

## SUBSTANCE ABUSE POLICY

**Alcohol.** No person shall act or attempt to act as a crew member of any PEA aircraft within 8 hours after the consumption of any alcoholic beverage; while still under the influence of alcohol in any way; or having received a DWI/DUI or other motor vehicle incident as defined in section 61.15, until reporting such fact to the Chief Pilot and being cleared in writing to act as a crew member.

The student or instructor must report any offense, arrest, or charge relating to operating a motor vehicle while under the influence of alcohol (DUI/DWI) and any motor vehicle incident to the Chief Pilot within 24 hours. The student must also report any DUI/DWI charge(s) to the FAA, pursuant to FAR section 61.15.

For first offenses, PEA may allow the student or instructor to continue training or employment with PEA without interruption during the pendency of the court case provided proper notice is given. If a student or instructor is charged with a second DUI/DWI or other alcohol-related offense, they may be dismissed permanently from PEA.

**Random Drug Testing for Students and Instructors.** PEA will perform random drug testing, to which all students are subjected during the duration of their training, and to which all instructors are subjected during the duration of their employment. If an individual fails a drug test, or if an individual refuses to submit to a drug test, or is otherwise found to have violated this drug policy, the individual will be subject to immediate termination from the flight training program or from their employment at PEA.

Students and instructors selected for random drug testing shall be notified of their selection and shall be immediately escorted to the testing facility by the PEA Director of Safety or his designee. Refusal to test is considered a violation and shall be grounds for immediate termination of training or employment at PEA.

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**Law Violations for Drug-Related Offenses.** It is the policy of PEA to take the following actions when any flight student or instructor is arrested and/or charged with a DUI or other alcohol/drug related violation of the law regardless of where the arrest occurs:

1. The student or instructor will be required to report the incident to the Chief Pilot within 24 hours of the offense, or release from custody, whichever is later.
2. The student or instructor will be required to submit to a drug test within 24 hours of any drug-related incident, or as soon thereafter as reasonably possible (i.e., if the individual was arrested and in custody for more than 24 hours, the individual must immediately report to PEA to notify the Chief Pilot of the offense). The offender will be escorted to the testing facility by the Director of Safety or his designee.
3. Any student or instructor who has been arrested and/or charged with a drug-related violation of the law will result in the student being grounded until the lab results from the student or instructor's drug test are received by PEA.
4. If a student or instructor passes the drug test after being arrested or charged with a drug-related violation of any Federal, State, or local law, PEA may defer their determination on the student or instructor's status with PEA until such time as the court case has been concluded. The student or instructor shall report the outcome of their court matter to the Chief Pilot and provide them with a copy of the final disposition from the court. Thereafter, the Chief Pilot will notify the student or instructor within 24 hours whether or not they will be permitted to continue their training or employment with PEA. This determination will be made on a case-by-case basis.
5. If a student or instructor is returned to active status after an arrest and/or charge for a drug-related law violation and the student or instructor is subsequently arrested for another drug-related offense, the student may be immediately and permanently terminated from PEA.

**Aircraft Accidents.** Alcohol/drug testing will be required for any student or instructor who is involved in an aircraft accident, within 24 hours of the accident. An accident is an occurrence associated with the operation of an aircraft which takes place between the time any person boards the aircraft with the intention of flight and the time all such persons have disembarked, and in which any person suffers death or serious injury, or in which the aircraft receives any damage whatsoever.

**Reasonable Suspicion of Drug Use or Possession.** If any student or instructor is under reasonable suspicion of being under the influence of drugs and/or alcohol, or if PEA Administration has been directly informed of a student or instructor who is reported to have used and/or be using illegal drugs, the student or instructor will be asked to submit to drug and/or alcohol testing within 24 hours. The individual will be escorted to the drug testing facility by the Director of Safety as soon as reasonably possible. Refusal to submit to this testing will subject the student or instructor to possible discharge from PEA.

