

Dakota Wesleyan University hereby reaffirms its position of serious concern about all opposition to the use of controlled substances and alcohol in this environment. This University community further denounces and prohibits the unlawful manufacture, distribution, dispensing, possession or use of a controlled substance on the University property.

Dakota Wesleyan University is committed to helping individuals suffering from a chemical dependency or drug abuse problem and employees are urged to become actively engaged in appropriate drug and alcohol education, prevention, and treatment programs. Supervisors who are concerned that an employee under their supervision may have a substance abuse problem should contact the appropriate administrator.

Dakota Wesleyan University may provide counseling service for employees or make necessary referrals to appropriate agencies.

Within ten days of receiving notice of a federally funded employee drug conviction, Dakota Wesleyan University will notify the appropriate federal funding agency.

Workplace Violation

Employees of Dakota Wesleyan University are required to, as a condition of employment, to notify their supervisor or administrator of any criminal drug or alcohol statute violation occurring either in the workplace or during the performances of work-related duties within 48 hours after that violation as required of the Drug Free Work Act of 1988.

Within 30 days of the conviction, the employee will be subject to one of the following actions:

1. Screening (to include drug testing) or evaluation by a qualified professional;
2. Disciplinary actions (which may lead to termination); the level of these disciplinary actions will depend upon the seriousness or frequency of the violations, whether a pattern of abuse is evident, if the abuse is a cause of accidents, or results in excessive absenteeism;
3. Participation in a drug abuse assistance or rehabilitation program approved for such purposes by a federal, state, or local health, law enforcement or other appropriate agency.

Non-Workplace Violation

Employees of Dakota Wesleyan University are required to, as a condition of employment, to notify their supervisor or administrator of any criminal drug or alcohol statute violation occurring outside the workplace within 48 hours after that violation as required of the Drug Free Work Act of 1988.

ADOPTED: August 1, 1997

REVISED: July 1, 2016

REVIEWED: