

# **Drug and Alcohol Free Workplace**

Fresno Pacific University is a dry campus, meaning that there are no alcohol or illegal drugs allowed or consumed on the University Campuses. The University also complies with the Drug-Free Schools and Communities Act which requires colleges and universities that receive federal grant funds, allocated for campus-based programs (such as the Perkins Loan, College Work-Study, and Supplemental Educational Opportunity Grant programs), to implement the regulations of the act.

## **The Dangers of Drug Abuse in the Workplace**

The illicit use of controlled substances and the abuse of alcohol and legal drugs, while on the job, can result in serious injury to the drug user and fellow workers. The abuse of drugs and alcohol has been proven to impair the coordination, reaction time, emotional stability, and judgment of the user. This could have tragic consequences where demanding or stressful work situations call for quick and sound decisions. Serious injury or fatality of the drug abuser, other employees, or our guests could result from the actions (or lack thereof) by an employee under the influence of drugs or alcoholic beverages.

Known health risks, resulting from the use of illicit drugs and/or alcohol, include damage to respiratory and immune systems, malnutrition, seizures, loss of brain function, liver and kidney damage, and a variety of other possible consequences.

In addition to these physical dangers, an employee becomes subject to emotional trauma and workload hardships when he/she must work in the same department as a drug or alcohol abuser who is under the influence of those substances. Neither the abusers, their fellow workers, our guests, nor this institution are well served when substance abuse occurs on the job.

## **Policy**

Fresno Pacific University's policy is that the workplace be free of illicit drugs and alcoholic beverages and free of their use. The university wishes to provide a drug-free workplace for its employees. The on-campus manufacture, distribution, dispensing, possession, or use of a controlled substance is unlawful, violates generally accepted standards of conduct, and is therefore forbidden.

## **Treatment Program**

Any employee with a drug or alcohol problem may receive limited free counseling by qualified Employee Assistance or University counselors and/or be referred to an outside counseling or treatment service. Human Resources will direct the employee to any appropriate counseling resource.

## **Legal Sanctions**

The California Penal Code states that "every person who possesses any controlled substance may be punished by imprisonment in the state prison or county jail," and that "every person who possesses for sale or purchases for sale any controlled substance may be punished by imprisonment in the state prison or county jail." Violation of federal statutes governing the possession and sale of controlled substances is punishable by imprisonment and/or fines or confiscation of personal property associated with the sale or possession of controlled substances.

Fresno Pacific University will notify the Department of Education and take appropriate action when it learns of any employee who has been convicted under a criminal drug statute.

## **Disciplinary Action**

Employees found to have violated the tenets of this policy are subject to disciplinary action, up to and including the suspension or termination of employment. Employees found in violation of the California Penal Code may also be subject to arrest by local law enforcement. A review by Human Resources of the nature of the violation will determine the particular action to be taken.

## **Employment Conditions**

To become or remain an employee of Fresno Pacific University, an employee must agree to abide by this policy and agree to notify Human Resources within five working days if he/she were legally convicted of a drug violation that occurred while on the job at Fresno Pacific University.