



San Ignacio University Drug Free Workplace
Legal Authority: [Fla. Statutes 112.0455: 49 C.F.R 382](#)

GENERAL STATEMENT

San Ignacio University shall strive to provide and maintain a drug free environment for employees and students. The unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance at the university is strictly prohibited.

As a condition of employment, employees shall:

1. Refrain from the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance in the workplace.
2. The use of any legally obtained drug, including The use of any legally obtained drug, including alcohol, to the point of intoxication or influence adversely affecting the employee's job performance, is prohibited.
3. No employee shall report to work or be on duty when his or her judgment or physical condition has been impaired by alcohol, medication, or other substances.
4. Notify the immediate supervisor of any criminal drug statute conviction no later than 5 days after such conviction.

THE POLICY AND THE STUDENT

By providing and maintaining a drug free environment for students, the university shall be enhancing the quality of education in support of the university's goal of student success.

THE POLICY AND THE FACULTY AND STAFF

By providing and maintaining a drug free environment for employees, the university will be ensuring the safety and quality of the workplace thereby supporting academic excellence.

IMPLEMENTATION AND OVERSIGHT

The President and or his designee has responsibility for the implementation and oversight of this policy. Policy violations and appeals would be investigated by the President or his designee.

VIOLATION OF POLICY

Violation of this policy may result in discipline up to and including termination. The university may require an employee who violates this policy to successfully and satisfactorily complete a drug abuse assistance or rehabilitation program approved for such purposes by a federal ,state, or local agency.

Definitions:

1. Controlled substance – All illegal drugs and prescription drugs taken without a physician's order.
2. Drug – in accordance with [Florida Statutes, chapter 112. 0455 \(C\)](#), "Drug" means alcohol, including distilled spirits, wine, malt beverages, and intoxicating liquors; amphetamines; cannabinoids; cocaine;

phencyclidine (PCP); hallucinogens; methaqualone; opiates; barbiturates; benzodiazepines; synthetic narcotics; designer drugs; or a metabolite of any of these substances.