

## **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://www.csufresno.edu/humres/MAPP/II/G/G-15.pdf>

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Approved by the President

May 1989