

## Alcohol and Drugs in the Workplace

To help ensure the safety and well-being of faculty, staff, students, and the general public, the University is committed to maintaining a campus environment that is free of illegal drugs and alcohol.

The use of illegal drugs, being under the influence of alcohol or an illegal drug, and/or possessing or consuming alcohol while on work time is prohibited.

The University prohibits consuming alcoholic beverages on University property, except in accordance with state of Washington liquor license procedures. The University also prohibits unlawful possession, use, distribution, or manufacture of alcohol or controlled substances on University property or during University-sponsored activities. Violation of the University's alcohol and drug policy, including use of illegal drugs or consumption of alcohol by employees in the workplace is strictly prohibited, and may be cause for corrective action, up to and including dismissal.

The University encourages employees who may have alcohol or drug abuse problems to seek treatment for them. While the University will make every reasonable effort to assist employees who make it known that they have an alcohol or drug abuse problem, employees are responsible for resolving any alcohol or drug abuse problems they may have. Unresolved job performance problems that result from alcohol or drug abuse may be grounds for corrective action, up to and including dismissal.

Confidential consultation and referral services for employees with concerns about alcohol or drug dependency are available from the University's Employee Assistance Program, UW CareLink, which provides employee assistance services for faculty and staff, dependents in any location nationwide, and family or household members.

Information about **Washington Employee Assistance Program (WA EAP)**. can be found at: <https://hr.uw.edu/worklife/employee-assistance-program/>

Use and abuse of alcohol and drugs – even legal prescription and over the counter medications – can impair judgment and skill and increase the risk of serious accidents on the job. If you are taking medications which may impair your judgment or skill, be sure to inform your supervisor so that any necessary temporary adjustments can be made to your work assignment, or contact the Partner Resources HR team.

See the University's Administrative Policy Statement 13.7, Alcohol and Drug Abuse at: <https://policy.uw.edu/directory/aps/section-10-environment-health-safety-security/aps-13-7-alcohol-and-drug-abuse-policy/>