Updated: January 15, 2007

Drug-free Workplace BU-PP 030

Policy:

Baylor University prohibits the unlawful manufacture, possession, use, sale, transfer, or purchase of a controlled substance or designer drug on or off the campus. It is also a violation of University policy for anyone to possess, use, or be under the influence of an alcoholic beverage on the campus or at a University-related activity off campus.

Topics:

Legal requirements Legal sanctions University sanctions

Related policies:

BU-PP 413 — Group Medical Insurance BU-PP 705 — Faculty Dismissal Policy BU-PP 807 — Staff Disciplinary Policy

Additional information:

For detailed list of legal sanctions, please see BU-PP 030B - Drug-free Workplace Legal Sanctions.

Contact:

Human Resource Services Office (x2219) Compensation & Benefits Office (x2218)

Legal requirements —

A Baylor employee convicted of a workplace violation of a criminal drug or alcohol sanction shall notify the Human Resource Services Office within five days after the conviction. If a Baylor employee who is directly involved in the performance of any federal grant or in the performance of a federal contract exceeding \$100,000 is convicted of a workplace violation of a criminal drug or alcohol statute, the University's Human Resource Services Office shall notify the appropriate federal granting or contracting agency of the conviction within 10 days after the University receives notification of the conviction.

Legal sanctions —

Legal sanctions as provided by federal, state, and local jurisdictions shall be imposed. Please refer to BU-PP 030B for detailed information.

University sanctions —

Employees who violate this policy are subject to discipline by the University in accordance with the Staff Disciplinary Policy (BU-PP 807) or Faculty Dismissal Policy (BU-PP 705).