**Drug-Free Workplace Policy**

**Purpose:** The purpose of this Drug-Free Workplace Policy is to establish and maintain a safe and healthy work environment for all employees of [Your Aquatics Center].

**Scope:** This policy applies to all employees, including full-time, part-time, temporary, and seasonal staff, contractors, and volunteers of [Your Aquatics Center].

**Policy:**

1. **Prohibition of Drugs and Alcohol:** The possession, use, sale, distribution, or being under the influence of alcohol or illegal drugs while on duty or on the premises of [Your Aquatics Center] is strictly prohibited. b. Employees are prohibited from reporting to work or performing duties under the influence of alcohol or illegal drugs.
2. **Prescription Medications:** Employees who are taking prescription medications that may impair their ability to perform their duties safely and effectively must notify their supervisor. b. Employees must ensure that their use of prescription medications does not interfere with their job performance or endanger the safety of themselves or others.
3. **Drug Testing:** [Your Aquatics Center] reserves the right to conduct drug and alcohol testing as part of pre-employment screening, reasonable suspicion testing, post-accident testing, and random testing. b. Refusal to submit to drug and alcohol testing when requested may result in disciplinary action, up to and including termination of employment.
4. **Consequences of Violation:** Violation of this policy, including but not limited to the possession, use, sale, or distribution of alcohol or illegal drugs, will result in disciplinary action, up to and including termination of employment. b. Employees may also be subject to legal action and may be required to participate in drug and alcohol rehabilitation programs at their own expense.
5. **Confidentiality:** All information related to drug and alcohol testing, including test results, will be kept confidential to the extent possible, in accordance with applicable laws and regulations.

**Acknowledgment:** I have read and understand the Drug-Free Workplace Policy of [Your Aquatics Center]. I agree to comply with the provisions of this policy and understand that violation of this policy may result in disciplinary action, up to and including termination of employment.

Employee Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Management Responsibilities:** Management of [Your Aquatics Center] is responsible for enforcing this policy consistently and fairly, providing support and resources for employees who may be struggling with substance abuse issues, and ensuring that employees are aware of the resources available for assistance.

**Review and Update:** This Drug-Free Workplace Policy will be reviewed periodically and updated as necessary to ensure its effectiveness and compliance with applicable laws and regulations.