

DRUG FREE WORKPLACE

The University of Nebraska at Omaha recognizes and affirms its responsibility and commitment to maintain a drug-free workplace. In accordance with this responsibility, the University prohibits the unlawful manufacture, distribution, dispensation, possession or use of controlled substances on University property. The term "controlled substance" refers to a controlled substance as defined in schedule I through V of section 202 of the Controlled Substances Act (21 U.S.C.812).

The University recognizes drug abuse as a potential health, safety and/or security problem. Persons needing help in dealing with such problems are encouraged to make voluntary use of the Faculty/Employee Assistance Program.

In the event a faculty or staff member is convicted of the unlawful manufacture, distribution, dispensation, possession or use of controlled substances on University property, appropriate action will be taken by the University as follows:

For administrators, staff, and faculty not included in the UNO AAUP bargaining unit, one or more of the following actions may be taken:

- a) Referral to the Faculty/Employee Assistance Program for evaluation and assessment to determine the appropriate treatment for rehabilitation;
- b) Participation in a drug rehabilitation program;
- c) Disciplinary action up to and including termination of employment.

For faculty included in the UNO AAUP bargaining unit, conviction for such offenses may be considered adequate cause for imposition of the disciplinary process provided in Section 3.1.6 of the Collective Bargaining Agreement.

As required by the Drug-Free Workplace Act of 1988, faculty and staff hired on federal contracts or grants must notify their supervisor within five days if they are convicted of any criminal drug statute as a result of a violation of the law which occurs at the workplace. The term "conviction" means a finding of guilt (including a plea of nolo contendere) or imposition of sentence, or both, by any judicial body charged with the responsibility to determine violation of the federal or state criminal drug statutes. The supervisor will immediately notify the Academic Affairs Office when faculty are affected or the Human Resources Office when staff are affected. The University, in turn, will notify the granting or contracting agency of the conviction within ten days after receiving notice of an employee's criminal drug statute conviction. Any questions regarding the policy should be directed to the Human Resources Office, 4-2321.