

Drug Free Work Place Policy

Washington & Jefferson College complies with the Federal Drug-Free Workplace Act of 1988 (the “Drug-Free Workplace Act”) and the Drug-free Schools and Communities Act Amendments of 1989 (the “Drug-Free Schools Act”, collectively, the Acts”).

Violations of laws relating to controlled substances or alcohol are prohibited on College premises, including college vehicles, any worksite or location at which college duties are being performed by College employees, or as part of any other College activities.

The College will take corrective action against violators, consistent with federal, state and local laws. In addition to corrective action, employees may be required to participate in a substance abuse treatment program, counseling or educational programs as a condition of reinstatement or continued employment.

Finally, to ensure College compliance with the Drug-Free Workplace Act, employees who are convicted of a violation of any criminal drug law which occurred in the workplace must report that conviction to their immediate supervisor within five (5) days. The Drug-Free Workplace Act mandates strict compliance with this policy statement as a condition of employment for all federal grants and contracts. The College must notify the relevant funding agency that a violation of this policy statement has occurred within ten days of learning of a drug conviction resulting from any individual engaged in work under grants or contracts funded by a federal agency.