

Drug Free Workplace

Loyola Marymount University

In order for Loyola Marymount University to maintain its high quality in education, research and community service, it is essential that each employee perform to the best of his/her ability. There is evidence that the use of drugs or alcohol impairs an employee's job performance and creates an unacceptable risk or error, injury and property damage. In addition, we are committed to preventing any illegal activity from occurring on our premises. Accordingly, it is the policy of LMU to maintain a drug-free campus. The unlawful manufacture, distribution, dispensation, possession, sale, offer to sell, purchase and/or use of controlled substances or alcohol on campus is prohibited. In addition, the use of any drug or controlled substance or alcohol off-campus or during nonworking hours is prohibited, if such use impairs an employee's ability to perform his/her job safely and efficiently. Controlled substances include, but are not limited to, substances such as marijuana, heroin, cocaine, and amphetamines.

As a condition of continued employment, all University employees, including faculty, staff and student employees, are required to follow this policy. An employee who has violated this policy will be given the option of either being disciplined, possibly including discharge, or enrolling in an appropriate alcohol or substance abuse rehabilitation program sponsored by a qualified health care provider.