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December 9, 2015

## Maintaining a Drug-Free Workplace

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Dear Faculty and Staff,

During the late 1980s, Congress enacted legislation concerning drug use and possession in an effort to curb the drug problem among our youth and in the workplace. UW-Milwaukee is subject to two federal statutes, which address an employer's obligation to maintain a drug-free workplace.

The [Drug-Free Workplace Act of 1988](#) requires institutions to certify that they maintain a drug-free workplace as a condition for receiving federal grants and contracts. The [Drug Free Schools and Communities Act amendment of 1989](#) also requires institutions to certify they have adopted and implemented programs that help prevent the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees. These programs include the distribution of related educational materials.

A [campus guidance document](#) was created to meet specific requirements relating to our faculty and staff population. This includes:

- UWM's Drug-Free Campus Policy;

- a description of related Wisconsin and Federal sanctions;
- a summary report on the health effects of drug and alcohol abuse
- and a general list of available campus and community resources for drug and alcohol abuse treatment.

Under UWM's Drug-Free Campus Policy, employees who are convicted of any drug statute violation occurring in the workplace must notify their dean, director or department chair within five days of the conviction if the employee(s) are employed by the university at the time of the conviction(s).

Questions concerning the campus policy and related legal sanctions may be directed to Joely Urdan, Director of Legal Affairs (414-229-4730), or Tim Danielson, Associate Vice Chancellor for Human Resources (414-229-4463). If you have any questions concerning the effects of drug and alcohol abuse, please call Susan Cushman, Campus Alcohol & Other Drug Coordinator, Norris Health Center (414-229-5836).

Information regarding alcohol and other drug abuse counseling and treatment resources may be obtained by contacting UWM's Employee Assistance Program Life Matters, <https://www.mylifematters.com/>, at 1-800-634-6433. The password for the website is SOWI.

Resources for faculty and staff who are looking to support students who may be experiencing or causing issues as a result of their personal substance use can be accessed at:

<http://www4.uwm.edu/makegooddecisions/faculty-and-staff.cfm>

This website includes information on how instructors can support campus prevention efforts and encourage students to reflect upon personal attitudes regarding alcohol and other drug use, tips for incorporating information on alcohol and other drugs into course curriculum, strategies on when and how to approach a student with concerns about his or her use of alcohol or other drugs, information on campus resources for UWM students who are experiencing issues related to alcohol and other drug use, and information on substance-free social events on and around campus.

Best Regards,

Mark A. Mone  
Chancellor  
University of Wisconsin-Milwaukee



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