

UNIVERSITY OF DENVER - Colorado Seminary	Date	Section	Page
POLICY MANUAL	3/18/95	3.20.020	1 of 1
Subject:			
POSSESSION, USE OR DISTRIBUTION OF CONTROLLED SUBSTANCES IN THE WORKPLACE			

1. Policy

The University of Denver is committed to a drug- free workplace and prohibits the unlawful manufacture, distribution, dispensing, possession, or use of controlled substances by employees, students, subcontractors, consultants and visitors. It is the University's policy to maintain a drug-free workplace and to comply with all reporting and other obligations as imposed by the Drug-Free Workplace Act of 1990 (Pub. L. 100-690-FAR 52.223-6), as amended, and the Drug-Free Schools and Communities Act of 1986, as amended.

2. Procedures

- a. Anyone who has a concern about the unlawful manufacture, distribution, dispensing, possession or use of controlled substances should immediately contact one of the following resources for assistance:
 - i. The Employee Assistance Program for referrals on treatment and related issues.
 - ii. The Security Department to report incidents of illegal activity.
 - iii. The Department of Human Resources for assistance on the disciplinary process or policy related issues.
- b. If an employee's supervisor has reasonable grounds to believe, based on observation by the supervisor or by others whom the supervisor believes to be reliable, that the employee may be under the influence of illegal drugs or improperly under the influence of controlled substances, then 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.

The University reserves the right to discipline employees found to be in violation of this Policy or violation of applicable laws related to the unlawful manufacture, distribution, dispensing, possession or use of controlled substances. 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.