



## Policy 01:105 – Illegal Drugs and Alcohol

The University is committed to maintaining an environment that is free from illegal drugs and the abuse of alcohol, thus providing a drug-free workplace for its students, faculty and staff. The University complies with federal and state law in prohibiting the unlawful manufacture, distribution, dispensation, possession or use of illicit drugs and/or alcohol by students and employees on its property or as part of any of its activities. Accordingly, the University provides programs and services designed to prevent the illegal possession, use or distribution of illegal drugs and alcohol and the unauthorized use of legal drugs. As a condition of employment, all faculty and staff must abide by local, state and federal laws and must when required by law report to the University any conviction under a criminal alcohol drug statute no later than five days after the conviction. Any faculty or staff member found to be in violation of laws, regulations or University policies prohibiting the use or abuse of drugs or alcohol may be required to enter and progress successfully in a rehabilitation program. Failure to abide by applicable laws, regulations, or University requirements may result in immediate suspension or discharge and, if appropriate, prosecution, subject to the provision of such notice, hearing, and review procedures as may be available under applicable University handbooks.

The University believes that an effective drug education program aids in the prevention, education, counseling, intervention and treatment of unauthorized use of drugs and alcohol. To that end, faculty, staff and students are encouraged to participate in the various drug and alcohol awareness programs present on campus. A brochure listing campus and area resources for counseling and rehabilitation programs, along with a description of applicable legal sanctions under local, state or federal law, is available through the Health Center, Counseling and Career Center, and the Office of Human Resources

Alcoholic beverages may lawfully be consumed in selected approved areas on campus by individuals who are 21 years or older. Alcoholic beverages may also lawfully be consumed by individuals who are 21 years or older within the privacy of their residence hall rooms. Detailed guidelines and notification forms are available through the University Central Calendar Office.

*Approved 3/89*

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