

California State University Channel Islands Policy Statement Drug-Free Environment

California State University Channel Islands recognizes the unlawful possession of controlled substances and drug abuse as potential health, safety, and security problems to the employees and students of the University. It is the intent of CSU, Channel Islands to provide a drug-free environment.

The unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance on University premises or while conducting University business is prohibited. Violation of this policy may result in disciplinary action, up to and including termination, and may also have other legal consequences.

CSU Channel Islands recognizes alcohol/drug dependence as an illness and a major health problem. However, employees are expected and required to report to work on time and in appropriate mental and physical condition for work. Employees requiring help in dealing with such problems are encouraged to use the employee assistance program and health insurance plans, as appropriate.

Employees must, as a condition of employment, abide by the terms of the above policy and report any conviction under a criminal drug statute for violations occurring on or off employment premises while conducting University business. A report of a conviction in the workplace must be made within five (5) days after the conviction. (This requirement is mandated by the Drug-Free Workplace Act of 1988).

This policy is administered through CSU Channel Islands, Associate Vice President, Human Resources Programs. Questions, concerns, suggestions, or complaints should be directed to (805) 437-8423.