Superior Bay Marine

WELCOME TO OUR DRUG AND ALCOHOL FREE WORKPLACE



- **The possession, use, distribution, or dispensing of alcohol; the reporting to work under the influence of alcohol, or having alcohol in the body system at work, whether the alcohol was consumed at work or away from work, are all prohibited in the workplace.**
- **The unlawful possession, use, manufacture, distribution, or dispensing of a controlled substance or illegal drug; the reporting to work under the influence of a controlled substance or illegal drug; having an illegal drug in the body system; or possession of drug paraphernalia are all prohibited in the workplace.**

The provisions of this policy apply to all employees of Superior Bay Marine, or any affiliated subdivision, including executive, administrative, classified, non-classified, exempt, volunteer and temporary employees, as well as vendors/independent contractors.



We promote the use of the **Employee Assistance Program** to any employee who seeks professional assistance for substance abuse.

We do not discriminate against any employee who voluntarily seeks help.

We honor the confidentiality of all requests for assistance.

Contact your supervisor or DPA to inquire about employee referral services offered by Superior Bay Marine. Details of the company's Employee Assistance Program may also be found in the company's TSMS policy 1203.