



## NEW MEXICO CONSORTIUM STATEMENT OF A DRUG-FREE WORKPLACE

1. The New Mexico Consortium (NMC) is committed to maintaining a drug-free workplace in compliance with applicable state and federal laws. The unlawful possession, use, distribution, dispensation, sale or manufacture of controlled substances is prohibited on NMC premises. Violation of this policy may result in the imposition of employment discipline as defined by existing NMC policies, rules, employment contracts, and guest/internship/service agreements. Any employee convicted of a drug offense involving the workplace shall be subject to employee discipline or required completing satisfactorily a drug rehabilitation program as a condition of continued employment.

2. The illegal use of controlled substances can seriously injure the health of employees, adversely impair the performance of their responsibilities and endanger the safety and well being of fellow employees, guests, visitors, volunteers, students, and members of the general public. Therefore, the NMC encourages employees who have a problem with the illegal use of controlled substances to seek professional advice and treatment. The NMC may require drug/alcohol testing prior to employment and at any time during employment by the NMC. The NMC contracts with certified laboratories to perform the drug/alcohol test. Refusal to submit to a drug/alcohol test or a positive test result may be cause for termination or for refusal to hire. An employee who has tested positive may request a re-test of the same sample at a certified laboratory at his/her own expense. Employees who are engaged in work under a federal contract may be required to submit to test for illegal use of controlled substances as provided by the law or regulations of the contracting agency.

3. As a condition of employment, employees are asked to abide by this statement. In addition, those employees working on a federal contract or grant must notify their supervisor if they are convicted of a criminal drug offense occurring in the workplace within five days of the conviction. The NMC will notify the granting or contracting federal agency within 10 days of receiving notice of a conviction of any employee working on a federal contract or grant when said conviction involves a drug offense occurring in the workplace. A copy of this statement shall be given to all employees assigned to a federal contract or grant.

4. This statement and its requirements are promulgated in accordance with the requirements of the Drug-Free Workplace Act of 1988 and shall be interpreted and applied in accordance with this law and the rules and regulations promulgated pursuant thereto.

This is to acknowledge that I have received, read and understand the above "Statement of a Drug-Free Workplace" for New Mexico Consortium.

Name \_\_\_\_\_

Signature \_\_\_\_\_ Date \_\_\_\_\_