

The Johns Hopkins University recognizes that alcoholism and other drug addiction are illnesses that are not easily resolved by personal effort and may require professional assistance and treatment. Faculty, staff and students with alcohol or other drug problems are encouraged to take advantage of the diagnostic, referral, counseling and preventive services available through the University. Procedures have been developed to assure confidentiality of participation, program files and medical records generated in the course of these services.

Substance or alcohol abuse does not excuse faculty, staff or students from neglect of their employment or academic responsibilities. Individuals whose work or academic performance is impaired as the result of the use or abuse of alcohol or other drugs may be required to participate in an appropriate diagnostic evaluation and treatment plan. Further, use of alcohol or other drugs in situations off campus or removed from University activities that in any way impairs work performance is treated as misconduct on campus. Students are prohibited from engaging in the unlawful possession, use or distribution of alcohol or other drugs on University property or as a part of University activities.

It is the policy of The Johns Hopkins University that the unlawful manufacture, distribution, dispensation, possession or use of controlled substances is prohibited on the University's property or as a part of University activities. Individuals who possess, use, manufacture or illegally distribute drugs or controlled dangerous substances are subject to University disciplinary action, as well as possible referral for criminal prosecution. Such disciplinary action of faculty and staff may, in accordance with this policy, range from a minimum of a three day suspension without pay to termination of University employment. Disciplinary action against students may include expulsion from school.

As a condition of employment, each faculty and staff member and student employee must agree to abide by this policy, and to notify the divisional Human Resources Director of any criminal conviction related to drug activity in the workplace (which includes any location where one is in the performance of duties) within five (5) days after such conviction. If the individual is supported by a federal grant or contract, the University will notify the supporting government agency within ten (10) days after receiving notice.

DISCLAIMER

This manual does not constitute an express or implied contract and its provisions are not intended to be contractually binding. Each staff member's employment is terminable at will, and each has the right to end employment with the University at any time for any reason and the University reserves this same right.

RESERVATION OF RIGHTS

THE UNIVERSITY RETAINS ALL MANAGERIAL AND ADMINISTRATIVE RIGHTS AND PREROGATIVES ENTRUSTED TO IT AND CONFERRED ON EMPLOYERS INHERENTLY AND BY LAW. THESE INCLUDE, BUT ARE NOT LIMITED TO: THE RIGHT TO EXERCISE JUDGMENT IN ESTABLISHING AND ADMINISTERING POLICIES, PRACTICES AND PROCEDURES, AND TO MAKE CHANGES IN THEM WITHOUT NOTICE; THE RIGHT TO TAKE WHATEVER ACTION IS NECESSARY IN THE UNIVERSITY'S JUDGMENT TO ACHIEVE HOPKINS' GOALS; AND THE RIGHT TO SET THE STANDARDS OF PRODUCTIVITY AND SERVICES TO BE RENDERED, ETC. FAILURE OF THE UNIVERSITY TO EXERCISE ANY SUCH PREROGATIVE OR FUNCTION IN A PARTICULAR WAY SHALL NOT BE CONSIDERED A WAIVER OF THE UNIVERSITY'S RIGHT TO EXERCISE THAT PREROGATIVE OR FUNCTION IN THE FUTURE OR TO PRECLUDE IT FROM EXERCISING THAT PREROGATIVE OR FUNCTION IN SOME OTHER WAY.