



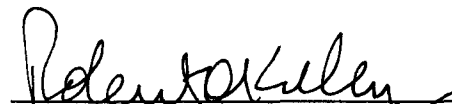
## **DRUG-FREE WORKPLACE POLICY STATEMENT**

The University of North Dakota prohibits the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance in the workplace and in any facility under the University's control. Any employee (academic, staff, or student) who violates this policy shall be subject to disciplinary action such as a reprimand, suspension, or dismissal.

Any employee who is convicted of unlawful manufacture, distribution, dispensation, possession or use of a controlled substance or other criminal drug statute is required to notify his/her department head no later than five working days after such conviction. Failure to notify the appropriate University official(s) of a drug-related conviction shall be grounds for disciplinary action up to and including dismissal.

UND shall make all good faith efforts to have and to maintain a drug-free workplace.

*President*



Approved by Robert O. Kelley, 2008  
Drug-Free Workplace Act of 1988