

# DRUG FREE WORKPLACE



# KEEPING YOUR WORKSITE DRUG FREE NOTICE TO EMPLOYEES AND APPLICANTS

# THIS COMPANY HAS A ZERO TOLERANCE POLICY REGARDING THE USE OF DRUGS ON THE JOB.



In an effort to maintain a reasonably safe and healthful workplace, and in accordance with both federal and state law, the Company will from time to time inform employees through educational materials about the dangers of drug abuse in the workplace. The Company also has adopted the following policy.

It is a violation of Company policy for any employee to sell, purchase, use, consume, possess, manufacture, distribute, dispense or transport any illegal substance, or to abuse any controlled substance, on Company premises and at any time during working hours, including meal and break periods. Company employees shall report to work with their abilities unimpaired by illegal or controlled substances, and remain so throughout their assigned work day.

If you violate this policy, you will be subject to appropriate disciplinary action, up to and including immediate discharge.

REMEMBER: If you directly observe drug-free workplace policy violations or obvious, onthe-job impairment you believe poses an immediate danger to any worker on the job:

- DO NOT DELAY or ignore the situation.
- ACT to prevent the worker from committing the unsafe practice, if at all possible.
- NOTIFY your supervisor or foreman immediately.
- BE WILLING to risk being wrong. When your safety and that of your co-workers is on the line, it is better to be safe than sorry.

When a worker is impaired by the use of drugs or alcohol, he or she threatens the safety and well-being of everyone at a worksite. To do your part to protect workplace safety:

- Understand your company's drug-free workplace policy.
- Follow it and set a good example for others by working drug and alcohol free.
- Seek help if you or your co-worker(s) need it.
- Notify management if you observe use of or impairment from drugs or alcohol that could threaten the health and safety of co-workers.





# **Creating And Maintaining The Drug Free Workplace**

**D** Keegan

#### **Creating And Maintaining The Drug Free Workplace:**

Creating and Maintaining the Drug-free Workforce Bob Wright, 1993 The bad news is that substance abuse today costs the average American business more than 25 percent of annual profits through added health care and compensation expenses poor productivity liability theft and impaired decision making The good news is that substance abuse represents your largest single changeable operating cost Eliminate it from your workplace and both profits and productivity are certain to increase dramatically Here's a timely much needed book that offers legally sound clinically based guidelines for setting up a comprehensive identification and intervention program to deal with drug and alcohol problems at your company Written by two of America's leading experts in the field of substance abuse Creating and Maintaining the Drug Free Work force features a proven win win approach that has been shown capable of motivating even the most troubled employees to get clean and stay clean You ll learn the legal grounds for employer intervention as defined by current federal and state laws and regulations telltale signs that indicate a particular employee may be abusing alcohol or drugs the pros and cons of conducting pre employment for cause post accident random or re entry drug testing how to intervene successfully when you lack hard evidence of substance abuse early intervention and the different methods to use when you have proof that a problem exists late intervention what you need to know up front about the addiction syndrome a pattern of denial deceit and dependency that is common to all substance abusers how to use education and supervisor training to raise employee awareness and prevent future problems from arising when where and how to utilize outside counselors treatment providers and self help recovery programs with an in depth analysis that compares all of these various options how to supervise re entry establish a companywide support system and prevent relapses from occurring and much more Making Your Workplace Drug-free Center for Substance Abuse Prevention (U.S.). Division of Workplace Programs, 2008 Winning **Strategies for Developing Grant Proposals** Beverly A. Browning, 2006 How to Comply with the Drug-Free Workplace California. Supreme Court. Records and Briefs California (State)., Court of Appeal Case s Act Rebekah McPherson,1989 H009448 Consolidated Case s Number of Exhibits 1 Application for grants, 1990 Application for Grants Under Title VI of the Higher Education Act of 1965, as Amended by the Education Amendments of 1980, 1989 BNA's Employee Relations Weekly, 1993 Professional Safety ,2002-07 Congressional Record United States. Congress, 2009 The Congressional Record is the official record of the proceedings and debates of the United States Congress It is published daily when Congress is in session The Congressional Record began publication in 1873 Debates for sessions prior to 1873 are recorded in The Debates and Proceedings in the Congress of the United States 1789 1824 the Register of Debates in Congress 1824 1837 and the Congressional Globe 1833 1873 Federal Register ,1993-03 The New Drug-Free Workplace Act Elizabeth Nogay, 1989 Journal of the House of Representatives of the United States United States. Congress. House, 1990 Some vols include supplemental journals of such proceedings of the sessions as during the time they

were depending were ordered to be kept secret and respecting which the injunction of secrecy was afterwards taken off by the order of the House 

The Making of a Drug-free America Mathea Falco,1994 Revised and updated this book argues that Americans need not give in to despair when it comes to the persistent problem of drug abuse Falco showcases effective prevention treatment and law enforcement strategies from around the country This information will shape the debate in 1994 midterm elections Includes a foreword by Michael Crichton 

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Employment Safety and Health Guide, 2002 Includes original text of the Occupational safety and health act of 1970 

California. Court of Appeal (2nd Appellate District). Records and Briefs California (State).,

Anesthesia and Analgesia in Laboratory Animals Melissa Dyson, Paulin Jirkof, Jennie Lofgren, Elizabeth Nunamaker, Daniel Pang, 2023-05-17 Anesthesia and Analgesia in Laboratory Animals focuses on the special anesthetic analgesic and postoperative care requirements associated with experimental interventions Fully revised and updated this new edition provides the reader with agents methods and techniques for anesthesia and analgesia that ensure humane reproducible and successful procedural outcomes Sections cover ethical regulatory and scientific considerations principles of anesthesia and analgesia anesthetic equipment and monitoring periprocedural care including dedicated chapters to the assessment and management of pain in laboratory species and practical considerations by species including relevant anatomy physiology and behavior of a broad range of lab animal species This will be a complete reference for veterinarians involved in lab animal research as well as senior graduate graduate students post docs and researchers who utilize animals in biomedical research Provides researchers with the most comprehensive and up to date review of the use of anesthesia and analgesia in laboratory animals Includes complete coverage of agents impact in research outcomes Thoroughly updated with new material on ferrets birds reptiles amphibians fish and cephalopods Covers hot topic areas such as pain research ethical issues legal issues and imaging studies Federal Regulation of Employee Benefits James Castagnera, David A. Littell, 1992 Two lawyers who specialize in employee benefits present a comprehensive guide to the federal regulations concerning all types of employee benefit plans and programs Under social and legal benefits chapters discuss antidiscrimination laws tax considerations and new legislation The plan types discussed include enterprise ownership deferred compensation and health and life insurance Also notes special topics such as collective bargained plans government contractors and social security Includes 30 pages of tables Annotation copyrighted by Book News Inc Portland OR

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