



Pennsylvania Institute of Technology

Drug-Free Workplace Policy

New: March 25, 2013

Walter R. Garrison, P.E.
President

Supersedes: November 8, 2010

Applicable Department(s)
Primary/Owner: EX
Secondary: ALL

Pennsylvania Institute of Technology Drug-Free Workplace Policy

In order to comply with the Drug-Free Workplace Act of 1988 (Pub. L. No. 100-690, 5151-5160), and in addition to the Alcohol and Drug Policy of the Pennsylvania Institute of Technology (P.I.T.), P.I.T. has adopted the following policy titled the Drug-Free Workplace Policy that applies to all faculty and staff employees.

The unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance is prohibited in and on the campus and other locations owned, rented or otherwise controlled by P.I.T. No faculty member or staff employee is to report to work while under the influence of illegal drugs.

All faculty and staff employees will, as a condition of their employment, abide by the terms of this policy. Violation of this policy by a faculty member or staff employee will be reason for evaluation/treatment for a drug use disorder or for disciplinary action up to and including dismissal.

In compliance with the Drug-Free Workplace Act, P.I.T. requires that any faculty member or staff employee report to P.I.T. (the report shall go the Chief Compliance Officer of P.I.T.) any criminal drug statute conviction for a violation occurring in the workplace no later than five (5) days after such conviction. In order to comply with federal law, P.I.T. must notify any federal contracting agency within ten (10) days of having received notice that a faculty member or staff employee engaged in the performance of a federal contract or grant has had a criminal drug statute conviction for a violation occurring in the workplace. P.I.T. will discipline any faculty member or staff employee who is so convicted, or require the faculty member's or staff employee's satisfactory participation in a drug/alcohol abuse assistance or rehabilitation program within thirty (30) days of notice of such conviction.

All faculty and staff employees are also referred to P.I.T.'s Alcohol and Drug Policy in which we describe the legal sanctions for illicit drugs and alcohol violations, the health risks associated with the use of illicit drugs and the abuse of alcohol, and P.I.T.'s available Employee Assistance Program. Also, P.I.T. will be sending out to all faculty and staff employees on a periodic basis information about the dangers of drug abuse in the workplace and other relevant information about drugs in the workplace.