

## **Zero Tolerance Policies**

### **Drugs/Alcohol/Vaping Abuse**

Tradewind Subs is committed to maintaining a safe, productive, and healthy work environment. The use, possession, sale, or being under the influence of drugs or alcohol in the workplace is strictly prohibited and will not be tolerated. This includes on Tradewind property, school sites, and during instructional activities.

#### Policy Statement

Prohibited Conduct Includes:

- Possession, use, distribution, or sale of illegal drugs or controlled substances while on duty or on school property.
- Being under the influence of illegal drugs, controlled substances, or alcohol while performing work duties.
- Driving a vehicle to a partner school while under the influence of drugs or alcohol.
- Vaping in the workplace.

Prescription & OTC Medications:

Employees using medications that could impair job performance or safety must notify Tradewind Subs before starting or resuming work.

#### Testing & Enforcement

Tradewind Subs may conduct reasonable suspicion and post-incident drug/alcohol testing in compliance with applicable law.

Testing is mandatory when requested and at Tradewind Subs' expense.

Refusal to comply will result in disciplinary action up to and including immediate termination.

In compliance with California law, Tradewind Subs will not discriminate for lawful off-duty cannabis use and will not test for non-psychoactive cannabis metabolites.