

DRUG ABUSE POLICY OF WHARTON COUNTY YOUTH FAIR & EXPOSITION

PURPOSE AND SCOPE OF THIS POLICY

Wharton County Youth Fair & Exposition recognizes that alcohol abuse in the work place has become a major concern. We believe that by reducing drug and alcohol abuse, we will improve the safety, health and productivity of employees. The object of our drug abuse policy is to provide a safe and healthy work place for all employees, prevent accidents and comply with Section 7.10 of The Texas Worker's Compensation Act.

The use, possession, sale, transfer, purchase or being under the influence of drugs by employees at any time on company premises or while on company business is prohibited. The illegal use of any drug is prohibited. Employees must not report for duty, be on company property while under the influence of, or have in their possession while on company property, any drug.

DEFINITION OF TERM "DRUG"

As used in this policy, the term "drug" includes alcoholic beverages as well as illegal drugs and inhalants. Prescription drugs are allowed if taken as directed by the employee's doctor and the side effects do not endanger the safety of other employees.

CONSEQUENCES OF VIOLATING THE DRUG ABUSE POLICY

Violation of this drug policy will result in one of the following forms of corrective action: immediate discharge, suspension, probation, oral warning or written warning. In arriving at a decision for proper action, the seriousness of the infraction, the past record of the employee and the circumstances surrounding the matter will be taken into consideration.

TREATMENT PROGRAMS AND EMPLOYEE INSURANCE

While we do not sponsor nor endorse any specific drug treatment program, such programs are available through public and private health care facilities in our area. Affected employees are encouraged to seek assistance for themselves and their dependents.

EDUCATION AND TRAINING PROGRAMS

We do not offer, nor require participation in, drug and alcohol abuse education and training programs. However, various public and private facilities in our area offer such programs and affected employees are encouraged to seek assistance.

DRUG TESTING

We do not require drug testing as a condition for employment.

ACKNOWLEDGMENT

I have read and understand this drug abuse policy and agree to abide by its terms and conditions. I understand that this policy in no way creates a contract for employment or any modification of my employment status.

Employee: _____

Date: _____