



Policy: Drug-Free Workplace	Policy Number: I-6.8
Policy Owner(s): Human Resources	Original Date: 3/10/2006
Last Revised Date: 11/14/2023	Approved Date: 1/31/2024

- I. **POLICY:** The policy of John Carroll University is to take affirmative steps to maintain an environment free from drug and alcohol impairment and substance abuse.

- II. **PURPOSE:** Consistent with _____ mission and applicable laws, this Drug-Free Workplace policy is designed to maintain a professional environment and promote the health and safety of all its employees.

- III. **SCOPE:** All employees of John Carroll University, contractors and volunteers performing work on University property or on behalf of the University.

- IV. **PROCEDURES:**
 - A. In accordance with and as required by the Drug-Free Workplace Act of 1988 and Drug-Free Schools and Communities Act of 1989, the University prohibits the unlawful manufacture, distribution, cultivation, dispensation, possession, sale, or use of drugs or alcohol in the workplace, on University premises, or as part of any University activities on or off campus.
 - B. Any medical or recreational use or possession of marijuana, even if lawful under a state law, does not alter any obligations of employees to remain in compliance with this policy and federal law requiring a drug-free workplace. Use, possession, or cultivation of medical or recreational marijuana is prohibited in the workplace and at University events.
 - C. All employees, contractors and volunteers are expected to abide by this policy and all other standards of University conduct as a condition of employment, volunteering or performing services on behalf of the University.
 - D. The legal drinking age in Ohio is 21 years old, and knowingly furnishing alcohol to a person under the age of 21 is prohibited by state law and this policy. Employees, contractors and volunteers of legal drinking age shall not furnish alcohol to any person, student or employee under the age of 21.
 - E. Employees, contractors and volunteers of legal drinking age are not permitted to consume alcohol at any time while working unless attending a University sponsored event or activity where alcohol is served as described in the Alcohol Use and Service policy. When attending a University sponsored event or activity, individuals who elect to consume alcohol are expected to do so in a mature and responsible manner.

- A.** Corrective Action Policy
- B.** University Vehicle Policy
- C.** Alcohol Use and Service Policy