



Office of the President • One Washington Square • San Jose, California 95192-0002 • 408/924-1177

July 10, 1989

PD 89-02

PLEASE POST

TO: All San Jose State University Employees

FROM: Gail Fullerton
President 

SUBJECT: Presidential Directive 89-02: DRUG-FREE WORKPLACE

This Presidential Directive has been developed in response to the Drug-Free Workplace Act of 1988 (Public Laws 100-440 and 100-690). This Federal law imposed new requirements on all recipients of any Federal agency grant or contract. It has been determined that institutions receiving Title IV campus-based program funds (such as College Work Study, Supplemental Educational Opportunity Grants, etc.) are required to comply with the Drug-free Workplace provisions. This University receives such campus-based funds, and must comply with the Act.

It is thus my duty to declare San José State University a drug-free workplace, in accordance with Public Laws 100-440 and 100-690. This means that the unlawful manufacture, possession, distribution, dispensation or use of a controlled substance is prohibited on the campus. Violation of this directive may result in immediate dismissal under the applicable regulations of Title V. Any violator will also be subject to all applicable civil and criminal penalties.

An employee convicted of a criminal drug statute violation occurring in the workplace must notify Samuel Milioto, Director of Human Resources and Employee Relations, who is my designee in such matters, within five (5) days of such conviction. Employees of San José State University are expected to abide by the terms of this directive as a condition of employment.

While recognizing the dangers of substance abuse, the San Jose State University administration is also aware that substance abuse problems require intervention and treatment. The University has made the following services available to employees:

Project Peace - Educational Workshops (924-5944);
Employee Assistance Service (EAS): a confidential assessment and referral service (924-5940);
Educational materials available in the EAS waiting room;
Special rates for treatment, arrangements available through EAS; Human Resources -
Information and Guidance (924-2250)

For further information please contact: Human Resources at 924-2250 Employee Assistance Service at 924-5940.