

March 2014

9.14 Fitness To Work

Saint Mary's College of California

Follow this and additional works at: <http://digitalcommons.stmarys-ca.edu/staff-handbook>

Recommended Citation

Saint Mary's College of California (2014) "9.14 Fitness To Work," *Staff Handbook*: Vol. 2014 , Article 104.

Available at: <http://digitalcommons.stmarys-ca.edu/staff-handbook/vol2014/iss1/104>

This Main Text is brought to you for free and open access by the SMC Handbooks at Saint Mary's Digital Commons. It has been accepted for inclusion in Staff Handbook by an authorized editor of Saint Mary's Digital Commons. For more information, please contact digitalcommons@stmarys-ca.edu.

9.14 Fitness To Work

Driving on campus or driving a College-owned, -leased or -rented vehicle or personal vehicle while “under the influence” is prohibited. If prescribed or non-prescribed drugs which the employee must take for reasons of health interfere with his/her job performance or endanger the safety of others, the employee must take a medical leave of absence, make other arrangements to be away from his/her position or, in some circumstances request an accommodation in the work environment and/or the job until the condition improves. If the employee requests an

accommodation, the College will require appropriate professional documentation regarding the employee's drug or alcohol related condition and will determine if the accommodation requested is reasonable under the circumstances presented.

The College reserves the right to require testing for drugs or alcohol when the College has a reasonable suspicion that an individual employee is impaired by drugs or alcohol or following an accident or safety violation. *Reasonable suspicion means suspicion based on information or observation of, among other things, the appearance, behavior, speech, attitude, mood and/or breath odor of an employee.*