



Alcohol and Drugs

C & R Management Company is committed to a safe, healthy, and productive work environment for all employees, free from the effects of illegal or non-prescribed drugs and alcoholic beverages. Use of drugs and alcohol alters employee judgment resulting in increased safety risks, employee injuries, and faulty decision making.

Therefore, the possession, use, manufacturing, dispensing, purchase, or sale of illegal drugs, controlled substances, or alcohol, or being under the influence of any of these substances, on the Company premises or during Company time, is prohibited. This includes working under the influence of marijuana, regardless of marijuana's legal status. In addition, working while impaired by a prescription or over-the-counter drug is prohibited if that impairment affects the employee's ability to perform the job safely or efficiently.

In addition to discipline, violation of this policy may result in C & R Management contacting the appropriate law enforcement authorities.

If you have questions, feel free to ask your manager or to contact the Human Resources department at (801) 280-9299.