



MEMORANDUM

TO: Deans, Directors and Department Heads

FROM: Warwick A. Arden, Executive Vice Chancellor and Provost 
Charles A. Maimone, Vice Chancellor, Finance and Administration 

SUBJECT: Drug and Alcohol Free Workplace

DATE: March 17, 2023

NC State supports and maintains a drug-and alcohol-free workplace that promotes a safe learning and working environment and complies with applicable state and federal laws.

NC State has implemented a new regulation titled "[Drug and Alcohol Free Workplace](#)." The new regulation formalizes current practices and meets the University's goals by describing prohibited conduct and the consequences of engaging in such conduct, and by affirming university and employee responsibilities. NC State will review the regulation periodically as part of its process of continuous improvement and to ensure the regulation is applied in an efficient, effective and equitable manner.

This regulation applies to all NC State employees in a pay status regardless of job classification or type. For faculty, EHRA non-faculty and SHRA employees, the university provides the Faculty and Staff Assistance Program, which provides confidential professional assessment, counseling and referral services for employees and their household members for the treatment of drug or alcohol problems. In addition, student employees may seek assistance through NC State's [Campus Health](#) or by contacting [an Alcohol or Other Drug Prevention and Education coordinator](#). Employees may be eligible to take leave pursuant to the Family and Medical Leave Act or other applicable leave provisions while undergoing treatment for drug or alcohol abuse. Employees experiencing substance abuse issues may seek treatment through their health insurance program.

For questions on this regulation, please contact your unit's HR representative. Additional resources are available on the [Employee Relations' website](#).