

**ALTERNATE I**

A. The recipient certifies that it will provide a drug-free workplace by taking the following actions:

1. Publishing a statement notifying employees that the unlawful manufacture, distribution, dispensing, possession or use of a controlled substance is prohibited in the recipient's workplace and specifying the actions that will be taken against employees for violation of such prohibition;
2. Establishing a drug-free awareness program to inform employees about
  - a. The dangers of drug abuse in the workplace;
  - b. The recipient's policy of maintaining a drug-free workplace
  - c. Any available drug counseling, rehab, and employee assistance programs; and
  - d. The penalties that may be imposed upon employees for drug abuse violation occurring in the workplace;
3. Making it a requirement that each employee to be engaged in the performance of the agreement be given a copy of the statement required by paragraph(a);
4. Notifying the employee in the statement required by paragraph (a) that, as a condition of employment under the agreement, the employee will -
  - a. Abide by the terms of the statement; and
  - b. Notify the employer of any criminal drug statute conviction for a violation occurring in the workplace no later than five days after such conviction;
5. Notifying the agency within 10 days after receiving notice under subparagraph (d)(2) from an employee otherwise receiving actual notice of such conviction;
6. Taking one of the following actions, within 30 days of receiving notice under subparagraph (d)(2), with respect to any employee who is so convicted-
  - a. Taking appropriate personnel action against such an employee, up to and including termination; or
  - b. Requiring such employee to participate satisfactorily in a drug abuse assistance or rehab program approved for such purposes by a Federal, State, or local health, law enforcement, or other appropriate agency;
7. Making a good faith effort to continue to maintain a drug-free workplace through implementation of paragraphs(a),(b),(c),(e) and (f).

B. The recipient shall insert in the space provided below the site(s) for the performance of work done in connection with the specific Agreement:

Place of Performance (Street address, city, county, state & zip)

---

---

---

**ALTERNATE II**

The recipient certifies that as a condition of the agreement, he or she will not engage in the unlawful manufacture, distribution, dispensing, possession or use of a controlled substance in conducting any activity with the Agreement.

OMNIBUS CONSOLIDATED RESCISSIONS AND APPROPRIATIONS ACT OF 1996 AND THE ENERGY AND WATER DEVELOPMENT APPROPRIATIONS ACT OF 1966

The Recipient certifies under Section 307(a) of PL 104-134, if funds are to be expended, the recipient must comply with sections two and four of the Buy American Act and purchase American-made equipment and products.