

G. Commercial Motor Vehicle Operation Alcohol and Drug Abuse Policy

Drivers are an extremely valuable resource for Mount St. Joseph University. Their health and safety as well as that of their passengers is a serious University concern. Drug or alcohol use may pose a serious threat to driver health and safety. It is, therefore, the policy of Mount St. Joseph University ("University") to prevent substance use or abuse from having an adverse effect on our drivers. The University maintains that the work environment is safer and more productive without the presence of alcohol, or controlled substances (without a prescription) in the body or on company property. Furthermore, drivers should work in an alcohol and drug-free environment and work with other drivers who are free from the effects of alcohol and drugs. Drivers who abuse alcohol or use controlled substances without a prescription are a danger to themselves, their co-workers, our students and the University's assets.

The adverse impact of substance abuse by drivers has been recognized by the federal government. The Federal Highway Administration ("FHWA") has issued regulations which require the University to implement a controlled substance testing program. The University will comply with these regulations and is committed to maintaining a drug-free workplace. All drivers are advised that remaining drug-free and medically qualified to drive are conditions of continued employment with the University.

Specifically, it is the policy of the University that the use, sale, purchase, transfer, possession or presence in one's system of any controlled substance (except medically prescribed drugs) by any driver while on University premises, engaged in University business, while operating University equipment, or while under the authority of the University is strictly prohibited. FHWA states that mandatory testing must apply to every person who operates a commercial motor vehicle in interstate or intrastate commerce and is subject to the CDL licensing requirement.

The execution and enforcement of this policy will follow set procedures to screen body fluids (urinalysis), conduct breath testing, and/or search all driver applicants who are involved in a U.S. Department of Transportation ("DOT") reportable accident, and drivers who are periodically or randomly selected pursuant to these procedures. Every effort will be made to maintain the dignity of drivers or driver applicants involved. Disciplinary action up to and including termination will, however, be taken as necessary.

Neither this policy nor any of its terms are intended to create a contract of employment or to contain the terms of any contract of employment. The University retains the sole right to change, amend or modify any term or provision of this policy without notice. This policy is effective September 1, 1996, and will supersede all prior policies and statements relating to alcohol or drugs as they relate to drivers of vehicles requiring CDLs.

A complete copy of the Alcohol and Drug Abuse Policy Statement of Purpose and Policy is provided to each driver at the time of employment and is also available in the Offices of Human Resources and Public Safety.