MIDDLE TENNESSEE STATE UNIVERSITY

POLICIES AND PROCEDURES MANUAL

POLICY NO: IV:07:19 DATE: ~~January 1, 1989~~ June 9, 1998

SUPERSEDES POLICY NO: ***IV:07:19*** DATED: ***January 1, 1989***

SUBJECT: Drug-Free Workplace

APPROVED: ~~Sam H. Ingram~~, ***James E. Walker***, President_____

It is the policy of Middle Tennessee State University that a drug-free workplace be maintained. The unlawful manufacture, distribution, possession, or use of any controlled substance (including prescription drugs) is banned in the workplace. Controlled substances are defined in 21 USCA 812 (listing available in the Personnel Office) and include such things as opium, hallucinogens (like marijuana, mescaline, etc.), cocaine, amphetamines, heroine, and morphine. This policy does not prohibit the lawful use of prescribed drugs which are taken under a doctor's care.

Any employee taking any of the above actions will be terminated immediately through the termination procedures available in Policy. (MTSU Policies IV:07:10, I:01:09, I:01:19, II:01:05A, I:02:01)

Additionally, employees are required to notify the institution of any drug convictions resulting from a violation in the workplace no later than five days after the conviction. Conviction is defined as a finding of guilt, pleas of nolo contendere, or imposition of a sentence by any state or federal judicial body.