

APPENDIX C

Texas After Violence Project

Drug-Free Workplace Policy

The Texas After Violence Project is a drug-free work place. No director, employee, intern, volunteer, or contractor should be at the office, working for the project at any site, or officially representing the project in any manner while under the influence of any drugs other than over-the-counter or prescribed medication. "Working for the project at any site" includes but is not limited to interviewing people; conducting research at the Texas State Archives, any public library, or any college or university library; speaking to any class or community group about the project; or recruiting volunteers or interns. Violation of this policy is grounds for dismissal of an employee, termination of an internship, unilateral ending of a volunteer relationship, or removal from the board of directors of the Texas After Violence Project.

Adopted by the Board of Directors of the Texas After Violence Project:

/s/ Virginia Garrard Burnett _____ *September 27, 2007*

Signature

Printed Name

Date

/s/ Benjamin J. Kuipers _____ *September 27, 2007*

Signature

Printed Name

Date

Signature

Printed Name

Date