



The following Drug-Free Workplace Policy is to notify all employees and students that pursuant to the Federal Drug-Free Workplace Act of 1988 (Public Law 101-690). Michigan Barber School Inc. prohibits the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance in the workplace, on school property, or as part of any school activity. Michigan Barber School Inc. similarly prohibits the unlawful use, possession, and distribution of alcohol in the workplace, on school property, or as part of any school activity, as well as any other unlawful conduct involving alcohol.

Illegal Drugs

The possession, sale or use of illegal drugs is inconsistent with Michigan Barber School's need to operate in a safe and efficient fashion. For that reason, no employee of the School may use or possess unlawful drugs during working hours or on Michigan Barber School property, or while acting on behalf of the School. No employee may report for work while under the influence of unlawful drugs. Violations of this policy will result in immediate discharge. In addition, while Michigan Barber School has no desire to intrude on the private activities of employees, unlawful involvement with drugs away from the job may also constitute grounds for severe disciplinary action up to and including termination.

Prescription Drugs

Employees are prohibited from possessing, using or being under the influence of prescription drugs on School premises unless the drugs have been prescribed by a licensed medical practitioner. However, when medical marijuana is prescribed to an employee, he or she is prohibited from possessing, using or being under the influence of such during working hours since marijuana is still considered a controlled substance under federal law. All other drugs can

only be possessed or consumed by employees receiving such prescriptions, and in the manner, combination, and quantity prescribed.

Alcohol

Employees are prohibited from using or possessing alcoholic beverages during working hours or on School property. Under no circumstances may an employee use or possess alcohol while acting on behalf of Michigan Barber School, or report for work under the influence of alcohol. Violations of these prohibitions will also result in immediate discharge.

Michigan Barber School specifically reserves the right to require an employee to submit to alcohol or drug testing at any time. Refusal to submit to such testing may result in discipline up to and including termination.