

Fischcon Drug and Alcohol Policy

Purpose

The purpose of this Drug and Alcohol Policy is to ensure a safe, healthy, and productive work environment for all employees, contractors, and visitors. Fischcon is committed to maintaining a workplace that is free from the influence of drugs and alcohol to ensure the safety, well-being, and productivity of our workforce.

Scope

This policy applies to all employees, contractors, and visitors of Fischcon while on company premises, at company-sponsored events, and during the performance of work-related duties off-site.

Policy

1. Prohibited Conduct

Alcohol: The consumption, possession, sale, or distribution of alcohol on company premises or while performing company duties is strictly prohibited, except during approved company events where alcohol may be served in a controlled manner.

Drugs: The use, possession, sale, distribution, or being under the influence of illegal drugs or controlled substances without a prescription while on company premises or during work hours is strictly prohibited.

Prescription Medication: Employees using prescription or over-the-counter medication that may impair their ability to perform their job safely and effectively must inform their supervisor. The company may require a medical evaluation to ensure the employee can perform their duties safely.

2. Testing

Post-Accident Testing: Employees involved in a workplace accident may be required to undergo drug and alcohol testing, if required by the relevant authorities.

3. Consequences of Policy Violation

Positive Test Result: Employees who test positive for drugs or alcohol will be subject to disciplinary action, which may include suspension, mandatory rehabilitation programs, or termination of employment.

Refusal to Test: Refusal to undergo required drug and alcohol testing will result in disciplinary action, up to and including termination.

Illegal Activities: Any illegal activities involving drugs or alcohol will be reported to the appropriate

authorities and may result in immediate termination.

4. Support and Rehabilitation

Employee Assistance Program (EAP): Employees with drug or alcohol dependency issues are encouraged to seek assistance possibly with the assistance of the company. The company supports rehabilitation efforts and will provide reasonable accommodation for employees undergoing treatment.

b. **Confidentiality:** All information regarding an employee's participation in rehabilitation programs will be kept confidential.

5. Responsibilities

a. **Management:** Managers and supervisors are responsible for enforcing this policy and ensuring a safe and healthy work environment.

b. **Employees:** Employees are responsible for adhering to this policy, reporting any violations, and seeking assistance if they have a drug or alcohol problem.

6. Policy Review

This policy will be reviewed annually and updated as necessary to ensure it remains effective and compliant with legal requirements.

Acknowledgment

All employees are required to read, understand, and comply with this Drug and Alcohol Policy. Employees must sign an acknowledgment form confirming their understanding and acceptance of this policy.

Employee Acknowledgment Form

I, _____, have read and understand Fischcon's Drug and Alcohol Policy. I agree to comply with the policy and understand that violation of this policy may result in disciplinary action, including termination of employment.

Signature: _____ Date: _____