

## DRUG TESTING POLICY

\_\_\_\_\_ aims to have a safe and drug-free work environment. With this goal in mind, we have a strict no-alcohol and no-drug policy. We will not tolerate any substance use or abuse on our premises. Any employee reporting for work under the influence of alcohol or non-prescribed controlled or illicit drugs will be asked to leave immediately. Under these circumstances, assistance will be provided to ensure that the employee arrives home safely. Any employee under the influence of alcohol or drugs may have his/her employment terminated immediately and/or become subject to an adverse employment action.

**TESTING:** All employees are required to submit to random and post-injury drug testing.

**CONFIDENTIALITY of results:** All information, interviews, reports, statements, memoranda, or test results received by us through our drug testing program are confidential communications.

**Procedure:** When a drug test is performed, the sample will be collected by a trained individual in an appropriate laboratory to maintain a proper chain of custody. Any drug test used to detect the presence of marijuana, opioids, cocaine, amphetamines, and/or phencyclidine will be performed in a SAMHSA-certified or CAP-FUDT-certified laboratory in accordance with La. R.S. 49:1005. Any employee, confirmed positive, upon his written request, shall have the right of access within seven working days to records relating to his drug tests in accordance with La. R.S. 49:1011.

### EMPLOYEE

BY: \_\_\_\_\_

BY: \_\_\_\_\_

Title: \_\_\_\_\_

\_\_\_\_\_  
Printed Name