



Dogwatch Security and Traffic Control, LLC  
P.O. Box 592986, San Antonio, TX. 78259  
830-714-5503

## **DRUG AND ALCOHOL “ZERO TOLERANCE”**

It is **DOGWATCH SECURITY AND TRAFFIC CONTROL, LLC’s** intent to promote and maintain an alcohol and drug free workplace. Alcohol and illicit drug use and/or abuse constitute a significant safety hazard in the work environment. Reporting to work with the presence of alcohol and/or drugs in your system undermines **DOGWATCH SECURITY AND TRAFFIC CONTROL, LLC’s** ability to provide proper safety and security, effectively and efficiently. Furthermore, the unlawful manufacture, distribution, dispensing, possession, sale or use of alcohol or a controlled substance in the workplace or while on duty and/or conducting company business is strictly prohibited.

All Independent Contractors are expected to report to work and maintain a sober, reliable state, free from the presence of effects of alcohol and/or drug abuse while on duty, company property and/or conducting company business.

Only Full-Time Texas Peace Officers and reserve Texas peace officers who have been screened and hired are also subject to random and discretionary drug testing from his or her parent agency (Law Enforcement agency that holds the Independent Contractor’s commission). These Independent Contractors will be eligible for employment and/or subcontracting with **DOGWATCH SECURITY AND TRAFFIC CONTROL, LLC.**

**DOGWATCH SECURITY AND TRAFFIC CONTROL, LLC** has Zero (0) Tolerance for alcohol and/or drug abuse of any kind. Any Independent Contractor found under the influence of alcohol and/or drugs will be terminated and a complaint will be filed with his/her parent agency.

**DOGWATCH SECURITY AND TRAFFIC CONTROL, LLC** will require an Independent Contractor to be tested when;

- The Independent Contractor has been involved in a job-related accident that may require medical treatment.
- The Independent Contractor is involved in an accident while operating their personal vehicle during the course of duty with **DOGWATCH SECURITY AND TRAFFIC CONTROL, LLC** regardless of fault.
- The Independent Contractor’s behavior or other circumstances suggest that testing is necessary.
- **DOGWATCH SECURITY AND TRAFFIC CONTROL, LLC** believes that testing is appropriate and is responsible for locating a testing facility and payment to the testing facility.

If the test results read “**POSITIVE**” the Independent Contractor will be responsible for all fees for the testing. In addition, this would release **DOGWATCH SECURITY AND TRAFFIC CONTROL, LLC** of any/all liability.

PRINT NAME: \_\_\_\_\_ DATE: \_\_\_\_\_

SIGNATURE: \_\_\_\_\_ BADGE: \_\_\_\_\_

**Prepared by Dogwatch Security and Traffic Control, LLC (2018)**