

CLUB POLICY # 102

Club Employee Background Investigation and Substance Abuse

- 1.0 All new Club employees will be subject to a background investigation by local, state and federal authorities.

- 2.0 All new employees will be questioned about prior arrest, convictions and other court actions including domestic violence. Concealing such a record or false statements on the application will be grounds for non-acceptance or later dismissal when learned.

- 3.0 GRPC employees are specifically prohibited from drinking alcoholic beverages or from being under the influence of alcohol or controlled substances during working hours. New employees will be tested for evidence of substance abuse. Present employees may be directed by their GRPC supervisor or manager to be tested for alcohol or substance abuse. Failure to comply will result in dismissal.

Policy date 2007 BOD

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