

03_09_WLG_Drug_and_Alcohol_Policy_v1.0

1. Purpose

This policy establishes the Willamette Living Group (WLG) standard for maintaining a drug- and alcohol-free environment across all properties.

The purpose is to promote safety, accountability, and recovery within all WLG programs and ensure compliance with operational and community standards.

2. Scope

This policy applies to all WLG residents (housemates), House Captains, staff, contractors, and visitors on property, as well as to any activities or events associated with WLG.

3. Policy Statement

WLG strictly prohibits the use, possession, manufacture, or distribution of alcohol, illegal drugs, or the misuse of controlled substances on any WLG property.

Residents are expected to maintain sobriety as a condition of occupancy.

Any violation of this policy may result in disciplinary action, up to and including discharge from the program, consistent with WLG's Incident and Rule Violation SOP.

4. Definitions

- **Drug Testing:** Testing methods may include urine, saliva, or breath analysis.
 - **For-Cause Testing:** Initiated when management observes or receives credible reports of substance use.
 - **Random Testing:** Conducted without prior notice to ensure accountability and program integrity.
 - **Positive Result:** A confirmed test indicating the presence of drugs or alcohol in the resident's system.
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5. Testing Protocol

1. Residents may be subject to **pre-admission, random, or for-cause testing** at the discretion of WLG Management.
 2. Tests will be conducted by WLG staff or an approved third-party service.
 3. **Refusal to test** is considered equivalent to a positive result.
 4. Documentation of all testing, results, and related actions will be maintained in the resident's confidential record.
 5. A positive or refused test may result in:
 - Written warning and required treatment or counseling.
 - Increased monitoring or follow-up testing.
 - Suspension or discharge from the program for repeated or severe violations.
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6. Confidentiality

All testing documentation and results are confidential and maintained securely in:

 [02 Housemate Files](#) → [Resident Name]

Access is restricted to authorized management and compliance personnel.
Information will not be disclosed except as required by law or with resident consent.

7. Supportive Measures

WLG supports a **recovery-oriented** and **accountability-based** environment.
When appropriate, management may refer a resident to additional support services instead of immediate discharge.
Residents are encouraged to self-report relapses early to access help without penalty.

8. Acknowledgment

All residents must review and acknowledge this policy during onboarding.

Acknowledgment is tracked in:

 [08_WLG_ResidentDocs_Register_v1.0](#) → “**Handbook Acknowledged (Y/N)**” column.

No physical or digital signature is required beyond confirmation in the register.

9. Cross-References

Related Document	Reference ID	Folder
House Manual	03_01_WLG_House_Manual_v1.0	Policies & Procedures
ResidentDocs Register	08_WLG_ResidentDocs_Register_v1.0	Resident Docs
Incident & Rule Violation SOP	03_04_WLG_Incident_Rule_Violation_SOP_v1.0	Policies & Procedures
Safety & Emergency Plan	03_03_WLG_Safety_Emergency_Plan_v1.0	Policies & Procedures
Incident & Maintenance SOP	03_06_WLG_Incident_and_Maintenance_SOP_v1.0	Policies & Procedures

10. Revision History

Version	Date	Description	Author	Approved By
v1.0	[Insert Date]	Initial release	Compliance	Management