

**University of Arkansas at Little Rock**  
**Drug-Free Workplace Policy**

Drug abuse and use in the workplace are subjects of immediate concern in our society. The problems created by drug abuse are extremely complex and ones for which there are no easy solutions. From a safety perspective, the users of drugs may impair the well-being of all property. Therefore, it is the policy of the State of Arkansas that the unlawful manufacture, distribution, dispensing, possession or use of a controlled substance in a state agency's workplace is prohibited. Any employee violating this policy will be subject to discipline up to and including termination. The specifics of this policy are as follows:

1. State agencies will not differentiate between drug users and drug pushers or sellers. Any employee who gives or in any way transfers controlled substances to another person or sells or manufactures a controlled substance while on the job or on agency premises will be subject to discipline up to and including termination.
2. The term "controlled substance" means any drug listed in 21 U.S.C. Section 812 and other federal regulations. Generally, these are drugs which have a high potential for abuse. Such drugs include, but are not limited to Heroin, marijuana, cocaine, PCP, and "Crack". They also include "legal drugs" which are not prescribed by a license physician.
3. Each employee is required by law to inform the University within five (5) days after he or she is convicted of violation of any federal or state criminal drug statute where such violation occurred on the agency's premises. A conviction means a finding of guilt (including a plea or nolo contendere) or the imposition of a sentence by judge or jury in any federal court, state court or other court or competent jurisdiction.
4. The University of Arkansas at Little Rock is required to notify the Federal Funding Agency of the conviction of any employee for drug use or abuse who is employed in a position utilizing Federal funds or a Federal grant within ten (10) days of receiving notice of the conviction from the employee or otherwise receiving actual notice.
5. If an employee is convicted of violating any criminal drug statute while in the workplace, he and she will be subject to discipline up to and including termination. Alternatively, the university may require the employee to successfully finish a drug program sponsored by an approved private or governmental institution.
6. Abiding by the Drug-Free Workplace Policy is considered a condition of employment for all state employees.
7. This policy is intended to comply with the rules published by the federal office of management and budget on January 31, 1989, in the Federal Register, implementing the Drug-Free Workplace Act of 1988 and the Governor's Executive Order 89-2 dated March 30 1989.