



NANPA DRUG AND ALCOHOL POLICY

EFFECTIVE DATE

This Policy is effective August 17, 2019 and supersedes any prior policy as well as any other written or oral statements or representations by NANPA that are inconsistent with this Policy. NANPA reserves the right to amend or modify this Policy in its discretion, in accordance with the requirements of applicable law, or for any other lawful reason.

This Policy is subject to Federal statutes and local statutes in specific jurisdictions where NANPA is incorporated or conducts business.

DRUG AND ALCOHOL POLICY

As a condition of attendance at a NANPA event, meeting or program, all Attendees (including leaders and speakers) agree to comply with this Policy. Attendees who engage in the conduct below or otherwise violate the terms of this Policy are subject to discipline up to and including immediate termination of attendance at the specific event, meeting or program, and, at the discretion of NANPA, termination of NANPA membership. In the event that fees have been paid for attendance or membership no refunds will be granted.

1. Attendees are prohibited from attending a NANPA event, meeting or program; being on premises or property rented or leased by NANPA (including parking lots and vehicles) and/or operating/occupying a vehicle or equipment owned, leased or rented by NANPA under the influence of alcohol, illegal drugs and/or unauthorized substances.
2. Attendees are prohibited from using, possessing, purchasing, transferring, dispensing, trafficking, or distributing (or attempting to use, possess, purchase, transfer, dispense, traffic or distribute) alcohol, illegal drugs and/or unauthorized substances, including related paraphernalia, in any amount, in any manner or at any time, at a NANPA event, meeting, or program; while on premises or property rented or leased by NANPA and/or operating/occupying a vehicle or equipment owned, leased or rented by NANPA.

Exception for Alcohol Use at NANPA-Sponsored Events: Alcohol may be served at certain NANPA-sponsored events. At those events, alcohol consumption by Attendees (in moderation) does not violate the terms of this Policy so long as the Attendee exercises good judgment and so long as the Attendee acts in a lawful, safe, professional, and responsible manner at all times.

Note that the definition of illegal drugs and unauthorized substances is in the discretion of NANPA. Generally, unauthorized substances refers to misuse of prescription medications. With respect to illegal drugs, it is the intention of NANPA to comply with state and federal laws. Where state and federal law differ, however, NANPA will comply with federal law. For example, some state laws permit the use and possession of marijuana for medical and/or non-medical purposes. Federal law does not. Consistent with federal law, NANPA considers marijuana to be an Illegal Drug for purposes of this policy in *all* states - even those states that allow for medical and/or non-medical use.