

# Drug-free Workplace

## Policy Statement

Marywood University prohibits the unlawful manufacture, distribution, dispensation, or use of controlled substances including alcohol by students and employees on its property, in its vehicles, or as part of any of its activities. The purpose of this policy is two-fold:

to communicate annually the concern Marywood University has for the health and safety of its students and employees; and

to comply with the *Drug-free Workplace Act of 1988*, the *Drug-free Schools and Communities Act Amendments of 1989*, and all other pertinent federal, state, and local regulations regarding substance abuse on campus.

## Procedures

A written program, which contains additional information, is distributed to all employees and students annually. Copies are available in Human Resources.

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## Related Policies

2.301.2 – Clean Air Policy

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## History of Policy - Drug-free Workplace

03/15/1989 – Adopted by Executive Committee of the Board of Trustees; ratified on 4/15/89

04/20/1989 – Published in President's Memo

1991 – Revised to include statement on Drug and Alcohol Abuse Prevention Program

07/01/1991 – Reaffirmed with publication of the Faculty Manual 2.11.6, Personnel Manual 8.7

07/01/1993 – Reaffirmed with publication of the Faculty Manual 2.11.5, Personnel Manual 8.2.3

07/01/1995 – Reaffirmed with publication of the Faculty Manual 2.11.5 Personnel Manual 8.2.3

07/01/1998 – Reaffirmed with publication of the Faculty Manual 2.11.5 Personnel Manual 8.2.3

07/01/2000 – Reaffirmed with publication of the Faculty Manual 2.11.5, Personnel Manual 8.2.3

07/01/2002 – Reaffirmed with publication of the Faculty Manual 2.11.5, Personnel Manual 8.2.5

07/01/2003 – Reaffirmed with publication of Faculty Handbook 4.1.2, Personnel Handbook 8.2.5

07/12/2005 – Addition of the words “in its vehicles” in the first paragraph approved by the President of the University

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