# Drug Free Workplace Policy

It is the policy of God’s Love International (GLI) that the unlawful manufacture, distribution, possession or use of a controlled substance or illegal drug of any type in or near the office, property, or workplace(s) of God’s Love International is strictly prohibited. Reporting to work while debilitated by “private” and/or off-site usage of controlled substance is strictly prohibited.

It is the policy of God’s Love International that employees and volunteers may not report to work under the influence of alcohol, use or possess alcohol near the offices, property, or workplace(s) of GLI.

Any employee/volunteer who is in violation of this policy shall be subject to disciplinary action which may include suspension and/or termination.

It is a condition of employment/volunteering that each employee/volunteer agrees to abide by the policy statement set forth herein. In addition, it is also a condition of employment/volunteering that each employee/volunteer agrees to notify GLI of any drug-related conviction or alcohol-related conviction within five days of the date of any judgment of conviction.

It is understood that any employee/volunteer who is convicted of an alcohol or drug-related offense shall be subject to disciplinary action, which may include suspension or termination.

God’s Love International reserves the right to require any employee/volunteer convicted of a drug offense or in violation of this policy to submit to drug counseling and/or rehabilitation services as part of disciplinary action.

This statement of policy is presented to you and adopted by Volunteers of America of Eastern Washington and Northern Idaho pursuant to provisions of the Drug Free Workplace Act of 1988.

Signature

Print Name

Date