

Policy CO-CE-PO4

Drug Free Workplace

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I. Drug-Free Workplace Policy

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- A. U.T. Arlington is required by the Drug-Free Workplace ACT of 1988 (41 U.S.C.A. ' ' 701-707) to notify all employees that the unlawful manufacture, sale, distribution, possession, or use of a controlled substance in or on any premises or property owned or controlled by the University is prohibited. A controlled substance is any substance so defined by federal or state statute or regulation.
- B. Any employee who is found guilty (including a plea of no contest) or has a sentence, fine or other penalty imposed by a court of competent jurisdiction under a criminal statute for an offense involving a controlled substance that occurred in or on premises or property owned or controlled by the University shall report such action to the Director of Human Resources within five days.
- C. An employee who unlawfully manufactures, sells, distributes, possesses, or uses a controlled substance in or on premises or property owned or controlled by the University, regardless of whether such activity results in the imposition of a penalty under a criminal statute, will be subject to appropriate disciplinary action including termination, or will be required to participate satisfactorily in an approved drug assistance or rehabilitation program or both.