



## POLICY 3.11 – The Use of Cannabis, Alcohol, and other Substances

### II. DEFINITIONS

Alcohol – Any beverage containing any percentage of alcohol.

Work – All times that an employee is engaged in activities required by the University, which includes, but is not limited to, reporting for and performing work including scheduled work, unscheduled call-in work, work performed on campus, and work performed for the University away from campus.

Cannabis – includes, but not limited to, dried cannabis, cannabis oil, edibles, and cannabis plants.

Cannabis paraphernalia – includes, but not limited to, hookahs, bongs, pipes, vaporizers, and grinders.

Fit for work - a state of physical and mental wellbeing that allows an individual to perform his or her job duties safely and effectively, in a manner which does not threaten the health and safety of oneself, co-worker, property or the public at large, without impairment due to the use of or after-affects of cannabis, alcohol, or other substances.

Substance use –

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### 3. Duty to Accommodate

The University will provide appropriate accommodation through the Rehabilitation and Accommodation Program to employees who:

- A. have a substance use disorder; and/or
- B. may require accommodation with respect to the use of prescription drugs to manage or treat a disability.

### 4. Enforcement

Any violation of this Policy may result in discipline up to and including termination of employment.