Connect Realty.Com, Inc.
Drug and Alcohol Policy

PURPOSE

The objective of this policy is to develop a drug and alcohol-free workplace which will help insure a safe and productive workplace and to provide education and treatment to Agents, in order to further this objective, the following rules regarding alcohol and illegal drugs in the workplace have been established. Connect Realty.com, Inc. is hereafter referred to as "Connect Realty".

POLICY

1. Alcoholism and other drug addiction are recognized as diseases responsive to proper treatment, and this will be an option as long as the Agent cooperates. A company office may assist any Agent in locating an appropriate rehabilitation program in their area.

2. The manufacture, distribution, dispensing, possession, sale, purchase or use of a controlled substance on company property is prohibited.

3. Being under the influence of alcohol or illegal drugs on company property or while conduction company business outside the office is prohibited. The unauthorized use or possession of prescription drugs or over-the-counter drugs on company property is prohibited.

4. Agents that violate this policy are subject to appropriate disciplinary action including termination.

5. This policy applies to all Agents of the company regardless of rank or position and includes temporary and part-time employees.

DEFINITIONS

A. Company Premises - All company property including offices and parking lots.

B. Company Property - All company owned or leased property used by Agents such as vehicles, desks, closets, etc.

C. Company Business - All business conducted on behalf of the company such as picking up supplies, showing property, representing the company outside the office at a closing or at a promotional function.

D. Controlled Substance - Any substance listed in Schedule V of Section 202 of the Controlled Substances Act 21 (U.S.C. S 812), as amended.

E. Drug - A drug is any chemical substance that produces physical, mental, emotional or behavioral change in the user.

F. Drug Paraphernalia - Equipment, a product or material that is used or intended for use in concealing an illegal drug or for use in injecting, ingesting, inhaling or otherwise introducing into the human body an illegal drug or controlled substance.

G. Fitness for Duty - To work in a manner suitable for the job. To determine fitness, a medical evaluation may include drug and/or alcohol testing.

H. Illegal Drug - An illegal drug is any drug or derivative thereof which the use, possession, sale, transfer, attempted sale or transfer, manufacture or storage of is illegal or regulated under any federal, state, or local law or regulation and any other drug, including (but not limited to) a prescription drug, used for any reason other than a legitimate medical reason and inhalants used illegally. Included is marijuana or cannabis in all forms.

I. Reasonable Cause /Reasonable Suspicion - Supported by evidence strong enough to establish that a policy violation has occurred.

J. Under the Influence - A state of having a blood alcohol concentration of 0.10 or more, where "alcohol concentration" has the meaning assigned to it in Article 67011-1, Revised Statues: or the state of not having the normal use of mental or physical faculties resulting from the voluntary introduction into the body of an alcoholic beverage or a controlled substance.

GENERAL POLICY PROVISIONS

Any of the following actions constitutes a violation of the Policy and may subject a Agent to disciplinary action up to and including immediate termination:

A. Using, selling, purchasing, transferring, possessing, manufacturing, or storing an illegal drug or drug paraphernalia, or attempting or assisting another to do so, while in the course of a company sponsored activity, on premises, in owned, leased or rented vehicles, or on business.
B. Working or reporting to work, conducting company business or being on premises or in a company-owned, leased or rented vehicle while under the influence of an illegal drug, alcohol or in an impaired condition.

PREVENTIVE ACTS

A. Agent's drugs prescribed by an attending physician must advise their direct Supervisor in writing of the possible effects of such medication regarding their job performance and physical/mental capabilities. This written information must be kept confidential and communicated to the direct supervisor prior to the employee commencing work. All medical information will be kept confidential and the employer, without exception, will punish any breach of privacy and confidentiality in this regard. All prescription drugs must be kept in their original container.
B. Any Agent involved in a work related accident where alcohol or drugs are believed to be a contributing factor will be referred to a substance abuse counselor in addition to any other accident investigation activities.

COORDINATION WITH LAW ENFORCEMENT AGENCIES

The sale, use, purchase, transfer or possession of an illegal drug or drug paraphernalia is a violation of the law. The company will report information concerning possession, distribution, or use of any illegal drugs to law enforcement officials and will turn over to the custody of law enforcement officials any such substances found during a search of an individual or property. Searches will only be conducted of individuals based on reasonable cause; and only of their vehicles, desks or filing cabinets when based on reasonable suspicion. The company will cooperate fully in the prosecution and/or conviction of any violation of the law.

RESERVATION OF RIGHTS

The company reserves the right to interpret, change, suspend, cancel or dispute, with or without notice, all or any part of this Policy, or procedures or benefits discussed herein. Agents will be notified before implementation of any change.

Although adherence to this Policy is considered a condition of continued employment as an independent Agent, nothing in this Policy alters an employee's or sales associate's status and shall not constitute nor be deemed a contract or promise of employment. Agents remain free to resign their employment as an independent Agent at any time for any or no reason, without notice, and the company retains the right to terminate any employee or sales associate at any time, for any or no reason, without notice.

OTHER LAWS AND REGULATIONS

The provisions of this Policy shall apply in addition to, and shall be subordinated to, any requirements imposed by applicable federal, state or local laws, regulations or judicial decisions. Unenforceable provisions of the policy shall be deemed to be deleted.

INDEPENDENT CONTRACTORS

Agents are independent contractors for all purposes, and, although they are covered by this Drug and Alcohol Policy, nothing contained herein shall be construed in any manner to change that relationship.

DRUG & ALCOHOL POLICY

ACKNOWLEDGEMENT

I acknowledge that I have received a copy of the Connect Realty Drug and Alcohol Policy. I also acknowledge that the provisions of the Policy are part of the terms and conditions of my employment and that I agree to abide by them.

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Signature of Independent Agent Date

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Printed Name