

## **Heroes Helping Heroes**

### **Alcohol and Drug Policy**

Heroes Helping Heroes prohibits the consumption or being under the influence of alcohol or illegal narcotics while operating any motorized equipment or vehicle owned, leased, or rented by or at the direction of Heroes Helping Heroes by any member or participant. Any individual found to be in violation of this policy is subject to discipline, up to and including termination of membership or future participation.

Occasional exceptions to this policy against the consumption of alcoholic beverages may be made at Heroes Helping Heroes' sole discretion for small quantities of such beverages reasonable under the circumstances. In such occasions, all personnel shall exercise good judgment, take appropriate safety precautions and consume in moderation. In no event may any underage individual consume alcoholic beverages at any Heroes Helping Heroes sponsored event. All personnel are expected to adhere to all local and state laws at all times.

Any member or participant who is using prescription or over-the-counter drugs that may impair his or her ability to safely operate any vehicle or equipment shall notify a member of Heroes Helping Heroes before use.

Heroes Helping Heroes requires that each Member of the Board sign the Alcohol and Drug Policy annually and to be kept on file. All participants that will be operating any vehicle or motorized equipment will be required to sign an Alcohol and Drug Policy at the beginning of each event where such equipment will be used. The signed forms will be kept of file for a period for two (2) years.

The undersigned hereby acknowledges the following:

I have received a copy of Heroes Helping Heroes Alcohol and Drug Policy and:

1. I have read and understand the policy;
2. I agree to comply with this policy;
3. I understand that the policy applies to board of directors and all participants;
4. I understand that Heroes Helping Heroes is a charitable organization and that in order to maintain its federal tax exemption, it must engage primarily in activities which accomplish one or more of their tax-exempt purposes; and
5. I acknowledge receiving a copy of the Alcohol and Drug Policy on the date listed below.
- 6.

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PRINT NAME

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DATE

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SIGNATURE