

ALLPROUSA

Media Production
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Substance Abuse Policy

AllPro USA has a zero tolerance policy with regard to drugs and alcohol in the workplace. In the dangerous field of construction there is no place for substance abuse. Below is the strict substance abuse policy are in place for all employees.

- Drug and alcohol use on the job are strictly prohibited by any employee of ALL PRO USA. Drugs that are prohibited include Stimulants, Inhalants, Cannabinoids, Depressants, Opioids, Steroids, Hallucinogens and other Narcotics such as Codeine.
- Random Drug and Alcohol screening will be done on a monthly basis. Any employee that fails a test or refuses a test will be terminated immediately.
- An employee that shows signs of substance abuse will be removed from the job site and tested ASAP.
- In the instance when an employee is taking a doctor prescribed medicine that would fall into the category of prohibited substances, the employee is required to provide this information to his superior immediately. The employee will be provided a temporary position that does not endanger anyone or be placed on a temporary leave of absence.

- Employees that seek counseling for drug and alcohol abuse will not be terminated if they seek help with the companies knowledge prior to a failed or refused test.

y Incident Report.