

MISSISSIPPI STATE UNIVERSITY

Policy and Procedure

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Department of Human Resources Management

Subject: DRUG-FREE CAMPUS
Section: Employment
Reference: 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.

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