



As Needed Staffing Inc. Policy for alcohol and drugs

Employee understands and agrees to the following policies regarding drugs and alcohol:

➤ **ALCOHOL:**

- A. Possession of alcohol while on assignment will not be allowed.
- B. No employee shall report to work under the influence of alcohol.
- C. Driving to or from assignment while under the influence of alcohol shall waive all insurance provided by As Needed Staffing.
- D. Consumption of alcohol prior to or during your shift with As Needed Staffing will result in immediate termination.

➤ **DRUGS:**

- A. No drugs are to be used during your time of employment with As Needed Staffing without written prescription from physician.
- B. Possession, distribution, or sale of a controlled substance while on assignment will not be allowed.
- C. No employee shall report to work under the influence of a controlled substance.
- D. Any random drug test that shows positive results without prescription will be charged back to employee.

Violation of any of the above policies may result in immediate dismissal and possible criminal charges.

Signing below authorizes As Needed Staffing to request pre-hire and random, supervised drug screening within a 24-hour window of notice to test.

Employee signature

Date

Officer of A.N.S.

Date

Title