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**Drug Testing Policy**

This policy is implemented as part of the Grumps Burgers® overall program to maintain the health and safety of employees, customers, and the public; and to prevent civil and criminal liability. This policy covers all employees and prospective employees. It covers the possession, use, distribution or sale of drugs and drug paraphernalia. The term drugs refer to those substances regulated under the Texas Controlled Substance Act, Chapter 481, Health and Safety Code, inhalants, alcoholic beverages and prescription drugs. The sale of alcoholic beverages in the ordinary course of business and the use of prescription drugs when taken as directed by a doctor are excluded from coverage under this policy. In those cases where an employee is using prescription drugs that could impair the employee, the employee should inform his/her supervisor.

It is the policy of this company that we maintain a drug-free work place. No drug or drug use is allowed on the company premises.

Screening for drugs may be carried out under the following circumstances:

* Upon suspicion of use or possession based on impairment
* Discovery of drugs on premises
* Report from third party
* After an on-the-job accident or injury

The testing may be by any means including blood, hair, and urine samples. An independent laboratory will perform testing. Failure to submit to the test will result in the same penalties as are imposed for a positive test result.

If an employee is found to have drugs in their possession or tests positive for drugs, the Grumps Burgers® may refuse to continue employment or may take any other action in conformity with Grumps Burgers® usual disciplinary procedures. An employee will be afforded an opportunity to explain a positive test result. Grumps Burgers® shall make the final determination as to what action will be taken.

I AFFIRM THAT I HAVE READ THE COMPANY'S DRUG POLICY. I UNDERSTAND THAT I MAY BE REQUESTED TO SUBMIT TO DRUG TESTING BY ANY ACCEPTED MEDICAL METHOD INCLUDING BLOOD, URINE, AND HAIR SAMPLES. I UNDERSTAND THAT IF I REFUSE TO CONSENT THAT THE COMPANY MAY REFUSE TO HIRE OR CONTINUE EMPLOYMENT OR MAY TAKE ANY OTHER ACTION IN CONFORMITY WITH THE COMPANY'S USUAL DISCIPLINARY PROCEDURES AND THIS POLICY.

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Employee Signature Date

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Employer (or representative) Signature Date