

Mercer County Opportunity Industries Inc. Community Rehabilitation Program

Drug-Free Workplace Policy

MCOI's Community Rehabilitation Program absolutely prohibits any use, consumption, sale, purchase, transfer, or possession of any controlled substance by any participant while on duty or while at a worksite, or on MCOI's property. In addition, clients are strictly prohibited from being under the influence of any controlled substance while performing worksite assignments or while attending MCOI sponsored training sessions or meetings. Legally prescribed medications are permitted.

As a condition of participation in the program, clients agree to abide by the terms of the prior paragraph and to notify MCOI of any criminal statute conviction for a violation in the workplace no later than five days after such conviction. MCOI is required by law to notify our federal funding source of any convictions.

Violations of the Policy

A client who violates this policy shall be subject to disciplinary action up to and including termination. Sanctions may include; but, are not limited to, a requirement that the participant participate in a drug abuse assistance or rehabilitation program.

Signature of Client

Date

Signature of Staff

Date