

## ALCOHOL/DRUG FREE POLICY STATEMENT

Any use, consumption, sale, purchase, transfer, or possession of any alcohol or controlled substance by any program participant, grantee employee, or employee of a subcontractor while on a training site or on a job placement site is prohibited.

Program participants, grantee employees, and/or employees of a subcontractor are strictly prohibited from being under the influence of alcohol or any controlled substance while attending a grantee sponsored training sessions or meetings.

Legally prescribed medications are excluded from this prohibition and permitted only to the extent that the use of such medications does not adversely affect the participants/employees work training ability, or the safety of the participant, employees, and others.

As a condition of participation in the program, participants agree to abide by the terms of the prior paragraphs and to notify the grantee of any criminal drug statute conviction or violation.

### Policy Violations

Any participant, grantee employee, or employee of the subcontractor who violates this policy shall be subject to disciplinary action up to and including immediate termination. Sanctions may include, but are not limited to, a requirement that the violators participate in a drug abuse or alcohol assistance or rehabilitation program.

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Participant Signature

Date

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WIOA Case Manager Signature

Date