

Resolution of Opposition to the
Drug and Alcohol Free Workplace Regulation

Whereas this proposed new Drug and Alcohol Free Workplace regulation should only pertain to faculty in safety-sensitive and security-sensitive positions, and

Whereas procedures are already in place for NC State University to meet the Drug Free Workplace Act, and

Whereas the version of this proposed new regulation, revised from the Fall 2015 version, does not address the serious concerns already voiced by the Faculty Senate, and

Whereas the proposed new regulation would violate the civil rights of faculty members by forcing them to submit to a drug test or suffer the consequences, including possible dismissal, for refusing to provide bodily fluids for analysis and subsequent interpretation by the University, and

Whereas medical records are private and a drug test that screens for prescription drugs will reveal private medical information, and

Whereas it is not appropriate to share a faculty member's medical information, including the results of a drug test, with his/her department head (supervisor), and

Whereas no justification is given for using the very low 0.02 blood alcohol concentration as grounds for sending a faculty member home, and

Whereas the regulation would criminalize legal activities in a faculty member's home and would criminalize some legal activities a faculty member may participate in while on vacation,

Be it resolved that the Faculty Senate is adamantly opposed to the proposed new Drug and Alcohol Free Workplace regulation and requests that it not be implemented.

R3: 2015-16

First Reading: April 5, 2016

Second Reading: April 19, 2016

Adopted: April 19, 2016