

Book	Policy Manual
Section	(P) PERSONNEL
Title	Policy P302 - Drug-free Workplace
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Status	Active
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Policy Number: P302
Title: Drug-Free Workplace
Section: Personnel –All Employees – Welfare

Drug-Free Workplace

EASTERN is committed to protecting the safety, health and wellbeing of all employees and other individuals in our workplace. We recognize that alcohol abuse and drug use pose a significant threat to our goals. We have established a drug-free workplace program that balances our respect for individuals with the need to maintain an alcohol and drug-free environment.EASTERN encourages employees to voluntarily seek help with drug and alcohol problems.

The unlawful manufacture, dispensing, distribution, possession or use of controlled substances the possession of which is unlawful under federal or state law by employees while engaged in work for EASTERN, regardless of location, is prohibited. Any employee of EASTERN who is convicted of delivery or possession of a controlled substance with the intent to deliver, as prohibited by federal or state law will be subject to disciplinary action, to include suspension without pay and/or termination.

In addition, any activity involving controlled substances by employees of EASTERN may result in personnel action or discipline. Such action or discipline may include but not be limited to a reprimand, suspension with or without pay, and/or termination.

Any employee who violates this Policy, in addition to the disciplinary action indicated, may be required to participate in an approved drug abuse assistance or rehabilitation program, which shall be approved for such purposes by a federal, state or local law enforcement agency.

This Policy applies to all EASTERN employees, regardless of the location of employment.
For purposes of this Policy, the prohibited behaviors shall be defined in the accompanying regulation.

24 P.S. Sec. 5-527
P.S. 35 Sec. 780-101 et seq.
P.L. 100-690 Sec. 5151 et seq.
P.L. 101-226 Sec. 5115

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See also:
DP P302 - Drug-Free Workplace