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 BY: [Signature]
SECONDED BY: [Signature]

POLICY: ALA Policy Manual 54.2, 54.6

PRIOR HISTORY: None

DATE: July 9, 1988

[Signature]

Reviewed for Conformance with Guidelines