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| **Acknowledgement****Drug Free Workplace Policy**University of Arkansas |
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| I,  |       | an employee of the University of Arkansas  |
|  | (Please print full name) |  |
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| Cooperative Extension Service, hereby certify that I have received a copy of this agency’s policy regarding the maintenance of a drug free workplace. I realize that the unlawful manufacture, distribution, dispensation, possession or use of a controlled substance is prohibited on this agency’s premises and violation of this policy may subject me to discipline up to and including termination. I realize that as a condition of employment on such a federal contract, I must abide by the terms of this policy and shall notify my employer of any criminal drug conviction for a violation occurring in the workplace no later than five (5) days after such a conviction. I further realize that federal law mandates that my employer communicate this conviction to the federal agency, and I hereby waive any and all claims that may arise for conveying this information to the federal agency. |
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| Signed |  | Date: |        |
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| PLEASE READ THIS POLICY, PRINT YOUR FULL NAME AT THE TOP, SIGN AND DATE THE ACKNOWLEDGMENT, AND RETURN TO THE HUMAN RESOURCES OFFICE. |
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| Arkansasis ourcampus | 2301 S. University AvenueLittle Rock, Arkansas 72204 |
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| University of Arkansas, United States Department of Agriculture and County Governments cooperatingThe Arkansas Cooperative Extension Service offers its programs to all eligible persons regardless of race, color, sex, gender identity, sexual orientation, national origin, religion, age, disability, marital or veteran status, genetic information, or any other legally protected status, and is an Affirmative Action/Equal Opportunity Employer. |
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| **The State of Arkansas****Drug Free Workplace Policy**Drug abuse and use at the workplace are subjects of immediate concern in our society. These problems are extremely complex and ones for which there are no easy solutions. From a safety perspective, the user of drugs may impair the well-being of all employees, the public at large, and result in damage to state property. Therefore, it is the policy of the State of Arkansas that the unlawful manufacture, distribution, dispensation, possession or use of a controlled substance in a state agency's workplace is prohibited. Any employees violating this policy will be subject to discipline up to and including termination. The specifics of this policy are as follows:I . State agencies will not differentiate between drug users and drug pushers or sellers. Any employee who gives or in any way transfers a controlled substance to another person or sells or manufactures a controlled substance while on the job or on agency premises will be subject to discipline up to and including termination.2. The term "controlled substance" means any drug listed in 21 U.S.C. Section 812 and other federal regulations. Generally, these are drugs which have a high potential for abuse. Such drugs include, but are not limited to, Heroin, Marijuana, Cocaine, PCP, and "Crack." They also include "legal drugs" which are not prescribed by a licensed physician.3. Each employee is required by law to inform the agency within five (5) days after he or she is convicted for violation of any federal or state criminal drug statue where such violation occurred on the agency's premises. A conviction means a finding of guilt (including a plea of nolo contendere) or the imposition of a sentence by a judge or jury in any federal court, state court, or other court of competent jurisdiction.4. The University of Arkansas Cooperative Extension Service must notify the U. S. government agency with which the contract was made within ten (I0) days after receiving notice from the employee or otherwise receives actual notice of such a conviction.5. If an employee is convicted of violating any criminal drug statue while in the workplace, he or she will be subject to discipline up to and including termination. Alternatively, the agency may require the employee to successfully finish a drug abuse program sponsored by an approved private or governmental institution.6. As a condition of further employment on any federal government contract, the law requires all employees to abide by this policy.NOTE: At the Cooperative Extension Service, section 3 and 4 of the Drug Free Workplace Policy will be carried out by requiring the convicted employee to inform his or her County Extension Agent - Staff Chair, District Director, Associate Director, Director, or other appropriate supervisor of the conviction immediately and having the appropriate supervisor report the conviction immediately to the Director, who will convey the information within the required ten (10) day period, to the U. S. Agency with whom the federal contract in question is held. |