

Drug and Alcohol Policy

It is Brown Box's desire to provide a drug-free, healthy, and safe workplace. To promote this goal, employees, interns, artists, volunteers and contractors are required to report to work in appropriate mental and physical condition to perform their jobs in a satisfactory manner, free from drugs and alcohol.

While conducting business-related activities, both in production and while working on or for a Brown Box production, no employee, intern, volunteer, or contractor may use, possess, distribute, or sell drugs or medications. Over the counter (OTC) medications may be used, possessed, or shared with colleagues upon approval by Brown Box's Executive Artistic Director. To distribute OTC medication without prior approval is a violation of this policy. It is not permissible for Brown Box Staff both in production and otherwise, employee, intern, volunteer, or contractor be under the influence of alcohol or illegal drugs.

The legal use of prescribed medication is permitted on the job only if it does not impair an employee's ability to perform the essential functions of his or her job effectively and in a safe manner that does not endanger other individuals in the workplace.

Violations of this policy may lead to disciplinary action, up to and including immediate termination. Such violations may also have legal consequences and may be reported to legal authorities. Employees with questions on this policy or issues related to drug or alcohol use in the workplace should raise their concerns with their supervisor or the Producer without fear of reprisal.

With the touring nature of the organization, there may be instances outside of production where recreational alcohol is consumed. Once all work is completed, Brown Box representatives who are of legal age are permitted to consume alcohol responsibly.