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 06/01/12
Director of Human Resources Management Date

/s/ Jerome A. Gilbert 06/11/12
Provost and Executive Vice President Date

Reviewed by:

/s/ Lesia Bryant 07/13/12
Director of Internal Audit Date

/s/ Joan L. Lucas 08/29/12
General Counsel Date

APPROVED:

/s/ Mark Keenum 10/02/12
President Date