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## Drug-Free Workplace

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### Scope

This policy applies to all employees, faculty, staff, and students of the University of Nebraska Omaha (UNO).

### Policy Statement

In accordance with the responsibility of a drug-free workplace, the UNO prohibits the unlawful manufacture, distribution, dispensation, possession or use of controlled substances on university property.

UNO 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:

- Referral to the Faculty/Employee Assistance Program for evaluation and assessment to determine the appropriate treatment for rehabilitation;
- Participation in a drug rehabilitation program;

- 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 (5) 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 supervisor will immediately notify the Office of Academic and Student Affairs 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 10 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.

## **Reason for Policy**

The University of Nebraska Omaha (UNO) recognizes and affirms its responsibility and commitment to maintain a drug-free workplace.

## **Definitions**

### **Controlled Substance:**

A controlled substance is defined in schedule I through V of section 202 of the Controlled Substances Act (21 U.S.C.812).

### **Conviction:**

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.

## **Related Information**

Please read the University of Nebraska's full policy on a drug free workplace.

[University of Nebraska Bylaws and Policies](#)

## **History**

This policy was developed and approved prior to the implementation of the campus policy development and approval process approved by the Chancellor's Cabinet in October 2015.

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The University of Nebraska does not discriminate based on race, color, ethnicity, national origin, sex, pregnancy, sexual orientation, gender identity, religion, disability, age, genetic information, veteran status,

marital status, and/or political affiliation in its programs, activities,  
or employment.