

34.02.01.E1 Drug and Alcohol Abuse

Approved August 29, 2003

Revised April 25, 2012

Revised January 26, 2016

Revised May 4, 2021

Next Scheduled Review: May 4, 2026

Supplements System Policy 34.02 and 34.03, System Regulation 34.02.01

Rule Summary

The Texas A&M Engineering Experiment Station (TEES) is committed to providing its employees a drug and alcohol free workplace in accordance with System Policy 34.02 Drug and Alcohol Abuse, System Policy 34.03 Alcoholic Beverages, and System Regulation 34.02.01 Drug and Alcohol Abuse and Rehabilitation Programs. This rule provides requirements for addressing substance abuse or suspected substance abuse by TEES employees while on the job, on TEES property, in a TEES vehicle, or while representing TEES.

1. PROHIBITION

- 1.1 In accordance with Federal, State and Texas A&M University System Regulation, TEES prohibits the unlawful manufacture, distribution, dispensation, possession or use of illicit drugs or alcohol on property under the control of TEES and/or while on official duty and/or as part of any associated activities.
- 1.2 The purchase, consumption and possession of alcoholic beverages in facilities under the control of TEES shall comply with state law and System Policy 34.02 and 34.03.
- 1.3 Failure to comply with this rule may result in disciplinary action to include termination of employment and referral for prosecution.

2. RESPONSIBILITY

- 2.1 It is the responsibility of the employee to be aware of the regulations governing alcohol and illicit drug use as they relate to the work environment.
- 2.2 Employees shall disclose use of a prescribed or over-the-counter medication that could adversely affect job performance.
- 2.3 Employees are expected to be fit for duty anytime they are reporting for work or otherwise carrying out TEES business.

2.4 An employee must disclose to their employing division any drug related arrest or conviction.

3. TESTING

Employees are subject to testing for drugs and/or alcohol in accordance with Federal and State law, System Regulation 34.02.01, and in accordance with any requirements under the terms of a federal grant or contract.

4. EMPLOYEE ASSISTANCE

Resources are available to employees from a variety of sources. Employees may contact Engineering Human Resources for aid in locating needed assistance.

5. EDUCATION

Required information and material as outlined in System Policy 34.02, is distributed to employees initially through new employee orientation and annually thereafter in accordance with System Regulation 34.02.01.

Related Statues, Policies, or Requirements

[Policy 34.02, Drug and Alcohol Abuse](#)

[Policy 34.03, Alcoholic Beverages](#)

[Regulation 34.02.01, Drug and Alcohol Abuse and Rehabilitation Programs](#)

[TEES SAP 34.02.01.E1.01, Drug and Alcohol Abuse](#)

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