THE UNIVERSITY OF ALABAMA IN HUNTSVILLE

POLICY STATEMENT
ON DRUG-FREE WORKPLACE

The Drug-Free Workplace Act of 1988 requires The University of Alabama in Huntsville to provide the following statement of the University's Drug-Free Workplace Policy to all persons employed by the University:

1. It is forbidden to manufacture, distribute, dispense, possess or use any controlled substance unlawfully in the University workplace. The term "controlled substance" means any drug listed in the federal statutes and regulations and includes but is not limited to, heroin, marijuana, cocaine, PCP and "crack." The term includes "legal drugs" when not prescribed by a licensed physician.

2. The following sanctions shall be imposed for violation of this policy:

    Any of the disciplinary actions described in the University Faculty Handbook and Staff Handbook up to and including immediate dismissal.

3. Any person employed by the University must, as a condition of employment:

    a. Abide by the University's Drug-Free Workplace policy contained herein;

    b. Notify the University, through its Office of Human Resources, within five (5) days of his or her conviction under any criminal drug statute for a violation occurring in the University workplace. A conviction means a finding of guilt (including a plea of nolo contendre) or the imposition of a sentence by a judge or jury in state or federal court.

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I have read and understand the Drug-Free Workplace Policy Statement of the University of Alabama in Huntsville, and I agree to abide by all the provisions contained therein. I agree to notify the University of any conviction under a criminal drug statute within five (5) days of my conviction as set out above, and I waive and release any claims I may have resulting from the University conveying the fact of such conviction to federal agencies as required by law. I understand that this is a condition of my employment by the University as required by the Drug-Free Workplace Act of 1988.

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Signature of Employee   **Date**

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Printed Name of Employee