



HRM 60.120 DRUG-FREE CAMPUS

POLICY

The University prohibits the unlawful possession, use, or distribution of illegal drugs or alcohol on University property or as part of any University activity. In accordance with federal law, the use, possession, and sale of marijuana in any form (including marijuana prescribed under the State of Mississippi's Medical Marijuana law) on any University property or as part of any University activity is prohibited.

Students or employees failing to observe this 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 this 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.

Any employee seeking to engage in research on marijuana or any other controlled substance, should refer to OP 79.06.

REVIEW

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

REVIEWED BY:

<u>/s/ Jason Hernandez</u>	<u>08/03/2026</u>
Chief Human Resources Officer	Date

<u>/s/ David Shaw</u>	<u>08/10/2026</u>
Provost & Executive Vice President	Date

<u>/s/ Tracey N. Baham</u>	<u>08/07/2026</u>
Associate Vice President, Institutional Strategy & Effectiveness	Date

<u>/s/ Joan Lucas</u>	<u>08/10/2026</u>
General Counsel	Date

APPROVED BY:

<u>/s/ Mark E. Keenum</u>	<u>08/24/2026</u>
President	Date