



DRUG TESTING POLICY

The company reserves the right to test any field worker, office worker or Caregiver for unreported/not-on-record prescriptive and/or illegal substance use during work hours which may or appears to effect performance and/or client safety. The method by which drug testing is conducted will be by urinalysis and is the responsibility of a locally selected drug testing company so that chain of custody and all applicable restrictions and appropriate procedures are properly observed by that company's homely trained personnel. This assures proper and reliable test results.

Workers, office workers or Caregivers are and may be transported from the work site without prior warning and taken from there directly to the local testing company. Caregivers can be required to submit to a drug test as a condition for remaining eligible to receive Client referrals. All individuals are informed in writing of the company's policy at their initial interviews. Test results are considered highly confidential and are stored separately from personnel and caregiver files. Due to the nature of the services being provided, the company has a zero tolerance policy for illegal, narcotic or consciousness-altering substances use during work hours.

The signature below confirms signer's receipt of this policy.

Signature

AHC Office Witness Signature

Print name here

Date

Date