

## **C- 6. A DRUG-FREE CAMPUS AND WORKPLACE POLICY**

Auburn University and Auburn University at Montgomery (hereinafter referred to as "University") have the policy of providing students and employees a drug-free campus environment. Drug abuse affects all aspects of American life: it threatens the student's educational development and the workplace, as well as the community. In order to promote a safe and efficient educational and work environment, this policy has been adopted to supplement existing University policies, practices, and procedures. Implementation of this policy is subject to restrictions contained in all local, state, and federal laws.

"Workplace" means any office, building, classroom, or property (including parking lots) owned or operated by the University, or any other site at which an employee is to perform work for the employer. An "employee" of University is any faculty, staff, or student receiving remuneration for services rendered. "Student" means any person registered at University for any type of academic credit, except for continuing education units, regardless of the length of the student's program of study. "Possess" means to be contained either on a student's or employee's person, or in a student's or employee's motor vehicle, tools, briefcases, book bags, or areas entrusted to the control of the student or employee. "Impaired" means under the influence of an illicit drug or alcohol such that the student or employee is unable to perform his or her assigned tasks properly.

Drug abuse creates problems for the entire University. It decreases the student's capacity to learn, thereby inhibiting one's educational development. It interferes with an employee's efficient and safe performance of work responsibilities and reduces the employee's dependability. Drug abuse can adversely affect health, safety, and productivity while destroying public confidence and trust. Therefore, it is the policy of University that the unlawful manufacture, distribution, dispensation, possession, or use of illicit drugs or alcohol by students or employees is prohibited at any time on any University property or at any University activity. No employee will report for work or will work or be present in the workplace who is impaired by an illegal drug or by alcohol. No student will attend classes or any University activity who is impaired by illegal drugs or alcohol. Employees or students who are so impaired or who unlawfully possess, use, manufacture, dispense, or distribute illicit drugs or alcohol in the workplace, on any University property or at any University activity are subject to the disciplinary procedures of University, which may include dismissal, expulsion, and/or referral for prosecution.

All students and employees shall be provided a copy of the Drug-Free Campus and Workplace Policy for University. As a condition of enrollment or employment, the student and employee will abide by the terms of this policy. It is the responsibility of the Department of Human Resources, the Office of the Vice President for Academic Affairs, and the Office of the Vice President for Student Affairs to distribute this written policy statement to students and employees under their jurisdiction. It will be the

responsibility of counterpart officers on the Auburn University at Montgomery (Auburn Montgomery) campus to assure like distribution.

Any employee receiving a criminal drug statute conviction for a violation occurring in the workplace shall notify Provost or the chief Student Affairs officer of such conviction not later than five (5) days after such conviction, and such offices will immediately report this information to the Office of the Vice President for Research. If the employee reporting such a conviction is employed under a contract or grant, Auburn University, through the Office of the Vice President for Research, will notify the appropriate granting or contracting agencies within ten (10) days after receiving such notice of a criminal drug statute conviction. The same procedure will be followed at Auburn Montgomery, with reporting to counterpart offices on the Montgomery campus.

The Department of Human Resources, on behalf of Auburn University, has established the Drug-Free Awareness Program, now held quarterly, to inform employees about the danger of drug abuse in the workplace. The Department of Human Resources, through Human Resource Development and the Employee Assistance Program, shall offer drug abuse training and treatment referral in appropriate circumstances. Student Health Services and the Alcohol and Drug Information Center, sponsored by the Student Government Association, provide information on health issues and legal consequences associated with drug use and offer referral for counseling and treatment. These services are provided on the Auburn Montgomery campus by the Office of Personnel Services, the Office of Student Affairs, and the Student Counseling Center.

A committee, appointed by the President, will promote and further develop the University's drug prevention program. This committee will establish procedures to ensure an annual distribution, in writing, to each student and employee: a) a description of applicable legal sanctions under local, state, or federal law for the unlawful possession or distribution of illicit drugs and alcohol; b) a description of the health risks associated with the use of illicit drugs and the abuse of alcohol; and c) a description of any drug or alcohol counseling, treatment, or rehabilitation or re-entry programs that are available to employees or students. The committee will evaluate the University's drug prevention program biennially to determine its effectiveness and report to the President. The committee's report will include recommendations for changes that are needed in the program and identify any evidence that disciplinary sanctions are not consistently enforced for violations of this Policy.

ADOPTED: September 7, 1990

REAFFIRMED: June 19, 2009