

SECTION 807.10

Drug Testing

Valdosta State University, the University System of Georgia and the State of Georgia are committed to a drug free workplace. As set forth by O.C.G.A. 45-20-111, certain occupational categories may be subject to pre-employment drug screening as well as random testing following employment.

Employment categories subject to such screening include Public Safety, Health and Childcare Providers and employees whose duties require the Commercial Driver's License. These employees are considered high risk in that inattentiveness while on duty, or errors in judgment, could result in harm to themselves or others.

- 1. Pre-employment screening** shall be conducted subsequent to an offer of employment and prior to the individual applicant reporting for duty. Applicants having negative results shall be considered eligible for employment.
- 2. Random Screening** – Employees in these employment categories shall be subject to random screening. The Department of Human Resources initiates the random screening and notifies the appropriate departmental employee to have selected employees report for testing. Applicants and/or employees who refuse to report for a drug test or who test positive for the use of illegal substances will not be eligible for employment, or will be terminated from employment in accordance with the University's termination procedures.

3. Voluntary Disclosure – Provisions set forth in Section 807.12, Voluntary Disclosure of Drug Use, shall not apply when an employee subject to random drug screening has been selected to report for random drug screening.

Other employment categories may be added to those subject to pre-employment and random drug screening. Human Resources will review the position description(s) of newly created positions and request approval by the President for those determined to be safety sensitive.