

## Section VIII. Health and Safety

### A. Drug Free Workplace

The University of Illinois is committed to maintaining a drug-free workplace in compliance with the requirements of the Drug-Free Workplace Act of 1988 enacted by the United States Congress. The unlawful possession, use, distribution, dispensation, sale or manufacture of controlled substances is prohibited on University premises. Violation of this policy may result in the imposition of employment discipline as defined for specific employee categories by existing University policies, statutes, rules, regulations, employment contracts and labor agreements.

#### 1. Alcohol

UIC supports the choice of students and employees who are 21 or over to abstain from consuming alcoholic beverages or to consume alcoholic beverages responsibly. UIC prohibits alcohol consumption by minors and violators of this policy will be subjected to the full penalties of the laws governing the state of Illinois. The policy is designed to promote the positive, healthy use of alcoholic beverages in a responsible manner. Students and employees must ensure that their consumption of alcohol at university functions and/or in residence halls will not create a hazard to themselves, other students/staff/faculty, university property, the university's reputation, or the public. The university permits the consumption of alcoholic beverages at certain conventions, conferences, and cultural and educational activities. The specific approval of the chancellor is required on an event-by-event basis to sell or serve alcoholic beverages.

#### 2. Use of Alcoholic Beverages in Residence Halls

The possession and consumption of alcoholic beverages in residence halls is governed by regulations in the "Resident Student Handbook." UIC prohibits alcohol consumption by minors and violators of this policy will be subjected to the full penalties of the laws governing the state of Illinois. The alcohol policy for the residence halls has been instituted with the understanding that alcoholic beverages may be consumed in accordance with Illinois state law by individuals in student rooms. The university expects students who choose to consume alcoholic beverages to drink sensibly and responsibly.

#### 3. Illegal Drugs

The unlawful or unauthorized possession, use, distribution, dispensation, sale, or manufacture of controlled substances is prohibited on university premises.

#### 4. Smoking

The Smoke Free Illinois Act, Public Act 095-0017, became effective January 1, 2008. To insure that all employees, students, and visitors comply with the new law, the Office of the Vice Chancellor for Administrative Services has issued the Smoking in Facilities Policy. Compelling evidence exists that links long-term exposure to secondhand smoke with increased risks for nonsmokers. The new policy applies to all university buildings whether owned or occupied, in whole or in part, by UIC.

- No person shall smoke in: (1) any building used by and open to the public (a "public place"); or (2) any area that employees are required to enter, leave, or pass through

during the course of employment (a “place of employment”); or (3) within 15 feet of any entrance to a public place or place of employment.

- No person may smoke in any vehicle owned, leased, or operated by UIC, the State, or a political subdivision of the State.
- Smoking is prohibited in indoor public places and workplaces.
- Smoking is prohibited in and includes student dormitories without limitation to, any portion of the living quarters of student dormitories such as sleeping rooms, dining areas, restrooms, laundry areas, lobbies, and hallways of a dormitory building that is owned and operated or otherwise utilized by a public or private institution of higher education.

## **B. Employee Assistance Services ([EAS](#))**

The Employee Assistance Service (EAS) provides free professional confidential assessments, short-term counseling referrals, and follow-up for UIC employees and their families for:

- Individual, marital, or family problems
- Emotional stress or depression
- Financial difficulties
- Alcohol and other drug dependencies

In addition, the EAS provides

- Employee orientations
- Employee assistance training for supervisors
- Assistance with linkage to managed care and HMO-approved providers
- Specialized sessions for units in crisis
- Workshops on relevant topics (e.g., stress management, communication building)

## **C. [Evaluation of Ability to Work](#)**

In July 2004, the Evaluation of Ability to Work was endorsed as a university policy. This policy recognizes the fact that occasionally a member of the academic staff’s job performance or personal conduct may give reasonable cause to believe that a physical or mental condition adversely affects the employee’s ability to perform his or her job or poses a threat to the safety of the employee or others. This policy attempts to establish the rights and obligations of both the employer and a member of the academic staff in such situations, as well as attending to the rights of those served by the University.

## **D. Illinois Healthcare Workers Act**

Candidates for new hire at the University of Illinois or individuals currently employed in any of the designated components of the University that are covered by the Health Insurance Portability and Accountability Act (HIPAA) of 1996 are required to be in compliance with the Medicare-Medicaid Anti-Fraud and Abuse Amendments to the Illinois Health Care Worker Criminal Background Check Act (HCWCBCA). These employees will be screened for any instance of an appearance on any Medicare-Medicaid sanction list or other list where they are found to be required to be excluded from participation in Federal or State Health Care Programs.

Initial hires to the University of Illinois at Chicago must sign a Conditional Hire Acknowledgment and must complete the Criminal Background Check/Sanctions Release Form. The appropriate college will conduct the sanction check. If the sanction check indicates the applicant, who has been given a conditional offer of employment, is sanctioned and therefore has been excluded from participation in federal or state healthcare programs, the applicant will be

denied employment or terminated immediately, unless the applicant can validate that he/she is not the person identified on the sanctions listing. The applicant/employee is responsible for all costs associated with the identity validation process.

All current employees in the designed components covered by HIPAA will undergo a sanction review once every year. The UIC Campus Human Resources Office will conduct the annual review. If the review indicates appearance on any sanctions listing, the employee will be terminated immediately from the position(s). Termination procedures will be coordinated with the appropriate campus human resources office. The employee may seek to validate identity by contacting the excluding governmental body. The employee is responsible for all costs associated with the identity validation process.

#### **E. University of Illinois Medical Center**

In 1913, the faculty of Illinois' then-independent College of Physicians and Surgeons joined together to purchase its outstanding stock and donate it to the University of Illinois. This benevolent gesture created the state's first college of medicine. Since its establishment, the UIC College of Medicine and the University of Illinois Medical Center at Chicago have been providing superior health care, innovative medical research and expertly trained physicians to the people of Illinois, the United States and the world.

The University of Illinois Medical Center provides a high level of care and individual attention to patients and their families, giving special consideration to their unique medical challenges, emotional needs and cultural sensitivities. Our diverse medical teams bring the world's latest advancements to patient care, research and teaching.

Our physicians' breadth of expertise, coupled with the latest advances in technology, help provide an integrated continuum of care - from preventive medicine and routine check-ups to highly specialized surgeries and innovative treatments. Our teams collaborate with each other and with referring professionals to provide superior care to the people of Illinois and beyond.

#### **Medical Center Facts:**

- The largest state-owned medical center in Illinois.
- Is part of the largest medical school in the country.
- Chicago area's largest group of physicians at one location.
- Provides primary and multi-specialty care for children and adults, treating a broad range of medical conditions.
- Employs more than 4,000 full and part-time staff.
- Accepts more than 30 health insurance plans, including those offered by the University.
- Annual Discharges = 17,936
- Annual Outpatient Visits = 422,096
- Annual ER Visits = 53,250
- Annual Operating Revenue = \$532,464,299

#### **F. Wellness Center**

The Wellness Center at UIC encourages students, staff, and faculty to make informed decisions about lifestyle choices by seeking up to date information and by following their own best instincts and values. The Center's philosophy is to address wellness holistically. Its model embraces social, emotional, intellectual, sexual, occupational, environmental, spiritual, and physical well being.

The Wellness Center office houses a continuously updated Resource Center with a range and variety of health and wellness information. It is a place to get quick information or to research a class project. Visitors are invited to browse the collection of health and personal growth information. Staff can offer guidance in individual selections of books, cassettes, videos, resource files, and free brochures. The CompuCenter links individuals to wellness resources on CD-ROM, as well as providing high-speed Internet access to web health links. With a valid *i*-card, individuals may check out resource holdings for one week. Staff also provides individual consultations on wellness topics.

The Wellness Center sponsors educational activities ranging from small group programs to workshops and large-scale events. Small group programs address issues such as self-esteem, communication skills and stress reduction. Popular workshop topics include safer sex, responsible drinking, and fitness and nutrition. The office coordinates major campus events like the Wellness Jam and Safer Spring Break.

### **G. Workplace Violence**

The University of Illinois at Chicago is committed to a nonviolent environment for all employees and students. Acts of violence and threats of violence are not acceptable conduct in the workplace and will not be tolerated. Violent acts and threats of violence should be reported to the [UIC Police](#) and to supervisors immediately.