

RU Policy No. 2.6

Responsible Division: Human Resources

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Drug- and Alcohol-Free Workplace

influence of or impaired by a Drug or Alcohol. Examples of such actions or behaviors are:

- Odors (smell of alcohol, body odor, or urine)
 - Movements (unsteady, fidgety, dizzy)
 - Eyes (dilated, constricted, watery eyes; involuntary eye movements)
 - Face (flushed, swearing, confused, or blank look)
 - Speech (slurred, slow, distracted mid-thought; inability to verbalize thoughts)
 - Emotions (argumentative, agitated, irritable, drowsy)
 - Actions (yawning, twitching)
 - Inactions (sleeping, unconsciousness, no reaction to questions)
- **“Refusing to cooperate”** means that the Employee has obstructed the collection or testing process, including by: refusing to submit to a drug or alcohol test, as directed by Human Resources; failing to show up for a scheduled test; submitting an altered, adulterated, or substitute sample; refusing to complete the required drug or alcohol testing forms; or failing to promptly provide a specimen for testing when directed to

