entry of illegal drugs and the abuse thereof. The program to be implemented must be developed through a process where consensus is achieved regarding its contents. The committee shall be composed of the following:

- a) The Municipal Mayor or his representative;
- b) The Chairperson of the Roxas Anti-Drug Abuse Advisory Council;
- c) Head of the Personnel Department or his representative;


JACKSON CINCO DY


VIOLETA L. DIMAPILIS


FERDINAND V. TALENS, MPA

CONFIRMATION / AFFIRMATION AND
COMMITMENT TO A DRUG-FREE WORKPLACE

As an official/employee of the Municipal Government of Roxas, Oriental Mindoro, I hereby certify that I have read the provisions of Municipal Ordinance No. _____ entitled "*AN ORDINANCE IMPLEMENTING THE DRUG-FREE WORKPLACE PROGRAM, MANDATING THE CONDUCT OF AUTHORIZED DRUG TESTING BY ALL OFFICES OF THE LOCAL GOVERNMENT OF ROXAS, ORIENTAL MINDORO INCLUDING THE OFFICES OF ITS TWENTY (20) BARANGAYS, PROVIDING FUNDS THEREFOR AND PROVIDING PENALTIES FOR VIOLATION THEREOF*" and affirm and confirm my commitment to unconditionally abide to all that is provided therein and I shall be answerable to the Municipal Government for whatever violation that I may commit.

Name and Signature of Official/Employee

Date : _____

Attested by:

Name

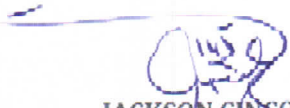
Designation

Date

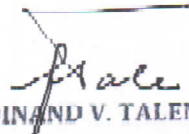
Article V
THE DRUG-FREE ASSESSMENT COMMITTEE

SECTION 17. Creation of the Drug-Free Workplace Assessment Committee. The Drug-Free Workplace Assessment Committee is hereby established which shall formulate and put in place the Municipality's Drug Testing Program which shall be in accordance with the pertinent provisions of RA No. 9165 and this Ordinance. The program must be made known to all employees and officers stressing the fact that the purpose is not to harass but rather to prevent the entry of illegal drugs and the abuse thereof. The program to be implemented must be developed through a process where consensus is achieved regarding its contents. The committee shall be composed of the following:

- a) The Municipal Mayor or his representative;
- b) The Chairperson of the Roxas Anti-Drug Abuse Advisory Council;


JACKSON CIRCO DY


VIOLETA J. DIMAPILIS


FERDINAND V. TALENS, MPA

- d) Head of the Rural Health Unit or his/her representative, and the Department of Health (DOH), Dangerous Drugs Board (DDB) accredited physician; and
- e) The President of the Liga ng mga Barangay.

SECTION 18. Duties and Functions of the Committee. The Committee shall undertake the following duties and responsibilities:

- 1) To oversee the formulation and implementation of the drug abuse policy of the agency;
- 2) Initiate training programs for supervisors;
- 3) Initiate continuing education and awareness program for the employees;
- 4) Initiate and adopt value formation, family enhancement and such other related and relevant programs;

SECTION 19. Employees Assistance Program. The Committee is likewise mandated to establish an Employees Assistance Program within thirty (30) days from the effectivity of this Ordinance which shall address the needs of officials or employees undertaking guidance counselling or rehabilitation as mandated by the provision of this Ordinance. The Employees Assistance Program to be implemented must be developed through a process where consensus is achieved regarding its contents.

SECTION 20. Effectivity. This Ordinance shall become effective upon completion of its publication for three (3) consecutive days in a newspaper of general circulation and posted in at least three (3) conspicuous places in Roxas, Oriental Mindoro pursuant to the Local Government Code of 1991.

ENACTED: 29 June 2016

CERTIFIED CORRECT:

[Signature]
FERDINAND V. TALENS, MPA
 Secretary to the Sangguniang Bayan

ATTESTED:

[Signature]
VIOLETA C. DIMAPILIS
 Municipal Vice Mayor

Received:
[Signature]
 07-20-16

APPROVED:

Received by:

[Signature]
 SP3 *[Signature]*
 20 July 2016
 10:25 AM

[Signature]
JACKSON CINCO DY
 Municipal Mayor
 Date Signed: 07-17-2016

mora/062016

Received by
[Signature]
 7/20/16 2:12 PM