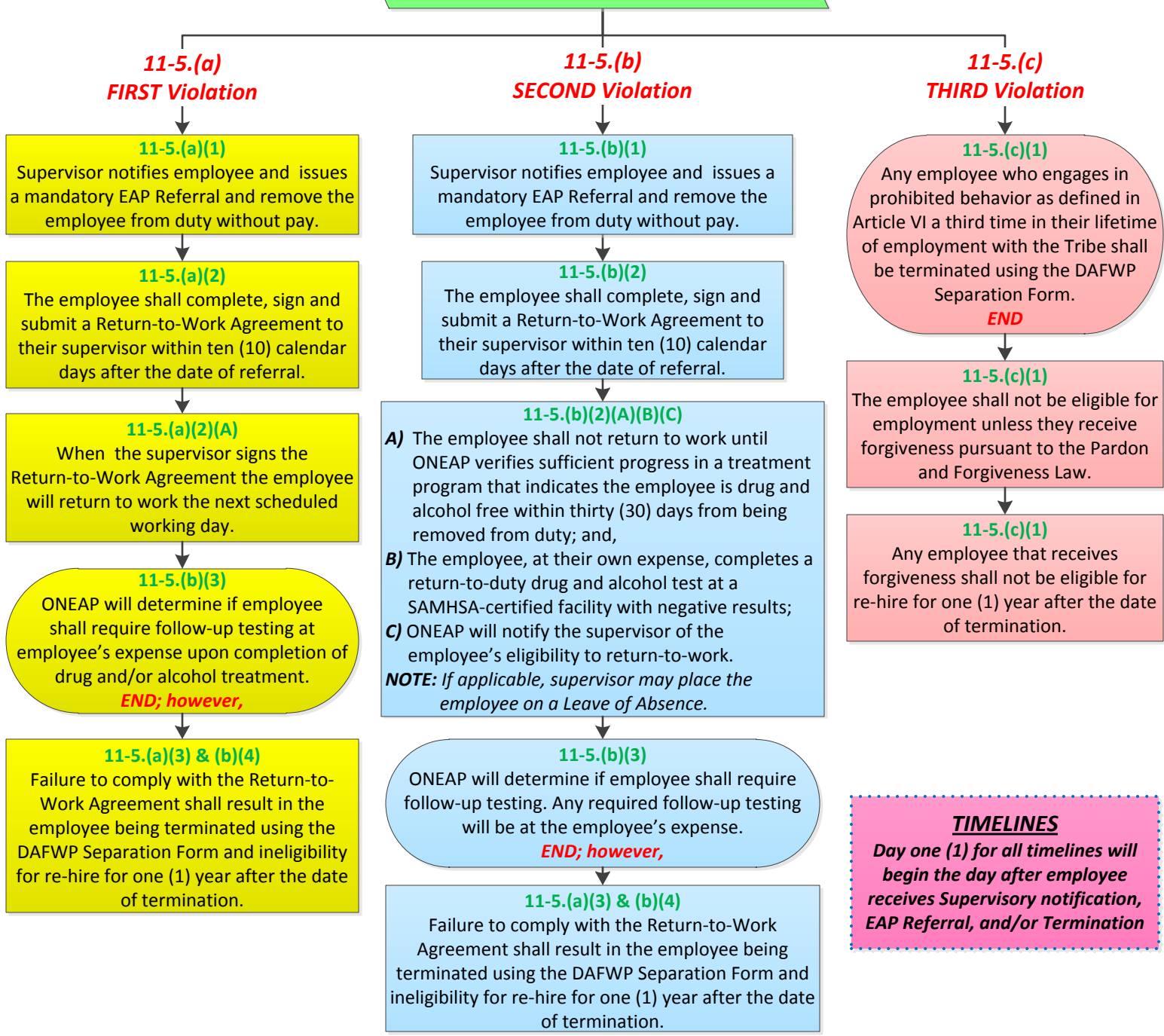


# Drug & Alcohol Free Workplace Policy

## Consequences

*See: DAFWP Consequences flowchart for the appropriate **Violation** process as stated in the DAFWP Policy Section 11.5.*



**Section 12-1.** Former employees that were terminated due to violations of this Policy shall provide, along with their application for employment, the following:

- (a) Proof of completion of a certified Alcohol and Other Drug Abuse program; and
- (b) A negative drug screening and alcohol test at a SAMHSA-certified facility completed within the last thirty (30) calendar days. This drug screening and alcohol test shall be done at their own expense.

(Former employees with a 3<sup>rd</sup> DAFWP violation must prove they received forgiveness in accordance with the Pardon and Forgiveness Law)

**Sections 5-4./13.1.** Supervisors and Employees that fail to adhere to their responsibilities under this Policy may be subject to disciplinary action, corrective action, and/or other consequences, such as, the disqualification of Unemployment Benefits, Reduction of Workers Compensation Benefits, Criminal Penalties, and/or Liability of Accidents.