

MISSISSIPPI STATE UNIVERSITY

DEPARTMENT OF HUMAN RESOURCES MANAGEMENT

DRUG-FREE CAMPUS

POLICY

The University prohibits the unlawful possession, use, or distribution of illicit drugs and alcohol on University property or as part of any University activity. Students or employees failing to observe the drug and alcohol policy will be subject to the imposition of sanctions by the University in accordance with established disciplinary action procedures. For students, sanctions may include suspension or expulsion. For employees, sanctions may include separation of employment. In addition to University sanctions, any student or employee found in violation of the drug and alcohol policy may be referred to the appropriate authorities for prosecution.

PROCEDURE

Annually, each employee and student will be provided with a written statement concerning:

- a) the applicable legal sanctions under local, state, and federal law regarding unlawful possession, use, or distribution of illicit drugs and alcohol,
- b) the health risks associated with use of illicit drugs and the abuse of alcohol,
- c) the available drug or alcohol counseling, treatment, and/or rehabilitation programs, and
- d) the disciplinary sanctions that will be imposed on employees and students for the unlawful possession, use, or distribution of illicit drugs and alcohol.

REVIEW

The [Director of Human Resources Management](#) is responsible for review of this policy as needed but no less frequently than 4 years.

HRM #60-120
Effective 9/6/90
Revised 1/19/91
Reviewed 5/06/05
Reviewed 10/02/12

Recommended by:

/s/ Judy Spencer
Director of Human Resources Management

06/01/12
Date

/s/ Jerome A. Gilbert
Provost and Executive Vice President

06/11/12
Date

Reviewed by:

/s/ Lesia Bryant
Director of Internal Audit

07/13/12
Date

/s/ Joan L. Lucas
General Counsel

08/29/12
Date

APPROVED:

/s/ Mark Keenum
President

10/02/12
Date