

The American Library Association opposes mandatory drug testing of library employees and advocates employee assistance programs as the best way for library employers to respond to performance deficiencies due to drug use.
(See "Current Reference File": 1987-88 CD #61.)

ROM MANDATORY DRUG TESTING FOR LIBRARY EMPLOYEES

- WHEREAS, Workers in the United States are increasingly subjected to mandatory drug testing; and
- WHEREAS, Libraries as units of academic, governmental and corporate organizations may be faced with mandates to participate in such employee testing; and
- WHEREAS, The reliability and validity of drug testing are increasingly questioned; and
- WHEREAS, Mandatory drug testing is offensive to many individuals, of questionable legality, and an unnecessary invasion of their privacy; and
- WHEREAS, Inaccurate test results may lead to wrongful discharge, unfair damage to careers, and undermining of co-worker relationships; and
- WHEREAS, The costs of such drug testing are significant; and
- WHEREAS, Such tests are not able to predict job impairment; now, therefore be it
- RESOLVED, That the American Library Association adopt as policy opposition to mandatory drug testing of library employees; and, be it further
- RESOLVED, That this policy be published in the ALA Policy Manual and AMERICAN LIBRARIES, communicated to the ALA Washington Office for notification of appropriate federal and legislative offices, and distributed to state library agencies; and, be it further
- RESOLVED, That an appropriate office in ALA be assigned responsibility for providing counsel to library employees who seek assistance in opposing participation in mandatory drug testing; and, be it further
- RESOLVED, That employee assistance programs be advocated by ALA as the best way for library employers to respond to performance deficiencies due to drug use.

SPONSOR: Library Administration and Management Association
Personnel Administration Section
Economic Status and Staff Welfare Committee

MOVED
ENDORSED BY: *[Signature]* **SECONDED** BY: *[Signature]*

POLICY: ALA Policy Manual 54.2, 54.6

PRIOR HISTORY: None

DATE: July 9, 1988

REVIEWED FOR CONFORMANCE WITH
GUIDELINES
Council Resolutions Committee
[Signature]