

## **15.0 UNIVERSITY EMPLOYEE DRUG TESTING POLICY**

The University of Louisiana at Lafayette is a drug-free campus. The policy in this section has been previously adopted by the university administration. The purpose of this policy is to provide regulations and procedures for drug testing employees as authorized in Louisiana Revised Statute 49:1000-1021. The Employee Drug Testing Policy is managed primarily by the personnel office, however, the EH&S Director has authority to administer the policy as well. Specifically, this document:

- Defines employee positions that may be subjected to drug testing including safety sensitive and security sensitive employees.
- Defines the conditions when employees must be tested for alcohol and/or controlled substances.
- Defines the actual drug testing procedures, conditions for test failure, and the consequences of test failure.
- Provides for employee confidentiality in regard to drug testing procedures.
- Provides for an employee assistance program to help University employees who test positive for drugs.

Whenever possible, this document references Louisiana Acts, Statutes, and/or Executive Orders in support of its policies. As it relates to campus safety, the UL Lafayette Employee Drug Testing Policy shall be included in the UL Lafayette Environmental Health and Safety Policy.