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DRUG AND ALCOHOL POLICY

Animals as Natural Therapy (ANT) is committed to providing a safe work environment and to fostering the well-being and health of its staff, volunteers and clients. That commitment is jeopardized when any ANT staff, volunteer or client uses illegal drugs or alcohol while performing duties for ANT, comes to the farm with these substances present in his/her body, or possesses, distributes, or sells drugs on the premises. ANT has established the following policy with regard to alcohol and other drugs to ensure that we can meet our obligations to our staff, volunteers and clients.

1. It is a violation of our policy for any staff, volunteer or client to possess, sell, trade or offer for sale illegal drugs or otherwise engage in the use of illegal drugs or alcohol while performing ANT program duties or participating in ANT programming.
2. It is a violation of our policy for anyone to report to ANT under the influence of illegal drugs or alcohol.
3. It is a violation of our policy for anyone to use prescription drugs illegally. (If one legally uses prescribed controlled substances/medications, they must notify their supervisor. As long as it does not affect one's performance and judgment at ANT, it may be allowed.)
4. Anyone coming to ANT under the influence of alcohol, illicit drugs or prescribed drugs that are affecting one's judgment will be asked to leave the premises. If this occurs one will be put on probation and be asked to give up one's volunteer or client position.
5. If it is suspected that a staff member, volunteer or client is attending programming under the influence of any of the above substances, they will be spoken to privately by the supervisor, given local resources that are available for getting help, and may be asked to undergo drug screening. If it is found that the person has been dishonest with their supervisor, they will be removed from the ANT program.
6. If indicated, the staff person, volunteer or client is responsible to seek and receive treatment and to comply with treatment and aftercare plans as prescribed.

The goal of this policy is to balance our respect for individuals with the need to maintain a safe, productive and Drug-Free environment. The intent of this policy is to offer a helping hand to those who need it, while sending a clear message that illegal drug use and alcohol abuse are incompatible with working at ANT.

I agree to follow all drug and alcohol policy procedures set forth by Animals as Natural Therapy.

Date: _____ Signature: _____

CONFIDENTIALITY AGREEMENT

Recognizing the sensitive nature of the circumstances and situations dealt with by ANT, I, _____, shall recognize and respect the agency's expectation that all current and past information, and related knowledge of clients, be held under strictest confidence in accordance with RCW 71.05.390 ff.

ANT clients have the right to expect that records and information pertaining to their care are treated as confidential, and that their privacy and dignity will be respected at all times.

I understand that failure to comply with these expectations is grounds for discontinued involvement with ANT in my capacity of volunteer/staff and may result in having legal procedures initiated against me.

Date: _____ Signature: _____