

FAIRWAY THREE TOWNHOMES ASSOCIATION, INC.  
ALCOHOL AND DRUG USE POLICY

Adopted, October 3 ,2018

The following procedures have been adopted by Fairway Three Townhomes Association, Inc. (“Association”) pursuant to C.R.S. 38-33.3-209.5, at a regular meeting of the Board of Directors.

Purpose: Alert and rational behavior is required for the safe and adequate performance of job duties. Therefore, working after the apparent use of alcohol, a controlled substance, or abuse of any other substance is prohibited.

Drug Use Philosophy: The Fairway Three Townhome Association is committed to a safe, healthy, and productive work environment for all employees and contractors, free from the effects of illegal or non-prescribed drugs and alcoholic beverages. Use of drugs and alcohol alters employee judgment resulting in increased safety risks, employee injuries, and faulty decision making. Therefore, the possession, use, sale of controlled substances or alcohol on Fairway Three Townhome premises or during Fairway Three Townhome time is prohibited. This includes working after the apparent use of marijuana, regardless of marijuana’s legal status. Furthermore, working after the use of alcohol, a controlled substance or abuse of any other substance is prohibited.

NOW, THEREFORE, IT IS RESOLVED that the Association does hereby adopt the following procedures and policies for the collection of assessments and other charges of the Association:

1. Drug and Alcohol Use. Any employee or contractor under the influence of alcohol or drugs while performing work on Fairway Three Townhomes Association property will immediately cease work and leave the premises. Any contracts or agreements between Fairway Three Townhomes Association and contractors with employees under the influence of alcohol or drugs will be reviewed and maybe terminated.

This Drug Use Policy was adopted by the Board of Directors on the \_\_\_ day of \_\_\_, 20\_\_\_, effective the \_\_\_ day of \_\_\_, 20\_\_\_, and is attested to by the Secretary of Fairway Three Townhomes Association, Inc.

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Brian Olson-Secretary