

## ***PACIFIC ACADEMY OF THE HEALING ARTS SUBSTANCE ABUSE POLICY***

- Our policy is to employ a work and/or volunteer force free from alcohol abuse or the use of illegal drugs.
- Any employee, student/intern, or volunteer who violates this policy will be disciplined.
  - This may include termination or expulsion, even for a first offense.
- We strive to provide a safe and healthy work environment, free from the use of illegal drugs\* and abuse of alcohol and set forth the following rules:
  1. Employees and/or students/interns, or volunteers may not consume alcoholic beverages or take illegal drugs on our premises.
  2. Employees and/or students/interns, or volunteers may not report to work or class under the influence of drugs or alcohol.
  3. If you are convicted under any federal or state criminal drug statute, you must notify the Director or her agent within five (5) days.
- *Legal drugs include prescribed and over-the-counter drugs which have been legally obtained and used for the purpose for which they were intended.*
- *Illegal drugs include any drug which is not legally obtainable, which may be obtainable but has not been legally obtained or which is being used in a manner or for a purpose other than as prescribed.*