

## **Drug-Free Awareness Program**

In support of the St. Joseph Health System Dignity of Person and Management of Excellence core values, Queen of the Valley Medical Center is committed to providing a safe environment for its patients and a safe working environment for its employees.

We seek your support in a Drug-Free Awareness Program designed to assure that your work place, your job and the jobs of your co-workers are safe, productive, and more efficient by striving to provide an alcohol and drug-free workplace.

Studies show that industry today continues to experience growing problems in the workplace relating to the use of illegal drugs and alcohol, which affect safety, quality and productivity. The use of illegal drugs and alcohol can create serious risks to patient care, employees, and property and can cause quality problems. We certainly want our hospital to be a place to work where we can assure our patients safety, your safety and the safety of your co-workers in the performance of our jobs.

It is the policy of Queen of the Valley Medical Center to require each of its employees to arrive for work punctually and to be fit to perform all essential functions of the position that he or she holds. Queen of the Valley Medical Center and its related health care environments involve the interaction of numerous employees, members of the public, patients and practitioners in endeavors related to the maintenance of health. Employees who report to work unfit or who become unfit to perform may create serious risks to patient care, general safety for themselves and others, and general workplace efficiency. Queen of the Valley Medical Center recognizes the importance of maintaining a safe, efficient and helpful work environment for its employees and for its patients. Therefore, Queen of the Valley Medical Center absolutely prohibits the unauthorized or illicit use, sale, purchase, distribution or possession of any alcohol or any drugs by its employees on Hospital property at any time. Failure to comply with this policy may result in disciplinary action up to and including termination of employment.

Additionally, and for the protection of patients, employees and the Hospital, all employees should be aware of the fact that many proprietary, over-the-counter or prescription drugs may cause sleep-inducing or narcotic effects. Therefore, employees who take or anticipate taking any such drugs while on duty may want to notify an Employee Health representative or their supervisor before doing so.

It is the intent of Queen of the Valley Medical Center to offer drug counseling rehabilitation and Employee Assistance Program to those employees who are unfit for duty, who will benefit from rehabilitation and/or hospitalization and who voluntarily agree to participate in rehabilitation programs.