



## CENTRAL WASHINGTON UNIVERSITY

### CWU DRUG FREE WORKPLACE POLICY

Under the provisions of 34 CFR PART 85, SUBPART F (Drug Free Workplace Act Of 1988), **CENTRAL WASHINGTON UNIVERSITY PROHIBITS THE UNLAWFUL MANUFACTURE, DISTRIBUTION, DISPENSING, POSSESSION, OR USE OF A CONTROLLED SUBSTANCE IN THE UNIVERSITY WORKPLACE.**

Appropriate disciplinary or other personnel action, up to and including termination, will be taken against any employee for violation of the prohibitions cited above.

As a condition of employment at the University, all employees will abide by the terms of this statement, and will notify their supervisor of any criminal drug statute conviction for a violation occurring in the workplace no later than 5 days after the conviction.

Drug involvement in the workplace can interfere with the work to be performed and affect the safety of the employee and his/her colleagues. Working under the influence of drugs can affect coordination, peripheral vision, reaction time in emergency situations, and ability to reason; drugs generally leave the user in a semi-depressed state. Erratic mood changes, apathy, and lethargy may develop. A worker under the influence will often abandon goals and feel a reduction of ambitions. The quality and quantity of work can suffer. Consider these facts:

1. A person using drugs is absent two to four times as often as a non-user.
2. On-the-job accidents for drug-using employees are two to four times more frequent.
3. Sickness & accidents for drug-using employees are three times greater than for the non-user employee.

**If you have concerns regarding drug use or abuse, or wish general information,** contact your local and state resources. Local contacts include:

Alcohol Drug Dependency Service	925-9821
CWU Drug Abuse Program, Prevention, Education & Referral	963-3213
Washington State Employee Advisory Program	(206) 456-5000