

POPE SECURITY & INVESTIGATIONS, LLC-PSI

TITLE	:	Drug Free Work Place
GENERAL ORDER NUMBER	:	002
ISSUE DATE	:	12/01/11
AREA OF CONTROL	:	All Employees

I. PURPOSE

The purpose of this General Order is to establish guidelines, policy and procedure for a Drug Free Work Place in PSI operations.

II. BACKGROUND

PSI in compliance with the Drug Free Work Place Act adopts the following Drug Free Work Place policy. PSI has an absolute ZERO TOLERANCE for any type of drug abuse.

Illegal and excessive use of drugs has become an epidemic in our country. Any abuse and use at the workplace are subjects of immediate concern in our society. From a safety perspective, the users of drugs may impede the job performance of our employees, endanger the public at large, and result in damage to our client's property. Drug use by an employee may also seriously impair that employee's ability to perform their duties. Therefore, it is the policy of PSI that the unlawful distribution, dispensing, possession or use of an illegal substance while employed by PSI is prohibited. Any employee violating this policy will be subject to internal disciplinary actions and prosecution to the fullest extent of the law.

III. POLICY

1. The unlawful manufacture, distribution, possession or use of a controlled substance is prohibited in or on any workplace controlled by PSI. Such manufacture, distribution, possession, or use while on the job will subject the violator to immediate termination and prosecution under the law.
2. The term "Controlled Substance" means any drug listed in 21 U.S.C. 812 and other Federal regulations. Generally, these are drugs that have potential for abuse and include "legal drugs" which have not been prescribed by a licensed medical doctor to an alleged violator.
3. As a condition of employment, all applicants and current employees of PSI will

be subject to random drug testing.

IV. REVIEW OF PROCESS

1. The Command Staff conduct a periodic review of this Order to determine if it should be revised, cancelled or continued in its present form.
2. This order shall remain in effect until revoked or superseded by competent authority.