

# SECTION 807.11

## Drug Free Workplace

The University, as a recipient of federal funds, supports the provisions of the Drug Free Schools and Communities Act of 1989, the Drug-Free Workplace Act of 1988, and the Drug-Free Schools and Communities Act Amendments of 1989. To insure the continued receipt of federal funds and to comply with this legislation, the University strictly prohibits the possession, manufacture, distribution, or use of illegal drugs or alcohol on the University campus by students and employees. This policy also extends to employees under federal contracts or grants, as well as students or employees conducting University-related business off campus. All employees of the University are advised of the University's policy upon employment and acknowledge acceptance of the institution's policy statement, as outlined in [Section 804.17](#).

Employees or students who violate this policy will be subject to disciplinary action to include termination of employment, expulsion from the University, and referral for prosecution.

As per the BOR policy effective 7/1/07:

Any current employee who charged with a crime (other than a minor traffic offense) shall report being charged with such crime to Human Resources and Employee Development/ Academic Affairs where applicable within 72 hours of

the employee becoming aware of such charge. Failure to report being charged with such a crime may result in appropriate disciplinary action, including termination of employment. Human Resources and Employee Development in concert with the Office of Legal Affairs and representatives of Academic Affairs, if applicable shall review the nature of the crime and make a determination on what, if any, action should be taken regarding the employee's employment status until resolution of the charge. For drug related offenses this action may include that the employee satisfactorily participate in an approved drug abuse assistance or rehabilitation program.

Any current employee who is convicted of a crime (other than a minor traffic offense) shall report such conviction to Human Resources and Employee Development, within 24 hours of the conviction. Failure to report such conviction may result in appropriate disciplinary action, including termination of employment. The Human Resources and Employee Development in concert with the Office of Legal Affairs and representatives of Academic Affairs, if applicable shall review the nature of the crime and make a determination on what, if any, action should be taken regarding the employee's employment status. The Human Resources and Employee Development in concert with the Office of Legal Affairs and representatives of Academic Affairs, if applicable, shall review the crime utilizing the same standards as it applies in reviewing crimes committed by a candidate for employment but may consider other factors, including the length of employment of the employee and performance reviews. For drug related offenses this action may include that the employee satisfactorily participate in an approved drug abuse assistance or rehabilitation program.