



Delta Inspection & Expediting Consultation (DIEC)

## Substance Abuse

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This Policy is to apply to all personnel working on behalf of DIEC whether they are employee, independent subcontractor or subcontract. This is to apply only as applicable by local laws and is not intended to interfere with individual rights or violate laws.

It is essential that all employees be alert and in full possession of their faculties when working. This General Policy against Substance Abuse is necessary to protect the safety of our workforce, our workplace, and the public. Using illicit drugs or alcohol can cause permanent injury or death. The purpose of this General Policy against Substance Abuse is to prevent accidents and injuries in DIEC's operations that result from personnel using illicit drugs, controlled substances, or alcohol, and to maintain high standards of conduct and efficiency.

Accordingly, personnel performing work on behalf of DIEC may not report to work or remain on duty while using, being under the influence of, or impaired by alcohol or an illegal drug, intoxicant, or controlled substance. Personnel may not possess, sell or distribute alcohol or an illegal drug, intoxicant, or controlled substance while on DIEC property or on DIEC time. Drinking alcoholic beverages or use of other illegal drugs, intoxicants, or controlled substances during working hours, during breaks, or during lunch is prohibited.

All personnel who are involved in accidents or injuries on the job may be tested for substance abuse by urine sample. When requested, the individual shall be transported to a collection facility selected by DIEC for such testing.

If an individual tests positive or refuses to be tested, the individual will be subject to disciplinary action, up to and including termination of their employment or cancellation of Contract.

The use of prescription drugs and/or over-the-counter drugs may also affect individuals' job performance and seriously impair the ability to perform job duties. Any person who is using prescription or over-the-counter drugs that may impair his or her ability to safely perform the job or may affect the safety of others must submit a physician's statement that the prescription drug will not affect job safety. The individual is not required to identify the medication or underlying illness.

Various federal, state and local laws protect the rights of individuals with disabilities and others with regard to the confidentiality of medical information, medical treatment, and the use of prescription drugs and substances taken under medical supervision. Nothing contained in this policy is intended to interfere with individual rights under or to violate these laws.

Any individual violating this policy will be subject to disciplinary action, up to and including termination of their employment or cancellation of Contract.



### **Delta Inspection & Expediting Consultation (DIEC)**

To prevent alcohol or illegal drug, intoxicant, or controlled substance from being brought on to premises of DIEC, its clients' or their suppliers, DIEC our clients and/or suppliers, may, at their discretion, inspect any work station, locker, package, purse, briefcase, tool box, vehicle, or other personal belongings brought onto the premises in connection with the investigation of any rule violation. Personnel must cooperate in all investigations of suspected rule violations or in maintenance of a safe workplace.