

Substance Abuse Policy

We are committed to maintaining a safe, productive environment for all employees and any other person coming into contact with our employees. Employees who are under the influence of alcohol or drugs while on the job may pose serious safety and health risks to themselves and to those who work or come into contact with them. Therefore any distribution; possession or sale of drugs in the workplace may also create unacceptable safety and property risks. Furthermore, employees while off work, away from our premises, in an S&S vehicle or operating a private vehicle but on S&S business time, abuse illegal drugs or alcohol, or are involved in any way with illegal drugs, are subject to disciplinary action including termination.

Pre-Employment Screening

We reserve the right to screen any potential employee who will be working for S&S, at client locations or driving vehicles while working for us, in an effort to prevent the hiring of individuals who use drugs illegally or whose abuse legal drugs or alcohol indicates a potential for unsafe job performance.

If you have a current and valid prescription for a drug, and you use, possess, or are under the influence of this drug in the manner and for the purposes prescribed, this will not be considered a violation of this policy if this use does not affect your job performance or create a risk to your or others' safety. Any such prescription must be in your name, must be less than one year old, and must be carried in its original container.

We may, at our discretion, require you to refrain from working while under the influence of any drug or medication upon the advice of our medical consultant or your physician.

Substance Abuse Screening

We reserve the right to require substance abuse screening of employees at any time. We reserve the right to implement or change a drug screening policy at any time.

If asked to submit to a substance abuse test, you will be required to complete the Employee Consent Form. Refusal to consent to substance abuse testing may be grounds for termination.

Confidentiality

Only the designated S&S representative or designee shall receive the testing results. All searches, inspections and urine, breath or blood testing will be performed with concern for each employee or person's personal privacy, dignity and confidentiality.

The results of any testing will be considered a medical record disseminated strictly on need-to-know basis or as may be legally required. Illegal substances, drugs, and other contraband discovered through searches and inspections will be catalogued and surrendered to the proper law enforcement authorities.