Drugs and Alcohol in the Workplace Policy

Purpose:

To promote a safe, healthy, and productive work environment free from the influence of drugs and alcohol.

Scope:

This policy applies to all employees, contractors, and visitors on company premises or conducting company business.

Key Points:

1. The possession, use, or distribution of illegal drugs or alcohol on company property is prohibited.

2. Employees must not report to work under the influence of drugs or alcohol.

3. Prescription drugs affecting work performance must be disclosed to management in advance.

4. Random drug and alcohol testing may be conducted where permitted by law.

5. Support programs are available for employees seeking assistance with substance-related issues.

Non-Compliance:

Violations of this policy may result in disciplinary action, up to and including termination of employment.