

PROCLAMATION

WHEREAS, The National Household Survey, conducted for the National Institute on Drug Abuse, indicates that 19 percent of Americans over 12 years of age have used illicit drugs during the last year, AND

WHEREAS, The federal "Anti-Drug Abuse Act of 1988", makes it unlawful for employers receiving \$25,000 or more in federal funds to allow its employees to manufacture, distribute, dispense, possess or use of a controlled substance in the workplace, AND

WHEREAS, In the 18 to 25 year old adult population, representing those entering the work force, 65 percent have used illicit drugs, 44 percent in the last year, AND

WHEREAS, The human cost to society and the social, economic, and legal costs to the private and public sector have created a new awareness of the multifaceted problems resulting from drug abuse, and there is consensus amongst the private and public sector that action must be taken to lessen these costs, THEREFORE

I, GILBERT SANCHEZ, PRESIDENT OF NEW MEXICO HIGHLANDS UNIVERSITY DO HEREBY PROCLAIM THE ADOPTION AND ADHERENCE TO THE FOLLOWING POLICY STATEMENT:

New Mexico Highlands University will take disciplinary action against employees who use, distribute, manufacture, dispense or possess controlled substances on or off the job, and who violate University rules in reference to possession of alcohol on the job.

The University's Personnel Department shall establish an informational system to warn employees about the dangers of drug abuse in the workplace and available drug counselling or drug rehabilitation programs.

Employees must report to work in a fit condition for duty. Being under the influence of drugs is prohibited.

Drug abuse is recognized as an illness or "disorder", and the University accepts responsibility for providing channels of help, but it is the employee's responsibility to seek help.

If the employee seeks help prior to discovery, then confidentiality, job security, and promotional opportunities will be protected. But if the employee does not seek help and the problem in some way comes to the attention of the University, then disciplinary action will result.

Employees who use or distribute illegal drugs on the job are subject to discharge, and any illegal drugs confiscated will be turned over to local law enforcement.

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OFFICE OF THE PRESIDENT
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If an employee is arrested off the job for criminal drug statutes, the University will consider various circumstances surrounding the arrest before taking disciplinary action. The criminal drug statute relates to current illegal drug laws enforced by federal, state, and local law enforcement officials.

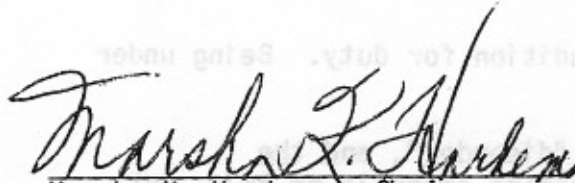
University employees must report to the Personnel Director any conviction under a criminal drug statute for any on-the-job or off-the-job drug crime within five (5) days.

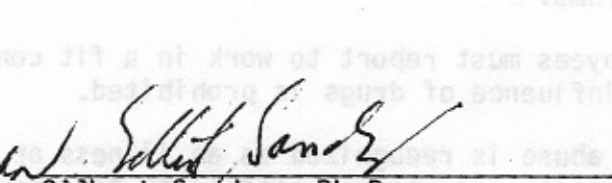
Within thirty (30) days of a criminal drug-statute conviction, the University will take appropriate personnel action against employee convicted, which may be up to and include termination or require such employee to participate satisfactorily in an approved drug assistance program or drug rehabilitation program.

If an employee is under treatment with a drug that could alter his or her ability to do the job, the employee could be subject to reassignment.

University officials, with reasonable cause, may inspect University employees work area, any personal items, and their automobile located on the University premises.

ATTESTED BEFORE ME THIS 6 DAY OF MAY, 19 89


Marsha K. Hardeman, Chair
Board of Regents


Gilbert Sanchez, Ph.D.
President