

**Commonwealth of Virginia/Old Dominion University  
Policy Summary Acknowledgement**

**Summary of Policy 1.05 - Alcohol and Other Drugs**

Alcohol and Other Drugs policy states that the following acts by employees are prohibited:

- the unlawful or unauthorized manufacture, distribution, dispensation, possession, or use of alcohol and other drugs in the workplace;
- the impairment in the workplace from the use of alcohol, or other drugs, (except the use of drugs for legitimate medical purposes);
- the federal Drug-Free Schools and Communities Act prohibits the use or possession of

t for any offense related to criminal drug laws or alcoholic beverage control laws or laws that govern driving while intoxicated, based on conduct occurring on or off the workplace to your supervisor or designee within 72 hours of an arrest;

- action which results in the criminal conviction for a (n):
  - violation of any criminal drug law, based on conduct occurring either on or off the workplace, or
  - violation of any alcoholic beverage control law, or law which governs driving while intoxicated, based on conduct occurring on the workplace;
  - failure to report to their supervisor that they have been convicted of any offense

- downloading or transmitting fraudulent, threatening, obscene, intimidating, defamatory, harassing, discriminatory, or otherwise unlawful messages or images;

- **OVER** -

- installing or downloading computer software, prog(er)1er, or 1 0(1 0(p1ug0 @nv.p2er0)-(so)1(f)-(t)-(w)5