

**AFFIRMATION OF
DRUG AND ALCOHOL TESTING POLICY**

STATEMENT OF POLICY

ROCK SPRINGS 4-H CENTER is committed to ensure a safe and drug/alcohol free workplace for all ROCK SPRINGS 4-H CENTER employees and the general public. ROCK SPRINGS 4-H CENTER has a compelling interest in establishing a reasonable condition of employment. Prohibiting employee drug/alcohol use is one such condition.

ROCK SPRINGS 4-H CENTER is concerned with the well-being of its employees and guests and the need to maintain employee productivity. The intent of ROCK SPRINGS 4-H CENTER'S Drug Free Workplace Program is to offer a helping hand to those who need it, while sending a clear message that any illegal drug or alcohol use is contradictory with our policy and *WILL NOT BE TOLERATED!*

It is the policy of ROCK SPRINGS 4-H CENTER that all applicants who receive a conditional offer of employment submit to a drug and alcohol test to document they are drug and alcohol free. Refusal to comply with this requirement will be considered the equivalent of receiving a confirmed "positive" result for employment and disqualification purposes. Any applicant who receives a confirmed "positive" drug screen will be disqualified from employment at ROCK SPRINGS 4-H CENTER for a period of one year from the effective date of disqualification.

AFFIRMATION OF POLICY

As an applicant for a position, I affirm that I have read and understand the ROCK SPRINGS 4-H CENTER'S drug and Alcohol Testing Policy Statement. I am aware that any offer of employment is conditional upon the results of my drug and alcohol test results, and criminal background and driving record checks. If hired into a position for ROCK SPRINGS 4-H CENTER, I agree to abide by all provisions of the anti-drug and alcohol policy as a condition of my continued employment with ROCK SPRINGS 4-H CENTER.

APPLICANT NAME (PLEASE PRINT)

APPLICANT SIGNATURE

DATE

GUARDIAN NAME (PLEASE PRINT)

GUARDIAN SIGNATURE

DATE

*If applicant is under the age of 18, a legal guardian must also sign and date this document.