



Drug-Free Workplace Policy

Effective May 3, 2009

Alonzo Sign Language Interpreting, LLC is committed to maintaining a drug-free workplace (hereafter defined as the company office and any place where we provide professional services, including any offices, schools or satellite facilities sanctioned by the St. Johns County School District) among its owners and their affiliated sub-contractors.

To this end, any unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance is prohibited in the workplace. Any violation of this policy will result in the immediate termination of professional relationships between Alonzo Sign language Interpreting, LLC and the violator until proof of satisfactory participation in a drug abuse assistance or rehabilitation program is presented.

In order to comply with these conditions, any sub-contractor maintaining a professional relationship with Alonzo Sign Language Interpreting, LLC must report any violation of this policy in the form of a conviction, or plea of guilty or nolo contendere to any violation of Chapter 893 or of any controlled substance law of the United States or any state, for a violation occurring in the workplace no later than five (5) days to Alonzo Sign Language Interpreting, LLC.

I, _____, do hereby acknowledge receipt of the Drug-Free Workplace Policy implemented by Alonzo Sign language Interpreting, LLC. By my signature, I pledge to comply with this Policy and understand that my professional relationship with Alonzo Sign Language Interpreting, LLC is thereby contingent.

Signature of Sub-Contractor

Date