

Drug and Alcohol-Free Workplace

UHS is committed to providing a drug and alcohol-free workplace and promoting safety in the workplace, employee health and well-being, customer confidence and a work environment that is conducive to attaining high work standards. The use of drugs and alcohol by employees, whether on or off the job, jeopardizes these goals, as it adversely affects health and safety, security, productivity, public confidence and trust. Drug or alcohol use in the workplace or during the performance of job duties is extremely harmful to employees and to other UHS stakeholders.

Possession or use of intoxicating beverages or drugs (e.g. marijuana) on any School premises or during the performance of work duties is prohibited and will result in disciplinary action up to and including termination (see UHS BP 4020a adopted in 2005 for more information).