

	<b>ACADEMIC POLICY</b> <i>Drug-Free Workplace Act Policy</i>
A. EFFECTIVE DATE :	4/19
B. PURPOSE :	UCONN Health and educational affiliates support a safe and productive workplace free of substance abuse
C. POLICY :	Unauthorized use or possession of alcohol, controlled substances or the use of possession of illegal drugs is prohibited at UConn Health, its educational affiliates and during UConn sponsored events. This policy prohibits residents/fellows from the unlawful manufacture, distribution, dispensing, possession, or use of alcohol, drugs, or other controlled substances in its facilities, and while they are on the job or subject to duty. Residents/fellows are subject to UConn Health’s policy on <u>DRUG Free schools and Campus act</u>
D. SCOPE :	Residents and Fellows
E. PROCEDURES, GUIDELINES AND PROTOCOLS :	<p>Any resident who violates this policy may be disciplined, up to and including termination.</p> <p><a href="#">Please refer to the Drug-Free Workplace Act guidelines and procedures set forth in this policy.</a></p> <p>See <a href="#">FIT for Duty/Employee Assistance Evaluations Guidelines</a>                  See <a href="#">Counseling Services Guidelines</a></p>
F. REFERENCES :	None
G. RELATED POLICIES/ PROCEDURES :	<p><a href="#">Evaluation and Promotion Guidelines</a>  <a href="#">Code of Conduct Guidelines</a>  <a href="#">Administrative Leave Guidelines and Policy</a>  <a href="#">Fit for Duty/Employee Assistance Evaluations Guidelines</a></p>
H. SEARCH WORDS :	administrative leave; academic deficiency; code of conduct; fit for duty; EAP evaluation; contract extension; drug; alcohol
I. ENFORCEMENT:	Violations of this policy or associated procedures may result in appropriate disciplinary measures in accordance with University By-Laws, General Rules of Conduct for All University Employees, applicable collective bargaining agreements, the University of Connecticut Student Code, GME policies and procedures, or other applicable University Policies.
J. APPROVED BY :	<p>1.  _____ 4/5/19                  Associate Dean for Graduate Medical Education Date</p> <p>2.  _____ 4/5/19                  Assistant Dean for Graduate Medical Education Date</p>
K. REVISION HISTORY :	1. Effective: <i>TBD</i>