

US DOL Sample Drug Free Work Place Agreement

(Sample format)

Drug-Free Workplace Requirements Certification

Alternate I. (Grantees Other Than Individuals)

Persuant to the The Drug-Free Workplace Act of 1988, and its implementing regulations codified at 29 CFR 98, Subpart F, I, _____ the undersigned, in representation of _____, the grantee, attest and certify that the grantee will provide a drug-free workplace by:

- Publishing a statement notifying employees that the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance is prohibited in the grantees workplaoe and specifying the actions that will be taken against employees for violation of such prohibition;
- Establishing a drug-free awareness program to inform employees about:
 - The dangers of drug in the workplace,;
- The grantee's policy of maintaining a drug-free workplace;
 - Any available drug counseling, rehabilitation, and employee assistance programs; and
 - The penalties that may be imposed upon employees, for drug abuse violations occurring in the workplace;
- Making it a requirement that each employee to be engaged in the performance of the grant be given a copy of the statement required by paragraph (1);
- Notifying the employee in the statement required by paragraph (1) that, as a condition of employment under the grant, the employee will:
 - Abide by the terms of the statement; and
 - Notify the employer in writing of his or her conviction for a violation of a criminal drug statute occurring in the workplace no later than five calendar days after such conviction;
- Notify the agency in writing ten calendar days after receiving notice under subparagraph (4)(b) from an employee or otherwise receiving actual notice of such conviction. We will provide such notice of convicted employees, including position title, to every grant officer on whose grant activity the convicted employee was working. The notice shall include the identification number(s) of each affected grant.
- Taking one of the following actions, within 30 calendar days of receiving notice under subparagraph (4)(b), with respect to any employee who is so convicted:
 - Taking appropriate personnel action against, such an employee, up to and including termination, consistent with the requirements of the Rehabilitation Act of 1973 as amended; or

- Requiring such employee to participate satisfactorily in a drug abuse assistance or rehabilitation program approved for such purposes by a Federal, State, or local health, law enforcement, or other appropriate agency;
- Making a good faith effort to continue to maintain a drug-free workplace through implementation of paragraphs (1), (2), (3), (4), (5) (6).
- Notwithstanding it is not required to provide the workplace addresses under the grant, as of today the specific sites are known and we have to provide the specific addresses with the understanding that if any of the identified places change during the performance of the grant, we will inform the agency of the changes. The following are the sites for the performance of work done in connection with the specific grant including street address, city, county, state, and zip code:

Check () if there are workplaces on file that are not identified here.

Check () if an additional page was required for the listing of the workplaces.

I declare, under penalty of perjury under the laws of the United States, and under the Penalties set forth by the Drug-Free Workplace Act of 1988, that this certification is true and correct.

Signature (Typed Name and Title)

I, _____, certify that I am the _____ of

(Signer Name) (Official Title)

_____, the grantee; that I who sign this Drug-Free

(Grantee Name)

workplace certification on behalf of the grantee, do so by the authority
given by _____, and such signing is within the scope

(Source of Authority)

of my powers.

Authorized Signature

Executed on: _____