

POLICY ON A DRUG FREE WORKPLACE

The Drug Free Workplace Act of 1988, effective March 18, 1989, required that the university certify that it will provide a drug-free workplace.

In compliance with the Act, employees are hereby notified that the unlawful manufacture, distribution, dispensing, possession or use of a controlled substance is prohibited in our workplace. Violation of this policy may result in disciplinary action, including but not limited to suspension and/or termination or a requirement to participate in an approved drug abuse assistance or rehabilitation program.

Employees must be aware that as a condition of employment they will abide by the terms of this policy and will notify the University of any criminal drug statute conviction for a violation occurring in the workplace within five days after such conviction. The university must notify the federal agency involved of the conviction within 10 days of receiving such a notice. Within 30 days, the university will initiate the appropriate personnel action or require satisfactory participation in an approved drug abuse assistance or rehabilitation program.

References:

Link to: <http://fresnostate.edu/mapp/iii/G/G-15.pdf>

Approved by the President

May 1989