

# STOCKTON UNIVERSITY



## POLICY

### Drug and Alcohol-Free Workplace

Policy Administrator: Assistant VP for Human Resource Operations and Payroll

Authority: Drug Free Workplace Act, 1988; Executive Order 204

Effective Date: December 30, 2008; May 30, 2009; August 10, 2010; February 16, 2011; September 26, 2018

Index Cross-References:

Policy File Number: VI-13

Approved By: Board of Trustees

The University is committed to promoting the health and positive development of its employees and recognizes that in order to accomplish this goal, it must implement programs that will enable the University to achieve its objectives in a cost effective manner, while respecting the rights of its employees. With this in mind, the University makes every reasonable attempt to establish a work environment that is free, directly and indirectly, from the adverse effects of drug and alcohol abuse. The University will be sure that the workplace is free from potentially adverse effects of drug and alcohol use through the establishment of effective means to detect and deal with drug and alcohol abuse and will insure compliance with applicable federal and state laws and regulations.

Employees are also expected not to engage in any drug or alcohol-related conduct while off duty that may affect their work performance. No employee shall be under the influence of alcohol or any substance that may impair their ability to perform their duties or may present a safety risk to themselves or others at any time when engaged in their employment. An employee is a representative of the University and should act accordingly. Violation of this rule shall subject the employee to discipline up to and including discharge.

### Review History:

	Date
Assistant VP for Human Resource Operations and Payroll	06/11/2018
General Counsel	06/27/2018
Cabinet	06/28/2018
President	07/02/2018
Board of Trustees	09/26/2018