

FACILITY DRUG TESTING POLICY

Kent County Nursing Home is committed to the goal of having a drug-free environment for the safety of its employees, residents, visitors, and others on its premises. Because of this commitment, Kent County Nursing Home reserves the right to request drug testing on a random basis at its sole discretion. Submission to random testing is a condition of employment.

Drug testing will be performed following an on-the-job injury during the initial doctor's visit or as soon as possible thereafter, where there is a reasonable basis to believe alcohol or drugs contributed to the accident/injury. A positive result or refusal to submit to a drug test may result in immediate termination.

If a person terminated for alcohol or drug abuse produces satisfactory evidence that he/she has successfully completed an alcohol or drug rehabilitation program they will be eligible for consideration to be rehired provided they agree to verify that they have stopped abusing drugs and/or alcohol through random testing at the employee's expense during the 12 months after being rehired.