



Orlando College of Osteopathic Medicine

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Policy: Drug Free Workplace

OCOM is committed to maintaining a Drug-Free Workplace.

Substance abuse, which includes the possession, use or sale of illegal drugs or the unlawful use or misuse of lawful substances including alcohol and prescription drugs, will not be tolerated. OCOM also prohibits the illicit use, possession, sale, attempted sale, purchase, attempted purchase, conveyance, distribution, cultivation or manufacture of illegal drugs, intoxicants, or controlled substances in any amount or in any manner.

OCOM strictly prohibits employees from working while impaired by the use of any drug, illegal or legal, whenever such impairment might endanger the safety of the employee or another person; create a risk of significant damage to Company property or equipment; or substantially interfere with the employee's job performance or the efficient operation of the Company's business or equipment.

It is a condition of employment at OCOM to refrain from using illegal drugs and unlawfully using lawful substances, including alcohol and prescription medicines.

Marijuana use (Medical or Recreational)

Marijuana can remain in the body for as long as thirty (30) days after last use, and there are no scientifically developed reliable measures to confirm the time of actual use or whether the use was "as directed." Employees may not, at any time, use, possess, distribute, or be under the influence of cannabis, including medical cannabis, during



working hours, while conducting any business for OCOM, in any OCOM vehicle, or while traveling in connection with OCOM business.

In addition, employees are prohibited from reporting to work or working with cannabis in their system such that their performance or conduct is impaired. Medical or otherwise legal cannabis use off-the-job that impairs performance or conduct on the job is prohibited.

Where State or federal law prohibits an employee from possessing, using, or being under the influence of cannabis, OCOM will comply with all applicable legal requirements. Employees who are not eligible to work due to their failure to comply with legal requirements relating to the use of cannabis will be subject to disqualification from employment and/or discipline, up to and including termination of employment.

In consideration of workplace safety, employees should notify a supervisor or Human Resources if any violation of this policy is observed. Failure to comply with any part of this policy may result in corrective action up to and including termination.

These restrictions apply regardless of whether cannabis is used for medical or recreational purposes.

FLPRN and the Use of Cannabis in Safety-Sensitive Workers

The Florida Professional Resource Network (FLPRN) does not allow the use of medical marijuana or other cannabis products by actively practicing healthcare professionals or licensure applicants being monitored. This includes cannabidiol (CBD) products which may contain amounts of THC that result in positive toxicology testing.

Therefore, OCOM will adopt the FLPRN policy and procedures regarding professionally licensed medical practitioners.

FLPRN Procedure:

1. Alternative treatment options should be explored.
2. If the participant suffers from a condition for which the only effective treatment alternative is marijuana or cannabis products, the participant will be required to voluntarily refrain from practice, submit a Voluntary Withdrawal from Practice form, and continue to submit to random drug tests and other aspects of their monitoring contract.
3. The participant may be allowed to return to practice when the participant is determined to be safe to practice and has two to four consecutive urine drug tests negative for THC and THC metabolites.



4. If the participant does not agree to refrain from patient care duties, PRN cannot support or monitor safety to practice.

Any questions regarding this policy should be referred to the OCOM Human Resources Department.