



**HRM 60.120: 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**

This policy and procedure will be reviewed by the Chief Human Resources Officer at least every four years.

**REVIEWED BY:**

Leslie Corey  
Chief Human Resources Officer

1/24/2022  
Date

David Shaw  
Provost and Executive Vice President

1/24/2022  
Date

Tracey N. Baham  
Assistant Vice President, Institutional Strategy & Effectiveness

1/24/2022  
Date

Joan Lucas  
General Counsel

1/24/2022  
Date

**APPROVED:**

Mark E. Keenum  
President

1/24/2022  
Date

**This policy has been superseded**