Although CCEO YouthBuild is not a drug rehabilitation program, we have a policy of maintaining a Drug Free Workplace and Environment. In order to be an effective leader and to be successful in the workplace, in institutions of higher learning and in life, Members must be clean and sober. All Members are tested for alcohol and other illegal drugs within the first month of the program. CCEO YouthBuild pays for the first test. Those Members requiring further testing will pay for subsequent necessary testing. You may elect to waive any test, which is an admission to drug usage. You will save the money (if you refuse the 2nd test), but will be placed on Level 1 contract. You will be randomly drug tested throughout the program. Additionally members will sign and agree to a supplemental drug testing policy. Members will be tested for substances if they appear to be under the influence of any mind altering chemical. The following procedure will be, but not limited to the following:

**First positive alcohol or other drug test**
- $25.00 deducted from your stipend
- Provide a referral for substance abuse rehabilitation/counseling and/or substance abuse prevention program. Documentation of contact and participation in said referrals within five days of the referral provided.
- Attend and participate in any 12-step meeting. You must complete one meeting within seven days of the positive test. You will provide to your counselor a one-page paper reflecting on your 12-step meeting experience. The counselor will provide a sign-in sheet for documentation purposes.
- Provide to your counselor a one-page research paper describing the effects on the body of the substance you tested positive for.
- You cannot go on the construction site until you test negative for all substances.

**Education only**
- You will be responsible to pay $25.00 for the test
- Mandatory counseling offered by counselor
- Attend and participate in any 12-step meeting. You must complete three meetings within seven days of the second positive test. You will provide to your counselor a one-page paper reflecting on your 12-step meeting experience. The counselor will provide a sign-in sheet for documentation purposes.
- Possible dismissal from the program.

**Second positive alcohol or other drug test:**
- $25.00 deducted from your stipend
- Mandatory counseling offered by counselor
- One-week suspension from construction working on the site
- Attend and participate in any 12-Step meeting. You must complete three meetings within seven days of the second positive test. You will provide to your counselor a one-page paper reflecting on your 12-Step meeting experience. The counselor will provide a sign-in sheet for documentation purposes.

**Third positive alcohol or other drug test:**
- You will be dismissed from the program and referred to a substance abuse agency.