

Substance Abuse and Drug Testing Policy

[Company Name] (the Company) is committed to providing a safe, drug-free work environment and fostering the health and well-being of its employees. That commitment is jeopardized when any Company employee or contract worker uses illegal drugs (including marijuana) on the job; comes to work under the influence; possesses, distributes, or sells drugs in the workplace; or abuses alcohol in a way that affects their job performance.

Therefore, the Company has established the following substance abuse policy:

- In accordance with the Company policy, it is in violation for any employee to use, possess, sell, trade, offer for sale, or buy illegal drugs or otherwise engage in the illegal use of drugs on the job.
- In accordance with the Company policy, it is in violation for anyone to report to work under the influence of illegal drugs or alcohol.
- In accordance with the Company policy, it is in violation for anyone to use prescription drugs illegally. (However, nothing in this policy precludes the appropriate use of legally prescribed medications, so long as their use does not impair job performance.)

I further agree to submit to a drug test as requested as a condition of my employment with the Company. I understand that failure to comply with a drug testing request, or a positive drug test result, may lead to immediate termination of employment.

I do hereby certify that I have received, read, and understand the Company Substance Abuse and Drug Testing Policy.

Employee Name: _____

Employee Signature: _____

Date: _____

Everyone shares responsibility for maintaining a safe work environment; supervisors and co-workers should encourage anyone who has a substance abuse problem to seek help.

[If your company provides an EAP program, provide details here on how to get help]