



Drug Testing Policy

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As stated in our Substance Abuse Policy, Fairhaven Solutions is committed to providing a healthy, safe and productive work environment for all of our employees, customers and clients. Given the increasing severity of the societal and workplace problems caused by the illegal use and distribution of controlled substances, Fairhaven Solutions is instituting this drug testing policy to help identify, correct and eliminate substance abuse problems in our work environment.

Prior to accepting an offer of employment, all job applicants may be required to successfully pass a drug screen for the presence of illegal drugs and controlled substances beyond any physician-prescribed amounts. Applicants who refuse to submit to, or who do not pass, the drug screen will not be considered for employment at that time, but may reapply after one year.

Current employees will continue to be required to submit to drug screening as requested by our clients. In addition, employees may be required to submit to screening based upon reasonable suspicion of intoxication, impairment and/or drug use. The basis of reasonable suspicion usually includes, but is not limited to, incoherent behavior and/or a sudden change in work performance or conduct. Any reasonable suspicion on behalf of a manager will be reviewed by the Director of Human Resources prior to screening to ensure consistency and fairness.

Employees who do not successfully pass a required drug screen will be offered one rehabilitative opportunity in an approved treatment program. Upon certification of successful completion of treatment, employees returning to work will be reminded that any further occurrence of substance abuse or any other violation of Fairhaven Solutions' Substance Abuse Policy will be subject to immediate termination of employment. Employees who refuse a drug screen or fail to obtain rehabilitative certification as required by this policy will be subject to immediate termination of employment.

As a safeguard to our employees and applicants, Fairhaven Solutions will use only reputable drug screening facilities and medical review officers. In addition, screening and review will be conducted with a minimum of inconvenience to employees and applicants. Finally, all information regarding drug screening will be kept strictly confidential and will be released on a need-to-know basis only.

Your cooperation and compliance with this policy will help us reach our goal of eliminating substance abuse from the workplace.