

F.6 Drug and Alcohol Policies

Date

9/06

Make Changes

A. **Drug and Alcohol Abuse Policy**

In response to the Drug-Free Schools and Community Act Amendment of 1989 (Public Law 101-226), the University has established the following policy to maintain an environment free of illicit drugs and illegal use of alcohol.

The University of Southern Indiana prohibits the manufacture, sale, transfer, purchase, transportation, possession or consumption of illicit drugs and alcoholic beverages anywhere on University-owned or - controlled property (including University-owned or -leased vehicles, regardless of location) or as a part of any "University activities" as that term is defined by the University; for alcoholic beverages, exceptions may be granted by the president or his designee.

The University expects the cooperation and commitment of all employees and students in maintaining an environment free of illicit drugs and illegal use of alcohol. Employees and other campus constituents are deemed to be adults responsible for their own behavior and are expected to obey the law and University rules regarding drugs and alcohol.

This policy is a condition of employment. Depending on the severity of a violation, the degree of involvement of the employee and the individual circumstances of each case, the resulting action could include:

1. Referral to the Employee Assistance Program for evaluation and assessment
2. Participation in a drug rehabilitation program
3. Suspension from University duty; and/or
4. Termination of employment and/or referral for prosecution.

Campus policy on drug and alcohol abuse is monitored by the Substance Abuse Advisory Committee composed of administrators, faculty, staff, and students who will recommend policy changes as needed.

Copies of the Drug and Alcohol Abuse Policy and Prevention Program for Employees are available in the Human Resources Department.

B. **Drug Free Workplace Policy**

The University of Southern Indiana is committed to providing a drug-free workplace. In response to the Drug-Free Workplace Act of 1988, the University has established the following policy designed to create a drug-free environment. The University expects the cooperation and commitment of all employees in maintaining a drug-free workplace.

The University does not accept nor condone the inappropriate use of a controlled substance by any individual employed by the University. The unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance in University facilities is prohibited. Any employee who violates the drug-free workplace policy may be subject to discipline, up to and including termination. All individuals employed by the university must abide by the policy. Any employee, who is convicted of a criminal drug statute violation arising out of conduct in the workplace, must notify his department head within five days of the conviction.

Copies of the Drug-free Workplace Policy are available in the Human Resources Department.