

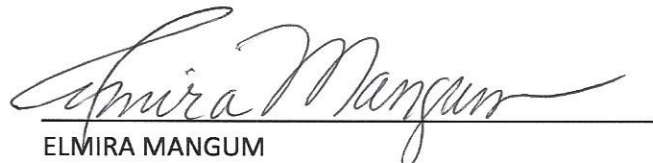


FLORIDA A&M UNIVERSITY DRUG-FREE WORKPLACE POLICY

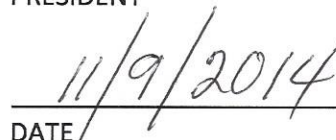
Florida A&M University (FAMU) is committed to providing a campus environment free from the presence of illegal drugs to ensure employees are afforded the opportunity to maximize their levels of productivity and reach their desired levels of success. FAMU prohibits in and on FAMU owned or controlled property or off-campus while acting as a representative of FAMU, the unlawful manufacture, alteration, distribution, dispensation, possession or use of alcohol and/or illegal drugs, and the unlawful possession and/or use of a controlled substance or “designer drug” regulated under Chapter 893, Florida Statutes unless dispensed and used pursuant to a prescription or otherwise authorized by law. No employee is to report to work or any other University activity while under the influence of alcohol or illegal drugs.

Any FAMU employee determined to have violated this policy shall be subject to disciplinary action including, but not limited to termination, evaluation/treatment for a drug and/or alcohol use disorder, or other appropriate action in accordance with applicable collective bargaining agreements or FAMU Board of Trustees regulations, policies, and procedures. Disciplinary action by FAMU does not preclude the possibility of criminal charges against the employee. Similarly, the filing of criminal charges does not preclude action by the University.

Federal law requires an employee to notify their immediate supervisor of any criminal drug statute conviction for a violation occurring in the workplace no later than five (5) days after such conviction. The Division of Research must notify any federal contracting agency within ten (10) days of having received notice that an employee engaged in the performance of such contract or grant has had a criminal drug statute conviction for a violation occurring in the workplace.



ELMIRA MANGUM
PRESIDENT



DATE