

## Drug Free Workplace Policy

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### I. Scope

This policy applies to students, faculty and staff employees of Slippery Rock University of Pennsylvania.

### II. Purpose

Slippery Rock University is committed to the education and development of students, faculty, and staff regarding alcohol and other drug use. Any misuse or dependency on alcohol and other drugs has detrimental effects and concerns for the University community as well as our society at large.

Therefore, in accordance with the Drug Free Schools and Communities Act Amendments of 1989 and the Drug Free Workplace Act of 1988, Slippery Rock University hereby notifies all students and employees of the following University policy.

### III. Policy

It is prohibited to manufacture, distribute, sell, dispense, possess or use any controlled substance in the workplace, on campus or in any facility owned, leased, or otherwise controlled by Slippery Rock University. This includes, but is not limited to, University related events, programs, or activities which occur on campus and off campus, under authority of the Board of Governors.

It is expected the Slippery Rock University students and employees who use or possess alcoholic beverages will do so legally. As a condition of employment, employees must notify the Director of Human Resources in writing of any criminal drug statute conviction for a violation occurring in the workplace within five calendar days. Alcohol is prohibited in the workplace, except at social events when approved by the Alcohol Request Committee. Students are also governed by the regulations of the Slippery Rock University Code of Conduct. For more information on the Code of Conduct, please refer to the Coordinator of Student Standards in the Office of Student Life.

Employees violating this policy will be referred to the State Employee Assistance Program, or may be disciplined in an appropriate manner in accordance with the respective collective bargaining agreement, up to and including termination and may be referred for prosecution.

Students violating this policy may be subject to the sanctions of the Code of Conduct as well as the laws and Crime Code of the Commonwealth of Pennsylvania.