

Zero-Tolerance Drug Policy

To: ALL EMPLOYEES
From: Sandra Hamilton
Re: Zero-Tolerance Drug Policy

January 15, 2022

EdNet and Hamilton Private Security have established a policy on the use of alcohol based on the laws of the State of California, which declares that it is illegal for anyone under age 21 to purchase, arrange to have purchased, transport, possess, consume, or carry alcoholic beverages. The companies comply with this law.

The policy states that absolutely no alcohol is to be consumed while on your post. Furthermore, security guards and employees are expected to come to work free of impairment resulting from drinking or use of any mind-altering substance.

EdNet and Hamilton Private Security comply with the requirements of the Drug-Free Workplace Act of 1988.

Additionally, EdNet and Hamilton prohibit the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance. A controlled substance is a substance covered by federal law. This includes illegal drugs as well as all drugs and pharmaceuticals for which a license or prescription is required for possession, use, sale, distribution, or manufacture.

“Controlled substances” therefore refers to both illegal drugs and prescription drugs taken in non-therapeutic doses. Any employee determined to have violated this policy may be subject to disciplinary action up to and including termination of employment and referral for prosecution.