

INTERIM POLICY

THE UNIVERSITY OF ALABAMA IN HUNTSVILLE DRUG-FREE CAMPUS AND WORKPLACE POLICY

Number TBD

Division Human Resources

Date TBD

Introduction The University of Alabama in Huntsville is committed to providing a drug-free campus and work place for its faculty, staff, and students. As a part of that commitment, the University annually informs its employees and students about federal, state, and local laws relating to unlawful possession and use of drugs and alcohol, pertinent institutional policies (including potential sanctions for violations), health risks associated with alcohol abuse and illegal drug use, and treatment services available. This information is also provided annually pursuant to the University's obligations under the federal Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act Amendments of 1989.

**Purpose/
Scope**

This Drug-Free Campus and Workplace Policy applies to all members of the UAH community, including all students and employees and visitors. It applies to behavior that occurs on the UAH campus, on property owned or controlled by UAH, and at UAH-sponsored or University-supervised activities, including use and operation of UAH-sponsored vehicles.

**Policy
Statement**

Every UAH community member has a personal responsibility to adhere to all applicable laws and regulations, and policies concerning the use of alcohol or other drugs. University policy prohibits the unlawful possession, use, or distribution of drugs by students, employees, and visitors on University property or as part of any University activity. It further prohibits the possession or consumption of alcoholic beverages anywhere on University property, except in a person's residence by individuals of legal age if no one under legal age is present, and/or at special University sponsored events as approved by the President's Office or designated official.

Other drug-free and alcohol policies created to cover specific areas of UAH may be more restrictive than this Policy but may not be less restrictive. Violators will be subject to the provisions of the more stringent policy.

Furthermore, this Policy does not revoke or otherwise interfere with any policy relating to drug and alcohol use by students in the College of Nursing.

Standards of Conduct

A. Students

Prohibited Conduct: A student or student organization may be disciplined for, and is deemed in violation of the Code of Student Conduct, for the unlawful use, possession, sale, manufacture, or distribution of any narcotic, drug paraphernalia, medicine, chemical compound, or other controlled substance that is illegal under federal, state or local laws. The term “controlled substance” refers to any chemical substance whose distribution and/or use is controlled or prohibited by some law or statute, or whose distribution and/or use is permitted only by a prescription issued by a licensed practitioner. UAH will take disciplinary action against a student, group of students, or student organization for unauthorized use, possession, sale, manufacture, or distribution of any controlled substance or illegal drug that occurs on University property or as party of any University activity. A student or student organization may also be disciplined for the unlawful possession or consumption on campus of alcoholic beverages, public drunkenness, or violation of state or local laws regarding alcohol use or possession.

Any possession or consumption of alcoholic beverages by a student under 21 years of age, the legal age for drinking established by state law, or any other violation of state or local law with respect to drinking is prohibited. Any student who violates this policy is subject to discipline or sanction consistent with applicable University procedures. Such discipline may include probation, suspension, or expulsion.

Any disciplinary actions to be taken and the disciplinary procedures to be applied for the alleged violations will be in accordance with the [Code of Student Conduct](#). Students and student organizations are required to comply with this Policy in conjunction with the [Code of Student Conduct](#) and other relevant policies.

B. Employees

Prohibited Conduct: The unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance or illegal drug by any UAH employee during a work shift or assignment or during a University activity, whether on UAH property or not, is prohibited. To ensure that all employees are working in a safe, productive environment, the possession, distribution, or consumption of alcoholic beverages is not permitted at a work site or any other UAH property, unless such consumption occurs in conjunction with a special University sponsored event as approved by the President’s Office or designated official. By extension, no employee may report to work while under the influence of alcohol or illegal drugs.

Any University employee who violates this policy is subject to discipline or sanction consistent with applicable University procedures. Disciplinary action may include termination, as well as lesser sanctions.

Employees are expected to utilize good judgment and discretion when partaking of alcohol and legally-prescribed controlled substances or drugs in general, and particularly, prior to reporting to work, driving on campus, and operating University equipment.

Employees are reminded that, as a condition of their employment, they are obligated to notify the UAH Office of Human Resources of any criminal drug or alcohol related conviction (including driving under the influence), occurring in the workplace or while engaged in work activities for UAH no later than five days after such conviction. Further, due to the high safety and/or security nature of some work, designated employees hold positions which require the reporting of and/or abstention from legal drugs. Such employees are notified in writing if they hold such a position, must remain compliant as a condition of employment, and must notify Human Resources immediately of any occurrence of noncompliance.

C. University Community Adherence to Applicable Laws

Selling illegal drugs is a criminal offense punishable by fines and/or imprisonment, and driving while intoxicated or under the influence of drugs can result in driver's license revocation or even imprisonment. It is also illegal for an individual under the age of 21 to purchase or attempt to purchase alcohol. A drug conviction under federal or state law may make a student ineligible for federal financial aid (loans, grants, work study) if the drug-related offense was committed while the student was receiving aid.

Attachments 1-4 contain an overview of federal and state laws governing the possession, use, and distribution of controlled substances, illegal drugs, and alcohol. It is not intended to be an exhaustive or definitive statement of federal or state law, but is designed to indicate the types of conduct that are against the law and the range of legal sanctions and penalties that can be imposed.

Attachment 5 lists health risk associated with the use of controlled substances, illegal drugs, and alcohol abuse.

An employee or student may be referred for prosecution under applicable local, state, or federal laws.

D. Resources Available to Students and Employees

Alcohol and drug consumption may cause a number of marked changes in behavior and even low quantities consumed can significantly impair the judgment and coordination, increasing the likelihood of harm to the user or others.

Employees who have a problem with drug or alcohol abuse are encouraged to seek help. There are a variety of education and treatment programs available in the Huntsville community. The University's Employee Assistance Program (EAP) is also available as a resource for our employees and their family members. For further information about their services, please call toll free in Alabama 800-925-5327.

Students may seek assistance from the [Counseling Center](#) (256.824.6203) or [Student Health Center](#) (256.824.6775).

Review

Human Resources is responsible for the review of this policy every five years (or whenever circumstances require).