

SUL ROSS STATE UNIVERSITY

Policy on Alcohol and Drug Abuse Prevention Employee Requirements

The Rules and Regulations of the Board of Regents, Texas State University System (Chapter V, Rule 2.142), states that: "Any employee of any component University of the System, including any member of the administration or faculty who is placed on probation by a court of competent jurisdiction for or finally convicted of the illegal use, possession, or sale of a drug or narcotic shall be subject to dismissal as an employee regardless of whether or not the illegal act that gave rise to the conviction was committed on the campus of one of the component universities of the System."

The following requirements are also being made a condition of employment for all employees as a part of the Drug-Free Workplace act of 1988, 34 CFR Part 85, Subpart F:

The unlawful manufacture, distribution, dispensing, possession or use of a controlled substance is prohibited in the workplace. Any employee convicted of any criminal drug statute violation occurring in the workplace will notify Sul Ross State University no later than five days after such conviction. Within ten days after receiving notice from the employee or otherwise receiving notice of the actual conviction, Sul Ross State University will notify any federal agency that had contracted or granted funds to a program in which that employee was engaged. Within thirty days of receiving notice of the conviction, Sul Ross State University will take the following actions with respect to any employee who is so convicted: (1) Taking appropriate personnel action against such an employee, up to and including termination; or (2) Requiring such employee at the employee's expense to satisfactorily participate in and complete a drug abuse assistance or rehabilitation program approved for such purposes by a Federal, State, or local health, law enforcement, or other appropriate agency.

In accordance with the Drug Free Schools and Campuses Drug Prevention Program Certification, Sul Ross State University has adopted and implemented a program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by its students and employees on school premises or as a part of any of its activities. The University promotes a drug-free awareness program to keep employees and students informed about the dangers of drug abuse; the policy of maintaining a drug-free workplace; the health risks of drug abuse; available drug counseling, rehabilitation, and employee assistance programs; penalties that may be imposed for drug abuse violations occurring in the workplace; and the legal sanctions of possession or distribution of alcohol or other drugs. Sul Ross State University will make a good faith effort to continue to maintain a drug-free workplace and a drug-free campus. Each employee will be given a copy of this statement.

The foregoing statement from the Rules and Regulations shall serve as University policy in addressing employee sanctions. Further, nothing herein shall prevent the University from taking any other action permitted by the Rules and Regulations, regardless of the actions of civil authorities.