

DRUG FREE WORKPLACE ACT POLICY (1989)

It is the policy of Capital University that the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance as defined by the Drug Free Workplace Act of 1988 is prohibited in the Capital University workplace. For purposes of this statement, the Capital University workplace means the university campus in Bexley, the Capital University Law School facility, and the facilities of the university's Adult Degree Program.

Each university employee, as a condition of employment, will abide by the terms of this statement and will notify the university administration of any criminal conviction of such employee for a violation occurring in the university workplace within five days after such conviction. Within thirty days of notice of conviction, and with respect to an employee violation of the prohibition in the first paragraph of this statement, the university will take appropriate personnel action up to and including probation, suspension or termination and/or require such employee to participate satisfactorily in a drug abuse assistance or rehabilitation program approved for such purpose by a federal, state or local health, law enforcement or other agency. Personnel actions shall be taken consistent with the provisions of the faculty/administrative handbook and staff handbook.