

## **DRUG ABUSE**

### **I. SCOPE**

All employees.

### **II. PURPOSE**

To prohibit the use of drugs and illegal substances at the University of St. Thomas.

### **III. POLICY**

In coordination with the Drug Free Workplace Act of 1988 and the Drug Free School and Communities Act of 1989, the University of St. Thomas believes that the unlawful use of drugs and the excessive use of alcohol are inconsistent with the behavior expected of the members of a university community. The University is committed to the development and maintenance of a drug free environment on the campus as well as an environment that prohibits abuse of other drugs and alcohol. The University is committed to the expansion of a drug and alcohol abuse prevention program and to the dissemination of drug awareness information to the members of the entire University community. In addition, the University is committed to enforcing the provisions of the Drug Free Workplace Act of 1988 and the Drug Free School and Communities Act of 1989 and believes that these acts and their implementation regulations provide a proper frame work for the drug and alcohol abuse policies of the University.

It is the policy of the University of St. Thomas that the unlawful manufacture, distribution, dispensation, possession or use of a controlled substance (as defined in 21 U.S. C. 812 and 21CFR 1300.15) by employees and students in the workplace, on the campus, or as part of any University sponsored business activities and/or student activities off University premises, is prohibited.

### **IV. PROCEDURE**

The policy to Promote a Drug and Alcohol Abuse Free Workplace and Campus is a protection and support for the faculty, administrators, employees and students of the University of St. Thomas. In addition, the University is committed to a caring

relationship among its students and employees; therefore, its disciplinary procedures are intended to be constructive and redemptive. Any employee or student seeking assistance through the Office of Student Affairs or the Human Resources Department, in consultation with Counseling Services, will be treated in a confidential manner. This does not shield either the employee or student from disciplinary action if this policy is violated.

Therefore, the employee or student violating this policy is subject to the following actions:

- Any employee or student admitting to or convicted of unlawful possession, use or distribution of unlawful drugs and alcohol on campus, or at campus sponsored events held off campus, will be subject to disciplinary action.
- Employees and students may be referred to a drug and alcohol assistance or rehabilitation program in which they must maintain satisfactory participation.
- Employees may be subject to disciplinary actions, up to and including suspension, suspension without pay, termination, and may be referred for prosecution.
- Students in violation of the University of St. Thomas “Student Norms of Conduct” and disciplinary procedures may be subject to disciplinary action up to and including probation, suspension, and expulsion, and may be referred for prosecution.

Filename: 413 - Drug Abuse.doc  
Directory: A:  
Template: C:\Program Files\Microsoft Office\Templates\Normal.dot  
Title: DRUG ABUSE POLICY  
Subject:  
Author: Marie-Pierre Stien  
Keywords:  
Comments:  
Creation Date: 09.11.00 2:10 PM  
Change Number: 3  
Last Saved On: 11.06.00 11:40 AM  
Last Saved By: Marie-Pierre Stien  
Total Editing Time: 12 Minutes  
Last Printed On: 08.13.02 7:28 PM  
As of Last Complete Printing  
Number of Pages: 2  
Number of Words: 447 (approx.)  
Number of Characters: 2,551 (approx.)