**INTEGRITY CONSULTING**

**DRUG-FREE WORKPLACE STATEMENT**

***Integrity Consulting is committed to providing a work environment free of the abuse of alcohol and the illegal use of alcohol and other drugs. Integrity has adopted a program that seek to prevent the illicit use of drugs and the abuse of alcohol by Integrity personnel.***

**The Drug-Free Workplace Act** requires that:

* Integrity as a state contractor, to certify that it will provide a drug-free workplace.
* As a condition of employment or subcontractor status on such contracts and grants, employees and subcontractors will notify Integrity by email to [email@integrityc.com](mailto:email@integrityc.com) or mail at 343 S. Swing Rd Greensboro, NC 27409 of any criminal drug statute conviction not later than five days after such conviction for violation occurring in the workplace.
* The state shall notify any federal contracting agency within ten days of having received notice that any personnel engaged in the performance of such contract or grant has had a criminal drug statute conviction for a violation in the workplace
* The unlawful manufacture, distribution, dispensation, possession, use, or sale in the workplace of a controlled substance, as defined by state or federal law, is prohibited. The term controlled substance refers to all illegal drugs and to legal drugs used without a physician's order as further delineated in schedules I through V of section 202 of the Controlled Substances Act (21 U.S.C. 812). It does not prohibit taking prescribed medication under the direction of a physician.
* Integrity’s Drug-Free Workplace policy strictly prohibits the use, possession, manufacture, distribution or dispensation of alcohol or illegal drugs on work sites by personnel. In addition, personnel are also prohibited from the use or possession of illegal drugs and will be disciplined accordingly for violation.
* Integrity will not condone criminal activity on its property or client sites and will take appropriate personnel action up to and including termination or possible participation in a drug abuse assistance or rehabilitation program. When Integrity learns or suspects that any personnel has committed a controlled dangerous substance or alcohol offense at the workplace, Integrity will take appropriate action. All personnel are expected to cooperate fully with law enforcement authorities in the investigation and prosecution of suspected criminal violations.

***Health Risks Associated with the Use of Illicit Drugs and the Abuse of Alcohol***

* Alcohol consumption causes a number of marked changes in behavior. Even low doses of alcohol significantly impair the judgment and coordination required to drive a car safely, increasing the likelihood that the driver will be involved in an accident. The use of small amounts of alcohol by a pregnant woman can damage the fetus. Low to moderate doses of alcohol also increase the incidence of a variety of aggressive acts.
* Moderate to high doses of alcohol cause marked impairment in higher mental functions, severely altering a person’s ability to learn and remember information. Heavy use may result in chronic depression and suicide and also may be associated with the abuse of other drugs. Very high doses can cause respiratory depression and death. If combined with other depressants of the central nervous system, much lower doses of alcohol will produce the effects described. Even occasional heavy drinking may be associated with the harmful effects described above. Binge drinking, which occurs over an extended period of time, involves repeated use of alcohol to the point of intoxication. A person may give up usual activities and responsibilities during this time in order to use the alcohol, and serious impairment in all areas of functioning may occur.
* Long-term heavy alcohol use can cause digestive disorders, cirrhosis of the liver, circulatory system disorders, and impairment of the central nervous system—all of which may lead to early death. Repeated use of alcohol can lead to dependence, and at least 15 to 20 percent of heavy users eventually will become problem drinkers or alcoholics if they continue drinking. Sudden cessation of alcohol intake is likely to produce withdrawal symptoms, including severe anxiety, tremors, hallucinations, and convulsions, which can be life threatening.
* The use of illegal drugs and the misuse of prescription and other drugs also pose a serious threat to health. The use of marijuana (cannabis) may cause impairment of short-term memory, comprehension, and ability to perform tasks requiring concentration. Marijuana use also may cause lung damage, paranoia, and possible psychosis. The use of narcotics, depressants, stimulants, and hallucinogens may cause nervous system disorders and possible death as the result of an overdose. Illicit inhalants can cause liver damage.