

Sec. 1. DRUG- AND ALCOHOL-FREE WORKPLACE

UT Tyler University Academy intends to provide a safe and drug- and alcohol-free environment for employees and students.

Employees are governed by UT System (UTS) Policies with regard to drugs and alcohol; UTS 102, UTS 113, and UTS 164. UTS Policies can be located at:

<https://www.utsystem.edu/sites/policy-library/uts-policies>

Sec. 2. DRUG AND ALCOHOL TESTING

The University of Texas at Tyler will conduct drug and/or alcohol testing under circumstances defined by UTS Policies as noted above.

School bus drivers are subject to pre-employment drug screening as well as testing in the event of an accident as outline in UTS 113.

Sec. 3. TOBACCO USE

As part of The University of Texas at Tyler campuses, the UT Tyler University Academy are subject to the university's Tobacco-Free campus policy located in the Handbook of Operating Procedure (HOP) 4.4.2.

<https://catalogs.uttyler.edu/UTTyler/HOP/Series-400-Budget-Finance-Operations/4-4-2-Tobacco-Free-Campus>