



The Drug-Free Workplace Policy For NTI Medical

NTI is committed to programs that promote safety in the workplace, CONTRACTOR health, welfare, and customer/patient confidence. Consistent with the spirit and intent of this commitment, NTI has developed this policy statement regarding the sale, transfer, use, possession, and concealment or distribution of drugs and alcohol by CONTRACTORS. This may adversely affect job performance, and CONTRACTOR morale, as well as jeopardize CONTRACTOR safety. Such involvement is particularly unacceptable in an industry like ours.

Our goal, and the purpose of this policy, is to establish and maintain a safe workplace and a healthy and efficient workforce free from the effects of drug and alcohol abuse.

Therefore, the following conduct or conditions among CONTRACTORS of NTI is absolutely prohibited while they are on the premises of NTI or are conducting any company business:

1. The presence of any illegal drugs in the urine, saliva, bloodstream, or hair tissue of a NTI CONTRACTOR.
2. The use, possession, concealment, sale, transfer, distribution, receipt or being under the influence of any illegal drug;
3. The use, possession, concealment, sale, transfer, distribution, receipt, or being under the influence of alcohol;
4. The presence of alcohol in the blood in such a percentage concentration which under the law of Maryland or any other state would be sufficient for purposes of a finding of “driving under the influence”.
5. The use of or being under the influence of any medication that may cause impairment is unless such medication has been prescribed by a physician who has advised the CONTRACTOR that the medication will not interfere with his or her ability to safely perform work. The use of such therapies must be reported to the management.

This policy does not differentiate between prescription and non-prescription drugs. Various drugs or other substances that may be used legally in a CONTRACTOR’s possession may cause potential safety or other job performance problems.

It is the responsibility of the CONTRACTOR to review with the management any work restrictions that should be observed while taking the prescribed drug without violation of the CONTRACTOR’s rights and privacy.

Drug Paraphernalia

CONTRACTORS are prohibited from bringing any paraphernalia onto Company property at any time. A CONTRACTOR who possesses or distributes such paraphernalia while on Company property shall be subject to disciplinary action up to, and including discharge.

Searches

When there is reason to believe that a specific CONTRACTOR or group of CONTRACTORS may be in possession of illegal drugs, controlled substances, or alcohol they may be required, as a condition of assignment, to submit to reasonable searches of their personal effects, including, but not limited to clothing, personal lockers, lunch boxes, purses, desks, briefcases, or other containers, and private vehicles if parked on Company property.

Such searches may be initiated by NTI without prior announcement and will be conducted at such times and location at Company discretion.

CONTRACTORS who fail to cooperate in such a search are subject to disciplinary sanctions, up to and including, immediate discharge.

The local police will be notified prior to searches.

Company CONTRACTORS are expected to cooperate with law enforcement investigations, but legal advice should be obtained before detailed statements are given.

Reporting Violations

It is each CONTRACTOR's responsibility to immediately report unsafe working conditions or hazardous activities that may jeopardize his or her safety or the safety of fellow CONTRACTORS. This responsibility includes, but is not limited to, immediately reporting any violation of the Drug-Free Workplace Policy. A CONTRACTOR who fails to report such a violation is subject to disciplinary action, up to and including discharge.

Criminal Drug Conviction

CONTRACTORS are required to report, within five (5) days, any criminal drug conviction for a violation occurring while working for the company.

Applicants

Each individual seeking employment with NTI, regardless of the job position, will be required to take a physical. As part of this physical examination, testing will be conducted through blood, urine, and/or breath samples to determine the presence of alcohol, controlled substances, or illegal drugs. Any applicant who tests positive for using alcohol, or controlled substances, or illegal drugs will not be eligible for assignment.

However, in those instances where the presence of drugs that may be legal is determined, that applicant will be so informed and provided an opportunity to demonstrate that the use of such drug is in accordance with a prescribed therapy.

By signing the policy below, you are stating that you have read the entire Drug-Free workplace policy above and agree to abide by them:

CONTRACTOR/ Independent Contractor signature

Date

NTI Management Personnel

Date