



Drug-Free Workplace

Issue Date: March, 1989

Policy Number: 12

Policy Applies to: All Employees

In order to comply with the Drug-Free Workplace Act of 1988 (Pub. L. No. 100-690, 5151-5160), Nova Southeastern University has adopted the following policy.

The unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance is prohibited in and on Nova Southeastern University owned or controlled property. Any Nova Southeastern University employee determined to have violated this policy will be subject to disciplinary action for misconduct, which action may include dismissal. No employee is to report to work while under the influence of illegal drugs. Violation of these policies by an employee will be reason for evaluation/treatment for a drug use disorder or for disciplinary action up to and including dismissal. All Nova Southeastern University faculty and employees will, as a condition of their employment, abide by the terms of this statement.

In compliance with the Act, Nova Southeastern University requires that an employee notify the employer of any criminal drug statute conviction for a violation occurring in the workplace no later than five days after such conviction. In order to comply with federal law, Nova Southeastern University must notify any federal contracting agency within 10 days of having received notice that an employee engaged in the performance of a federal contract or grant has had a criminal drug statute conviction for a violation occurring in the workplace. The employee must report any criminal drug convictions in the workplace to his/her University supervisor or department head within five days of the date of such conviction. The University will discipline any employee who is so convicted, or require the employee's satisfactory participation in a drug/alcohol abuse assistance or rehabilitation program within 30 days of notice of such conviction.