ALCOHOL POLICY

1. Policy

The University of Denver prohibits the consumption or possession of unsealed alcoholic beverages on University property or during the discharge of University duties (whether or not on University property), except in those areas or during those events licensed to serve such beverages. Although moderate consumption with meals or during social events is not prohibited, the University does not encourage the consumption of alcoholic beverages during working hours. Individuals are prohibited from reporting to work under the influence of alcohol.

2. Procedures
   a. If an employee's supervisor has reasonable grounds to believe, based on observations by the supervisor or others the supervisor believes to be reliable, that the employee is under the influence of alcohol while at work, the employee may be deemed to have violated this policy and may be required to leave the workplace immediately. The University may, but is not obligated to, provide transportation to the employee's destination.

   b. To the extent permitted by law, the University may require any employee to submit to a blood alcohol test administered by University-designated laboratories or physicians. If the test indicates that the employee has a blood alcohol level of .05 or higher, the employee will be deemed to be under the influence. Refusal to consent to a drug or alcohol test may result in disciplinary actions. A written admission of being under the influence of alcohol may be allowed in lieu of testing.

   c. The University reserves the right to discipline employees found to be in violation of this Policy or in violation of applicable laws related to the possession or consumption of alcoholic beverages. Disciplinary action may include immediate termination of an employee. The selection of a disciplinary action for any particular case shall be at the University's sole discretion.