

ALCOHOL AND SUBSTANCE ABUSE POLICY

(alcohol, drugs, and tobacco)

Important Information: Alcohol and Substance Abuse Policy

The Aaron Community Cultural Center (ACCC) is committed to providing a safe and healthy environment for all residents. This policy outlines our expectations regarding alcohol, drugs, and tobacco use. Please read this policy carefully. By signing below, you acknowledge that you have read and understood the policy and agree to comply with it.

ALCOHOL AND SUBSTANCE ABUSE POLICY

I. PURPOSE

Aaron Community Cultural Center is concerned and recognizes a responsibility to provide a safe, healthy and productive transformational living environment for all tenants, volunteers, and interns. This policy is designed to help accomplish that goal by eliminating drug and alcohol and tobacco abuse among our residency. Tenants and members who use illegal drugs or abuse other controlled substances or alcohol tend to be less productive, less reliable, less cautious and prone to greater absenteeism resulting in the potential for increased cost, delay and risk in our company's policy and progress. Ultimately, they threaten the tenants' process of transforming their lives.



A C C C

Aaron Community Cultural Center

"WE CAN: WE WILL" "READY AND FORWARD"

We believe our residents and members have the right to live and work with persons free from the effects of alcohol and drugs and tobacco. This policy is designed to help accomplish that goal by eliminating alcohol and drug and tobacco abuse among our residency.

We regret any inconvenience that may be caused to tenants and members who do not abuse alcohol or drugs or tobacco. We believe, however, that the benefits to be derived from this policy in terms of enhanced safety, productivity, and quality of the transformational living environment will more than make up for any inconvenience to the rest of us. We seek the understanding and cooperation of all tenants and members in implementing this policy to make our housing a safe and enjoyable place to live.

II. CONDITIONAL JOB OFFER SCREENING

ACCC will utilize conditional housing offer screening practices to prevent housing or rehousing (a) individuals who use illegal drugs or (b) individuals whose use of legal drugs or alcohol or tobacco indicates a risk of an unsatisfactory or an unsafe transformational lifestyle.

III. USE, POSSESSION, OR SALE OF DRUGS OR ALCOHOL

A. ALCOHOL

The possession, consumption, purchase or sale of alcohol or tobacco on ACCC premises is prohibited. Furthermore, no tenant or member shall be under the influence of any substance while residing on ACCC's premises if such use or influence in the opinion of ACCC may affect the safety of the tenants or members, the resident's transformational performance, or the safe or the efficient operation of ACCC. Any exception to this policy for special situations (e.g., Christmas parties)

must be approved in advance by the ACCC board and conducted in accordance with any limitations that accompany approval.

B. LEGAL DRUGS

The use of illegal drugs may affect the safety of the tenants or members, the tenant's transformational performance, or the safe or efficient operation of the ACCC facility. "Legal Drug" includes prescribed drugs and over-the-counter drugs which have been legally obtained and are being used for the purpose for which they were prescribed or manufactured. Therefore, any tenant or member who is taking any legal drug that might impair safety, performance, or must advise ACCC's council due to progression of tenants transformation. If ACCC determines that such dose does not pose any safety or quality risk, the tenant or member will be permitted to stay. A letter of certification from his/her physician may be provided upon request for the ACCC personnel file.

C. ILLEGAL DRUGS

The use, purchase, sale, transfer, possession, being under the influence, or the presence in one's system of a detectable amount of an illegal drug by any tenant or member is prohibited on ACCC premises. It also includes marijuana (legal in the state of CA), amphetamines, cocaine, opiates, phencyclidine, barbiturates, benzodiapines, methadone and propoxyphene.

IV. SCREENINGS & ROOM CHECKS

A. Tenant and member cooperation with background checks or health screenings is required as a condition of residency. The tenant's or member's refusal to cooperate with such a request

may be grounds for termination where there is any reason to believe that the tenant or member has violated this policy and the tenant's or member's refusal to cooperate prevents a medical determination of his/her condition.

ROOM CHECK

A. Routine searches of ACCC's property may be conducted at times unannounced; this includes, but is not limited to, cabinets, storage areas, refrigerators, and rooms normally used to store tenant's or member's personal property.

B. Should ACCC suspect that a tenant or member has sold, purchased, used or possessed alcohol, drugs or drug paraphernalia on ACCC premises, ACCC may inspect the tenant's or member's personal effects (lunch boxes, tool boxes) or automobile on ACCC property.

VI. VIOLATIONS OF POLICY

A. Any violation of this policy may be grounds for termination. However, in some circumstances and at the sole discretion of ACCC, a lesser penalty may be selected.

VII. SELF-IDENTIFICATION TO COMPANY MANAGEMENT/SUPERVISION

Tenants or members who take the initiative of advising ACCC that they have a medical problem with regard to alcohol or drug use, who have not engaged in misconduct or repeated poor performance, and who demonstrate a commitment to take the necessary remedial action, will be released on good terms for such purpose. Such tenant or member shall apply again once stable.



VIII. RESERVATION OF RIGHTS

Aaron Community Cultural Center reserves the right to change, rescind or depart from this policy in whole or in part. Nothing in this policy alters a residency status. ACCC hopes each resident's relationship will be a happy and enduring one. Nevertheless, tenants and members remain free to rescind their position within means to his/her contracts at any time with or without cause.

ACKNOWLEDGMENT AND CONSENT

I have carefully and thoroughly read Aaron Community Cultural Center's "Alcohol and Substance Abuse Policy". I agree to follow the policy.

Tenant/Member Signature :

Date :

Tenant/Member Name (Printed)



Witness' Signature:

Date :

Witness' Name (Printed)
