

DRUG FREE CAMPUS

Purpose

1.1 The University of Nebraska Medical Center (UNMC) is committed to providing a Drug Free Campus.

Scope

2.1 This policy is applicable to all UNMC students and employees to include Office/Service, Managerial/Professional, Faculty, and Other Academic positions. It also may apply to campus visitors like applicants for educational programs, applicants for employment, volunteers, and vendors.

Basis of the Policy

3.1 The University of Nebraska desires to provide an alcohol and drug-free, healthy, safe, and secure work environment and has established a code of conduct for all campuses of the University of Nebraska system. UNMC will comply with all federal and state laws, regulations and orders, including the policies of the Board of Regents which pertain to providing a drug free campus.

Authorities and Administration

4.1 The UNMC Human Resources' Division Director of Employee Relations is responsible for the administration, implementation, and maintenance of the Drug Free Campus Policy at the campus level in consultation with the Assistant Vice Chancellor for Business and Finance Executive Director of Human Resources and the Vice Chancellor for Business and Finance.

Policy

5.1 Drug Free Workplace

UNMC prohibits employees from the unlawful manufacture, distribution, dispensation, possession, or use of alcohol and/or a controlled substance on UNMC property. The term "substance" refers to drug or chemical compounds that are controlled by local, state, or federal law. UNMC complies with the Drug-Free Workplace Act of 1988, as amended.

Conviction of a crime related to the unlawful manufacture, distribution, dispensation or use of alcohol and/or a controlled substance may result in a fine, a prison sentence, or both.

5.2 UNMC Position on Chemical Dependency

UNMC supports the position that chemical dependency is a disease that can endanger the health and well being of students, employees, and faculty and can have a negative effect on the public they serve. UNMC advocates treatment and rehabilitation for affected students, employees, and faculty in a manner that first protects the public, while allowing a reasonable opportunity for recovery and re-entry into the

workplace/classroom. Chemical dependency is recognized as a disease, and employee relations issues will be administered from this philosophy and in accordance with all legal requirements of state and federal law.

UNMC does not illegally discriminate in its academic program or employment practices against individuals who are in recovery from chemical dependency. UNMC takes a community leadership role in health care professional education, research, and public education about substance use, abuse, and dependency.

5.3 Employee Requirements for a Drug-free Workplace

Compliance with this policy is a term and condition of employment at UNMC.

UNMC employees must notify their department heads of any criminal drug statute convictions for violations occurring in the workplace no later than five (5) days after such conviction. Under the compliance provisions of the Drug-Free Workplace Act of 1988, UNMC shall notify the appropriate federal agency within ten (10) days of receiving notice of a criminal conviction for a violation occurring in the workplace for employees who are paid under federally-funded grants.

5.4 Employment Actions as Part of the Drug-free Workplace

UNMC employees will be subject to the corrective and disciplinary action as outlined in the Corrective and Disciplinary Policy.

Any violation of the Employee Health and Safety Policy, including unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance on the UNMC campus, any criminal drug statute conviction for a violation occurring in the workplace, or working while under the influence of alcohol or a controlled substance, can result in disciplinary actions up to and including termination for cause.

UNMC employees are expected to meet performance standards and comply with UNMC policies and procedures. Supervisors and managers will administer corrective and disciplinary action, up to and including termination, according to UNMC Policy No. 1098, Corrective and Disciplinary Action (https://wiki.unmc.edu/index.php/Corrective/Disciplinary_Action/).

Notice of Non-Discrimination

Please see UNMC's Notice of Non-Discrimination (<http://www.unmc.edu/titleix/notice-nondiscrimination.html>) regarding the University of Nebraska Medical Center's commitment to creating a diverse and inclusive working and learning environment free from discrimination and harassment.

Additional Information

- University of Nebraska Drug and Alcohol Abuse Prevention Update (https://www.unmc.edu/human-resources/_documents/University-of-Nebraska-Drug-and-Alcohol-Prevention-Update.pdf)