

POLICY STATEMENT
ALCOHOL/DRUG FREE WORKPLACE

Alcohol and drug abuse and the use of alcohol and drugs in the workplace are a concern to the State of Nevada and the northern institutions of the Nevada System of Higher Education (NSHE). These institutions comply with the Omnibus Anti-Drug Abuse Act of 1988 and the Drug-Free Schools and Communities Act of 1989. It is the policy of this State of Nevada to ensure that its employees do not report for work in an impaired condition resulting from the use of alcohol or drugs; consume alcohol while on duty; lawfully possess or consume any drugs while on duty, at a work site or on State or NSHE property, or while driving an NSHE vehicle. Any employee who violates this policy is subject to disciplinary action.

1. As provided by statute, any employee who (a) exhibits signs and symptoms consistent with alcohol and/or drug intoxication (b) is involved in a workplace vehicle accident in accordance with NAC 284.886 (c) is involved in a workplace accident for which they seek medical treatment in accordance with NAC 284.886 or (d) applies for a position approved by the Personnel Commission as affecting public safety