

ZERO TOLERANCE POLICY

Illegal drugs in the workplace present a danger to all. Drugs impair safety and health, promote crime, lower productivity and work quality, and undermine public confidence. Hiawatha Behavioral Health will not tolerate the use of drugs or alcohol, and in accord with the federal Drug-Free Workplace Act of 1988, Hiawatha Behavioral Health has adopted the following policy:

All Hiawatha Behavioral Health premises, including work sites and vehicles, are declared to be drug-free workplaces. This means:

1. All Providers are absolutely prohibited from unlawfully manufacturing, distributing, dispensing, possessing, or using controlled substances or being under the influence of alcohol in the workplace or while performing work for Hiawatha Behavioral Health.
2. This policy includes any individual who is a "qualifying patient" or "primary caregiver" as defined by the Michigan Medical Marijuana Act. The employer may request that any "qualifying patient" or "primary caregiver" notify Human Resources and present their registry identification card to the Contract/Procurement Coordinator.
3. Providers are prohibited from returning to work after consuming alcoholic beverages during a lunch or other break while performing work for Hiawatha Behavioral Health.
4. Providers violating this policy are subject to termination as the individual circumstances warrant.
5. Any Provider convicted of violating a criminal drug statute must inform HBH's CEO of such conviction (including plead guilty and nolo contendere) within five (5) days of the date of conviction. Failure to so inform HBH's CEO will subject the Provider to disciplinary action, up to and including termination for the first offense. Hiawatha Behavioral Health supports the purpose and goals of the Act and by this policy, announces its intention to comply with the Act and make continuing "good faith" efforts to provide a drug-free workplace. All Providers are required to cooperate and give this policy full support.

Over the Counter and Prescription Drugs

Providers taking over-the-counter or prescribed medication and as a result, are not able to perform their jobs safely and efficiently should request a leave of absence. In the event HBH questions the Provider's job performance and the Provider should explain the use of the medication. HBH will then take the fact into consideration in deciding upon the appropriate action, i.e., sending the individual home, requiring a drug test or other action. All over the counter drugs and prescription drugs must be kept in a secure location in the work place and during the work day.