



***WHERE EVERY DAY IS VETERANS DAY***  
**VETERANS HELPING VETERANS USA**

2730 East Silver Springs Boulevard  
Suite #200  
Ocala, Florida 34470

**MARION COUNTY VETERANS HELPING VETERANS, INC.**  
**DBA Veterans Helping Veterans USA, Inc.**

**POLICY ON**  
**DRUG FREE WORKPLACE**



**August 2025**

[www.vhvusa.org](http://www.vhvusa.org)

352-433-2320

[info@vhvusa.org](mailto:info@vhvusa.org)

**MARION COUNTY VETERANS HELPING VETERANS, INC.**  
**DBA Veterans Helping Veterans USA, Inc.**

**DRUG FREE WORKPLACE POLICY**

Veterans Helping Veterans USA, Inc., strives to provide a safe work environment while also encouraging good personal health habits. Veterans Helping Veterans considers the abuse of drugs or alcohol on the job to be an unsafe and counterproductive work practice. Veterans Helping Veterans respects your right to conduct your personal life as you wish. However, your conduct while at work affects the people you work with. The use of alcohol or drugs by our staff can influence our clients' confidence in us. Therefore, we have established the following policy about the use, possession, or sale of drugs and alcohol.

**Definitions:**

- **Legal Drugs**~Prescribed drugs and over the counter drugs that have been legally obtained and are being used for the purpose for which they were prescribed or manufactured.
- **Illegal Drugs**~Any drug **a)** is not legally obtainable **b)** may be legally obtainable but has not been **c)** is being used in a manner or for a purpose other than prescribed.

**Pre-Employment Drug Testing**

During the pre-employment process and before hiring, all applicants at Veterans Helping Veterans may undergo screening for the presence of illegal drugs as a condition for employment. Applicants may be required to voluntarily submit to drug testing at a laboratory chosen by Veterans Helping Veterans. By signing a consent agreement, the employee releases Veterans Helping Veterans from liability. Any applicant who tests positive for illegal drugs will be denied employment at that time, but may reapply after one year.