



Nashville
Chattanooga
Cookeville
Jasper/Residential

THERAPEUTIC INTERVENTIONS, INC.

INDIVIDUAL ACKNOWLEDGMENT OF DRUG-FREE WORKPLACE POLICIES

Therapeutic Interventions, Inc. has a policy of maintaining a drug-free workplace. The intent and goal of the management of Therapeutic Interventions, Inc. is to provide a therapeutic environment for students, a safe work environment for employees, and to protect Therapeutic Interventions, Inc. property. Use of illegal or illicit drugs, alcohol, inhalants, or other controlled substances is determined to be an impediment to those goals. The following procedures shall be used to implement Therapeutic Intervention=s Drug-Free Workplace Policy:

1. The use, possession, transfer, dispensing, or storage of illegal or illicit drugs, drug paraphernalia, alcohol, inhalants, or other Controlled Substances by an employee of TII while in the course of employment, whether at or away from TII workplace, is strictly prohibited.
2. No employee shall report to work under the influence of illegal or illicit drugs, alcohol, inhalants, or other Controlled Substances. Prescription drugs, which may affect an employee=s ability to concentrate or affect equilibrium or impair reactions, must be reported to the immediate supervisor. A physician=s statement attesting the prescribed dosage level is consistent with the safe performance of the employee=s duties may be required.
3. An employee will notify TII of any criminal drug law conviction or driving under the influence violation no later than five (5) days after such conviction. Within 30 days of receiving such notification, personnel action will result up to and including termination from employment, or the requirement of satisfactory participation in an approved substance abuse assistance or rehabilitation program.
4. Employees who feel they may have a substance-related problem are encouraged to seek medical assistance immediately. An employee should request assistance through his/her supervisor, Human Resources, or TII and/or private medical personnel. The request for assistance, as well as any related rehabilitation, will be handled in a confidential manner.
5. Compliance with the Drug-Free Workplace Policy is a condition of employment with TII.
6. Violators of this policy will be subject to appropriate disciplinary action, up to and including termination of employment.

I have been advised that TII has adopted a DRUG-FREE WORKPLACE POLICY for the purpose of maintaining a safe work environment, and to protect our students, employees, and property.

Employee Signature

Date

Therapeutic Interventions, Inc. Representative

Date

Revision Date: May 1, 2001

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