

## **University of Mississippi Medical Center Drug Free Workplace and Workforce**

### **Drug Awareness Program**

The Medical Center is required, as mandated by the Anti-Drug Abuse Act of 1988, to maintain a drug-free workplace. Employees are the Medical Center's most valuable resource and for that reason, their health and safety are of paramount concern. The Medical Center is committed to maintaining a safe, healthful and efficient environment which enhances the welfare of our employees, students, patients and visitors. It is the policy of the Medical Center to maintain an environment which is free of impairment related to substance abuse by any of its employees.

Our patients, their families, our students and the Medical Center expect employees to arrive for work in a condition free of the influence of alcohol and drugs while they are on the job and to refrain from their use, possession, or sale on UMMC property. The use, sale, purchase, transfer, theft or possession of an illegal drug is a violation of the law. The Medical Center will refer such illegal drug activities to law enforcement, licensing and credentialing agencies when appropriate.

### **Employee Assistance Program**

Effective July 1, 2007, employee assistance services are available free of charge to all UMMC employees through a contractual agreement with LifeSync. This benefit entitles employees to obtain guidance regarding life, relationships, work, money, legal, family and everyday issues. These services can be accessed by calling (866) 219-1232 and setting up an appointment.

### **Responsibility**

The administration of this policy is the responsibility of each department head and supervisor working in conjunction with the director of the Department of Human Resources.