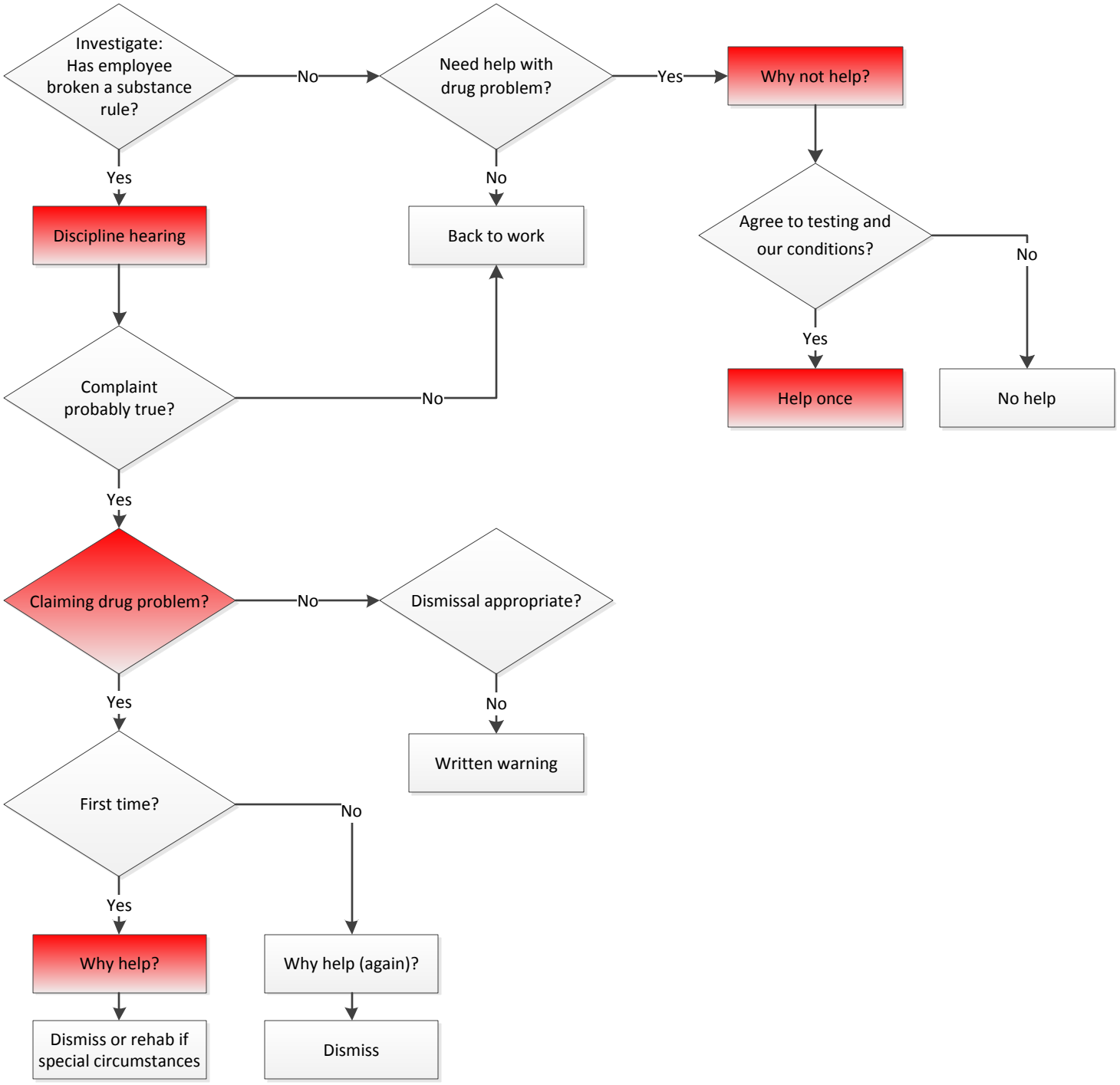Has the employee broken the substance abuse rule?