

## **Use of Alcohol, Illegal Drugs or Controlled substances**

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The use or possession of alcohol, illegal drugs or controlled substances on the job constitutes a potential danger to the welfare and safety of employees and exposes the Company to the risks of property loss or damage, or injury to other persons. **Therefore, the Company prohibits the use of drugs and alcohol** in the workplace in compliance with the Federal Controlled Substance Act. In coordination with the policy found in the main handbook, the Company has also adopted additional provisions based on state law.

While the medical use of marijuana for the treatment of limited medical conditions may be allowed under the Illinois Compassionate Use of Medical Cannabis Pilot Program Act and the recreational use of marijuana may be allowed under the Illinois Cannabis Regulation and Tax Act, the Company prohibits employees from possessing, transporting, transferring, displaying, growing, distributing, or selling marijuana while at work on Company time or while on-call. Employees are also prohibited from reporting to work under the influence of or using physician approved medical or recreational marijuana immediately before work, during work, during any break or meal period or while on-call.

Violations of this policy will result in disciplinary action, up to and including termination of employment.

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

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