

SUBSTANCE ABUSE POLICY

Applicability

This policy shall apply to all operations within [company] (the "Company").

Purpose

This policy is designed to protect the safe and efficient performance of all employees on the job. It is not intended to constitute an unwarranted intrusion into the private lives of employees nor attempt to detect matters unrelated to the safe and efficient performance on the job. The Company is also committed to creating a drug-free work environment.