Drugs and Alcohol Policy

Scope:
All eligible University of Texas Health Science Center at Tyler (the "University") employees.

Purpose:
To establish a drug and alcohol policy to protect the staff, patients and visitors of the University.

Policy:
- Unauthorized purchase, manufacture, distribution, possession, sale, storage, or use of any illegal drug or controlled substance while on duty, while in or on the premises or property owned or controlled by the University, or while in vehicles used for University business is prohibited;
- The use or possession of alcohol or illegal drugs while on duty or while in vehicles used for University business is prohibited;
- Use of alcohol, an illegal drug, or controlled substance while not on duty which adversely affects job performance or may adversely affect the health or safety of other employees, students, visitors, or patients is prohibited;
- Use of alcohol at an authorized University function, in the course of official University business, or at an authorized Health University site that adversely affects job performance or may adversely affect the health or safety of any other person is prohibited;
- Warnings about prescribed or over-the-counter medication and its impact on work performance of an individual or job safety must be heeded by the employee; A supervisor's advice and assistance may be necessary when job adjustments are required to ensure an employee's ability to perform assigned duties or in a safe manner because of the use of such medications;
- Distribution to others of a drug or controlled substance obtained pursuant to a prescription, except by duly licensed and certified persons, while on duty or while in or on the premises or property controlled by the University is prohibited;
- Employees who use illegal drugs or abuse controlled substances or alcohol are encouraged to seek help from available resources, such as the University's Employee Assistance Program.

Failure to comply with this policy may lead to disciplinary action, including termination.
## Attachments

No Attachments

## Approval Signatures

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<thead>
<tr>
<th>Step Description</th>
<th>Approver</th>
<th>Date</th>
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<tbody>
<tr>
<td>Kirk Calhoun: President/Prof of Medicine</td>
<td>08/2019</td>
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<tr>
<td>Executive Cabinet</td>
<td>Michelle Harris: Executive Assistant Senior</td>
<td>08/2019</td>
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<tr>
<td>Office of Legal Affairs</td>
<td>Carl Baranowski: VP Legal &amp; General Counsel</td>
<td>04/2019</td>
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<tr>
<td>Faculty Senate</td>
<td>Vijaya Lella: Prof Of Biochemistry</td>
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<td>Cynthia Scott-Lunau: VP Human Resources/CHRO</td>
<td>02/2019</td>
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