

## UNIVERSITY OF PITTSBURGH POLICY 06-02-01

**CATEGORY:** HEALTH AND SAFETY  
**SECTION:** Drug Awareness  
**SUBJECT:** Drug-Free Workplace/Drug-Free Schools  
**EFFECTIVE DATE:** August 23, 2004 Revised  
**PAGE(S):** 1

### I. SCOPE

This establishes the University's policy on maintaining a drug-free workplace and drug-free school in accordance with federal law, and includes the sanctions that may be imposed upon employees and students for drug abuse violations occurring at the University.

### II. POLICY

The University of Pittsburgh prohibits the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance on University property or as part of any University activity. Faculty, staff, and students of the University must also comply with the laws of the Commonwealth of Pennsylvania on the possession and consumption of alcohol.

Violation of this policy will result in disciplinary action, including, but not limited to a warning, written reprimand, suspension (with or without pay), dismissal, expulsion, and/or mandatory participation and successful completion of a drug abuse assistance or rehabilitation program approved by an appropriate health or law enforcement agency.

Any University employee paid from federally funded grants or contracts, or any student participating in any federally funded or guaranteed Student Loan Program, must notify the University of any criminal drug statute conviction for a violation occurring at the University or while engaged in University activities.

Under the drug-free awareness program, the University will distribute literature informing employees and students of the dangers of drug abuse, and provide information on available drug counseling, rehabilitation, and employee assistance programs, and penalties that may be imposed for violation of this policy.

All University employees and students will be given a copy of the Drug-Free Workplace/Drug-Free Schools Policy annually.

A biennial review of the University's program will be conducted to determine the program's effectiveness and to ensure that the sanctions against those who violate the policy are consistently enforced.

Upon request, the Associate Vice Chancellor for Human Resources must provide to the Secretary of Education and members of the general public a copy of this policy and the results of the biennial review.

### III. REFERENCE

[Procedure CS 04, Drug-Free Workplace/Drug-Free Schools](#) (formerly 06-02-01)