

Alcohol and drug abuse and the use of alcohol and drugs in the workplace are of concern to the State of Nevada and to the institutions of the Nevada System of Higher Education (NSHE). These institutions comply with the Omnibus Anti-Drug Abuse Act of 1988 and the Drug-Free Schools and Communities Act of 1989. It is the policy of this State and of NSHE to ensure that its employees do not report for work in an impaired condition resulting from the use of alcohol or drugs; consume alcohol while on duty; or unlawfully possess or consume any drugs while on duty, at a work site or on State or NSHE property, or while driving an NSHE vehicle (NRS 284.4065). Any employee who violates this policy is subject to disciplinary action.

1. As provided by statute, any employee who (a) exhibits signs and symptoms consistent with alcohol and/or drug intoxication (NRS 284.4065, NAC 284.888); (b) is involved in a workplace vehicle accident in accordance with NRS 284.4065(2)(b) and NAC 284.888, (c) is involved in a workplace accident for which they seek medical treatment in accordance with NAC 284.888 or who (d) applies for a position approved by the Personnel Commission as affecting public safety, is subject to a screening test for alcohol, drugs, or both (NAC 284.886).
2. Employees found to be under the influence of drugs or alcohol while on duty may be referred to the Employee Assistance Program. Nevada Administrative Code 284.884 defines the maximum concentration of alcohol in blood or breath as greater than .02 grams. The Appointing Authority shall take into consideration the circumstances and actions of the employee in determining appropriate disciplinary action.
3. Each employee is required to inform his/her supervisor as soon as possible after consuming any drug which could interfere with the safe and efficient performance of the employee's duties (NRS 284.4063).
4. Any employee who is convicted of violating a federal or state law prohibiting the sale of a controlled substance must be terminated as required by NRS 193.105, regardless of where the incident occurred.
5. Any employee who is convicted of a crime involving the use of a firearm shall be terminated (NRS 201.020).