

IN THE COURT OF APPEALS OF MARYLAND

ADMINISTRATIVE ORDER ADOPTING A SUBSTANCE ABUSE POLICY FOR  
THE JUDICIAL BRANCH OF GOVERNMENT

**WHEREAS**, Substance abuse is a serious national crisis which has had a detrimental effect on the lives of many of our citizens and has exerted a negative effect on the operation of business and government;

**WHEREAS**, Every employer, including the State of Maryland, experiences a loss in productivity due to drug-related absenteeism, injuries on the job, decreased work quality and wasted dollars;

**WHEREAS**, Substance-abusing employees function below established standards, may make impaired decisions, may have negative effects on their co-workers, and are not as alert as non-using employees;

**WHEREAS**, On April 10, 1989, Governor William Donald Schaefer by Executive Order promulgated a substance abuse policy for the Executive Branch consistent with the federal Drug-Free Workplace Act of 1988; and on July 13, 1989, the Legislative Branch adopted a similar substance abuse policy;

**WHEREAS**, The Judiciary is committed to the maintenance of a drug-free workplace which is consistent with the purposes of the federal act;

**NOW, THEREFORE**, I, Robert C. Murphy, Chief Judge of the Court of Appeals of Maryland and administrative head of the Judicial Branch, do this \_\_\_\_ day of August, 1989, adopt the following substance abuse policy affecting all judges and employees of the Judicial Branch.

A. In this Administrative Order, the following words have the meanings indicated:

- (1) "Substance" means alcohol or drugs.
- (2) "Alcohol" means ethyl alcohol or ethanol.
- (3) "Drugs" means any substance, including controlled dangerous substances, taken into the body, other than alcohol, which may impair one's mental faculties, change one's mood and/or physical performance.
- (4) "Judiciary personnel" means any person employed in the Judicial Branch of State government.
- (5) "Abuse" means:
  - (a) Any use of any illegal drug;
  - (b) Intentional misuse of any over-the-counter drug, in cases where such misuse impairs job performance;

