**Alcohol, Drugs and Weapons**

1. **Purpose**

The purpose of this policy is to set fourth guidelines prohibiting the use of alcohol, illegal drugs, and weapons in the workplace.

1. **Alcohol and Drug Policy**

[company] strictly prohibits the use, sale, transfer, or possession of alcohol, drugs, drug paraphernalia or controlled substances on any Company premises or worksites. This prohibition includes Company vehicles and private vehicles parked on the Company’s premises, worksites, or parking lots.

Additionally, the Company strictly prohibits the presence of any person with any detectable amount of alcohol, drugs, or controlled substances present in his or her body on Company property. Any employee found in violation of this policy, by a competent person, will not be allowed to work on any client's worksites and is subject to disciplinary action, including immediate discharge.

Any non-employee, including visitors, contractors, employees of contractors, consultants, etc., found in violation of the Company’s policy for a drug and alcohol free work environment, or suspected of having alcohol, drugs, or controlled substances present in his or her body, may be refused entry onto, or removed from, premises, or worksites, and denied future access.

Furthermore, depending on the circumstances, other action, including notification of appropriate law enforcement agencies, may be taken against any violator of the Company’s policy.

1. **Testing**

The Company will require all applicants for employment to submit to a urinalysis and/or blood test for drugs and/or alcohol as a precondition for employment. The Company will also require all employees to submit to urinalysis and/or blood test for drugs and/or alcohol in the following circumstances:

* Pre-employment screening prior to commencement of work.
* Following an accident occurring within the course and scope of employment. And following an accident occurring within the course and scope of employment where alcohol and or drug use is reasonably suspected as a mitigating or contributing factor.
* If a company official or competent person has determined that there is reasonable cause or suspicion that an individual is performing work under the influence in violation of the Company’s policy.
* As part of periodic physical examinations.
* On a random selection basis and any other time deemed appropriate by the management of the Company, without prior announcement.
* Any and all employees that receive unacceptable alcohol and/or drug test results will not be allowed to work on a Client/Host site or facility and will be removed from a Client/Host site or facility immediately.

1. **Weapons Policy**

The possession or use of weapons, firearms, or explosive material is strictly prohibited on property owned, leased, or operated by Company including, but not limited to field locations, offices, buildings, parking structures, or vehicles.

1. **Contraband**

Entry onto property owned, leased, or operated by Company is conditional upon Company’s right to search any person, vehicle, or personal effects for contraband items such as, but not limited to Alcohol, Legal Drugs, Illegal Drugs, Other Controlled Substances, Weapons, Firearms or Explosive Material.

Company reserves the right to designate as contraband, any items or materials which are deemed incompatible with safe and environmentally responsible operations.

Authorized representatives of Company may search those entering, working in, or exiting Company locations at their discretion and without prior announcement.