



Policy: Drug-Free Workplace
Effective: 8/1/2002 Revised: 10/2022
Department: Human Resources

DRUG-FREE WORKPLACE POLICY

PURPOSE

Barona Resort & Casino supports a safe, healthy, and secure environment free from illegal, unauthorized drugs, and/or alcohol abuse. This policy establishes guidelines to provide a safe, healthy and secure work environment for staff members, players, and other individuals doing business with Barona Resort & Casino.

POLICY

It is the policy of Barona Resort & Casino to prohibit the manufacture, distribution, dispensing, possession, use, and/or sale of a synthetic substance, including any of the following items by any staff member while on the premises:

- Illegal or unauthorized drugs (including excessive quantities of prescription or over-the-counter drugs) and any other synthetic substances that may affect an individual's mood, senses, responses, motor functions or alter or affect a person's perception, performance, judgment, reactions, or senses.
- Alcohol possession and/or use by staff members.
- Drug-related paraphernalia.
- Switching or altering any sample submitted for testing or submitting a false sample for testing.

It is also the policy of Barona Resort & Casino, to prohibit staff members and others working on the premises from reporting to work or working under the influence of detectable levels of unauthorized or illegal drugs, and/or alcoholic beverages.

"Under the influence" of drugs, and/or alcohol means being unable to perform one's work in a safe and/or productive manner; being in a physical or mental condition that creates or might create a risk to safety or well-being of the employee, players and/or others; or having any detectable amount of a synthetic substance or alcohol in the body.

To meet the objectives of this policy, Barona maintains a drug-testing program that includes the following:

1. Pre-employment Drug/Alcohol Testing

Each offer of employment, whether new or rehire, shall be contingent upon successful completion of a test for illegal drugs, and/or alcohol. Any applicant who tests positive in the pre-employment drug test shall not be hired and shall be ineligible for hire for 12 months.

The cost of testing will be passed on to each newly hired staff member, who has passed the test, through payroll deduction on their second payroll check.

2. Random Drug/Alcohol Testing

Random drug tests may be conducted to any staff member. A staff member who tests positive for illegal drugs, alcohol and/or synthetic substance will be subject to immediate suspension. The staff member that tests positive will receive a 30-day unpaid leave of absence. A staff member cannot return to Barona until tested by Barona EMS. The results of this test must be negative in order to continue employment.

3. Reasonable Suspicion.

When a department manager, Casino Manager, or Gaming Commission representative observe behavior or performance problems that could adversely affect an individual's personal safety or the personal safety of others, the staff member may be required to submit to a drug and alcohol test. Please refer to *Testing for Cause* policy for further explanation.

4. Post Incident/Accident testing.

Staff members are subject to drug and/or alcohol testing when they cause or contribute to accidents that create a potential liability for Barona Casino. i.e. damage to a vehicle, machinery, equipment or property or injury to themselves or another staff member.

5. Retest

The staff member may request a retest of the original specimen. The cost of the retest will be the responsibility of the staff member.

Disciplinary Action

Nothing in this policy in any way limits Barona's right to take disciplinary action, including termination. The illegal sale, use, possession, or furnishing of a synthetic substance is expressly prohibited and may result in corrective action up to and including involuntary separation from employment.

The second time a staff member tests positive on a drug/alcohol test at any time during employment will result in immediate termination.

Refusal to Test

Any individual refusing to be tested will be suspended from Barona Resort & Casino premises. Staff members will be subject to disciplinary action, up to and including termination of employment.

Leaving the Work Site

If the staff member is incapable of driving, the manager will arrange transportation.