



DENVER INNER CITY PARISH

Approved by the Denver Inner City Parish Board of Directors on October 23, 2013

Substance Abuse Policy

It is the policy of DICP to maintain an environment free of the illegal use, sale or possession of controlled substances (Defined in Schedule I through V of the controlled Substances Act, 21 United States Code 812, as amended.) and illegal drugs. Unlawful manufacture, distribution, dispensation, possession, or use of controlled substances or illegal drugs by employees of DICP in the workplace or on DICP business is prohibited. Employees of DICP are not to report to work under the influence of illegal drugs, nor are they to report to work under the influence of alcoholic beverages such that job performance is impaired. DICP specifically prohibits employees under the influence of any alcohol or illegal drugs from operating a vehicle or any potentially dangerous equipment while acting in the course of his or her duties for DICP.

We advise employees that prescribed medications are excluded when used in the manner, combination, and quantity intended, and pursuant to a valid prescription, unless job performance could be affected. Employees who must use an over the counter or prescription medication that may affect their ability to perform work in a safe and productive manner must notify their supervisor before starting work.

A handwritten signature in black ink, appearing to read "D. Todd Clough". The signature is stylized and cursive.

D. Todd Clough, Executive/CEO