**DRUG-FREE WORKPLACE PROGRAM**

**Streamform Contractors**

Effective Date: January 1, 2025

**1. Purpose**

Streamform Contractors is dedicated to ensuring a safe, healthy, and productive work environment. The presence or influence of drugs or alcohol in the workplace threatens the safety of employees, clients, and the public. This program is established to prevent substance abuse and to promote a drug-free workplace.

**2. Scope**

This program applies to all employees, job applicants, subcontractors, and visitors at any Streamform Contractors worksite or office location in Texas.

**3. Policy Statement**

Streamform Contractors prohibits the manufacture, distribution, possession, or use of controlled substances and alcohol in the workplace. All employees are required to report to work and perform their duties free from the influence of drugs or alcohol.

**4. Definitions**

* **Controlled Substances:** Any drug or substance that is illegal or requires a prescription.
* **Alcohol:** Any beverage or substance containing ethyl alcohol.
* **Workplace:** Any location where Streamform Contractors business is conducted, including vehicles and client sites.

**5. Prohibited Conduct**

* Use, possession, sale, or distribution of illegal drugs or alcohol on company premises or worksites.
* Reporting to work or performing duties under the influence of drugs or alcohol.
* Refusal to submit to required testing or attempts to tamper with testing procedures.

**6. Drug and Alcohol Testing**

**6.1 Pre-Employment Testing**

All applicants who receive a conditional offer of employment must undergo drug and alcohol testing. Employment is contingent upon passing the test. Refusal or failure will result in withdrawal of the job offer.

**6.2 Random Testing**

A systematic, computer-generated selection process will be used to conduct random drug and alcohol testing throughout the year. All employees are subject to unannounced testing at least once annually.

**6.3 Reasonable Suspicion Testing**

Testing will be conducted if there is reasonable suspicion that an employee is under the influence of drugs or alcohol while on duty.

**6.4 Post-Accident Testing**

Employees involved in workplace accidents or near-miss incidents may be required to submit to drug and alcohol testing.

**6.5 Return-to-Duty and Follow-Up Testing**

Employees returning to work after a violation or treatment must pass a return-to-duty test and may be subject to unannounced follow-up testing.

**7. Testing Procedures**

* All testing will be conducted by certified laboratories.
* A Medical Review Officer (MRO) will review and verify all positive results.
* Employees may contest or explain positive results to the MRO before any disciplinary action is taken.

**8. Confidentiality**

All information related to drug and alcohol testing and results will be kept confidential and shared only with those who have a legitimate need to know.

**9. Employee Assistance**

Streamform Contractors encourages employees with substance abuse issues to seek help voluntarily. The company may provide referrals to counseling or rehabilitation services. Participation in such programs does not exempt employees from compliance with this policy or from disciplinary action for violations.

**10. Consequences of Policy Violation**

* **First Violation:** Immediate removal from the workplace and possible referral to an Employee Assistance Program.
* **Subsequent Violations:** Disciplinary action up to and including termination of employment.
* **Refusal to Test:** Treated as a positive result and subject to disciplinary action.

**11. Education and Training**

All employees will receive training on the dangers of drug and alcohol abuse, the specifics of this program, and available resources for assistance.

**12. Acknowledgment**

All employees are required to sign an acknowledgment form indicating they have read, understood, and agree to comply with the Drug-Free Workplace Program.

**Approved by:**  
John Smith  
President, Streamform Contractors  
Date: June 12, 2025

*This program is reviewed annually and may be amended as necessary to comply with changes in law or company policy.*