

# Auburn University

## A DRUG FREE CAMPUS AND WORKPLACE POLICY

### **I. POLICY STATEMENT**

Auburn University is committed to creating an environment that encourages personal responsibility and intellectual growth. The Drug-Free Campus and Workplace Policy applies to all members of the Auburn University community and works in conjunction with other university policies (listed in the appendix) to ensure a healthy and safe working and learning environment. 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. This policy is implemented in compliance with the Drug-Free Schools and Communities Act Amendments of 1989 to promote the mission of the institution.

### **II. POLICY PRINCIPLES**

#### **A. General**

All members of the Auburn University community, including faculty, staff, and students have the right to pursue their goals in a healthy work and educational environment that is free of the effects of alcohol and substance abuse. Substance abuse affects all aspects of American life.

Substance abuse:

1. Decreases the student's capacity to learn, thereby inhibiting educational development;
2. Interferes with an employee's efficiency and work performance, potentially reduces the employee's dependability; and
3. Adversely affects health, safety and productivity while destroying public confidence and trust.

#### **B. University Employees**

1. Employees are required to comply with all applicable laws, university policies including this policy, and the job conduct rules found in in the [Employee Relations Policies](#). Unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance by an employee of Auburn University while at work for the university or at another site where the employee is carrying out assigned duties is prohibited. An employee may be disciplined for the unlawful manufacture, use, possession, sale, or distribution of any narcotic, drug paraphernalia, medicine, chemical compound, or other controlled substance in the work place. An employee may also be disciplined for the unlawful possession or consumption of alcoholic beverages, public intoxication, or other violation of applicable state or local laws regarding alcohol use or possession in the work place.
2. These standards and expectations may also be applied as appropriate to contractors, volunteers, vendors, visiting scholars, interns, and other third parties operating under the umbrella of the university.

#### **C. Students**

1. Students and student organizations are required to comply with this policy, the [Code of Student Conduct](#), and other applicable policies (found in the appendix). A student or student organization may be disciplined for the unlawful use, possession, sale or distribution of any narcotic, drug paraphernalia, medicine, chemical compound, or other controlled substance that is illegal under federal, state, or local laws. A student or student organization may also be disciplined for the unlawful possession or consumption of alcoholic beverages, public intoxication, or other violation of applicable state or local laws regarding alcohol use or

possession. Drinking games or activities that encourage excessive or accelerated drinking may be considered misuse of alcohol and subject to further disciplinary action. Any disciplinary actions will be taken in accordance with the policies and procedures described in the [Code of Student Conduct](#).

#### **D. Health Risks**

1. Substance abuse and drug dependency are problems of epidemic proportions in American society. Substance abuse and drug dependency can potentially lead to illness, disability, and even death. More detailed information for a selected list of substances can be found on the [Drug and Alcohol Prevention](#) Program webpage.

#### **E. Applicable Federal, State and Local Laws**

1. All employees, students, visitors and guests of Auburn University are expected to comply with applicable federal, state and local laws. Violations of laws and ordinances may result in misdemeanor or felony convictions accompanied by the imposition of legal sanctions. Information related to applicable federal, state, and local laws can be found at: <http://www.auburn.edu/administration/campus-safety/prevention.html>.
2. Local, state, and federal laws are subject to change and all current laws and regulations apply regardless of whether or not they are specified in this policy.
3. As appropriate, Auburn University administrators will refer violations of local, state, or federal law to local law enforcement officials and will cooperate fully in the investigation and prosecution of individual cases.

### **III. EFFECTIVE DATE**

ADOPTED: September 7, 1990

REVISED: October 9, 2018

### **IV. APPLICABILITY**

This policy applies to all members of the university community including students and employees as defined in this policy.

- A. This policy applies to behavior that occurs on the university campus, the workplace, on property owned or controlled by the university, at university-sponsored or supervised activities, or when representing the university in an official capacity.
- B. This policy applies to university-owned and operated vehicles and personal vehicles when used in conjunction with work performed on behalf of the university.
- C. This policy shall apply to a student or student organization's behavior as noted in the [Code of Student Conduct](#).

### **V. POLICY MANAGEMENT**

**Responsible Offices:** The Division of Student Affairs and Department of Human Resources

**Responsible Executive:** The Senior Vice President of Student Affairs, and Associate Vice President of Human Resources

**Responsible Officer:** Chair of the Drug Free Campus and Workplace Committee

## **VI. DEFINITIONS**

- A. The term “**workplace**” means any office, building, classroom, university owned or operated vehicles, 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.
- B. The term “**employee**” of the university is any person receiving remuneration for services rendered. For the purposes of this policy, the term “employee” may also be applied to: contractors, volunteers, vendors, visiting scholars, interns, and other third parties.
- C. The term “**student**” includes any person taking courses at the university (on-campus, off-campus and/or online) who is full-time or part-time in undergraduate, graduate, transient, or professional studies. This includes individuals who are not officially enrolled for a particular term but who have a continuing relationship with the university (i.e. enrolled for a spring semester and registered for fall semester courses but are not enrolled for summer courses), individuals who have accepted an offer of admission to the university, and individuals who are conditionally admitted to taking non-academic credits as part of a sponsored university program (i.e. English as a Second Language, Auburn Global, etc.).
- D. The term “**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.
- E. The term “**impaired**” means under the influence of alcohol or an illicit drug such that the student or employee is unable to perform his or her assigned tasks properly.

## **VII. POLICY PROCEDURES**

- A. All students and employees shall be provided access to this Drug-Free Campus and Workplace Policy. It is the responsibility of the Chair of the Drug-Free Campus and Workplace Committee to distribute this policy statement to students and employees at the university through the annual notification process and employee orientation. This document can also be found online at: <http://www.auburn.edu/administration/campus-safety/prevention.html>.
- B. A committee appointed by the President will promote and further develop the university’s substance use prevention programs. This committee will establish procedures to provide annual notification to all students and employees the prevention plan and this policy. Notification will include:
  - 1. A description of applicable legal sanctions under local, state, or federal law for the unlawful possession or distribution of illicit drugs and alcohol.
  - 2. A description of the health risks associated with the use of illicit drugs and the abuse of alcohol.
  - 3. A description of any drug or alcohol counseling, treatment, or rehabilitation or re-entry programs available to employees or students.

- C. The committee will evaluate the University’s drug prevention program and this policy 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.
- D. The Department of Human Resources will offer to employees substance abuse education, prevention and treatment referrals in appropriate circumstances through the Employee Assistance Program.
- E. Per the [Requirements for Serving Alcohol at Auburn University](#), advertising that highlights the availability of alcohol at an event is prohibited. Alcohol should not be used as an inducement to participate in an event.
- F. Alcohol and Drugs in Residential Facilities
  - 1. Alcohol and illegal drugs are not permitted in campus residence halls. Individuals violating policies related to residential living will be subject to disciplinary action including possible eviction from residential facilities. Information related to these policies and procedures can be found in the [Guide to Residential Living](#).
- G. Health Promotion and Wellness Services, the AU Medical Clinic, and Student Counseling Services provide information to students on health-related issues and other legal consequences associated with substance use-related referrals.
- H. Prevention Strategies
  - 1. Auburn University uses evidenced-based strategic interventions, collaboration, and innovation to reduce harmful consequences of alcohol and other drug use.
    - i. Providing education and awareness activities
    - ii. Offering substance-free social, extracurricular and public service options
    - iii. Creating a health-promoting normative environment
    - iv. Restricting the marketing and promotion of alcohol and other drugs
    - v. Limiting availability of alcohol and other drugs
    - vi. Developing and enforcing campus policies and enforcing laws to address high-risk and illegal alcohol and other drug use
    - vii. Providing early intervention and referral for treatment
  - 2. More information about substance abuse and use prevention and intervention can be found at <http://auburn.edu/healthandwellness>
- I. Medical Amnesty

1. At Auburn University, the health, safety, and welfare of students are of the utmost importance. As such, all students are expected to alert appropriate officials in the event of any health or safety emergency, specifically those involving another student's abuse of alcohol or drugs.
2. In a situation involving imminent threat or danger to the health or safety of any individual(s), students are expected to:
  - i. Contact emergency officials by calling 911 to report the incident.
  - ii. Remain with the individual(s) needing emergency treatment and cooperate with emergency personnel.
  - iii. Meet with appropriate university officials after the incident and cooperate with any university investigation.
3. More information about this policy can be found in the [Code of Student Conduct](#).

## **VIII. SANCTIONS**

### **A. General**

1. Employees or students who are impaired or who unlawfully possess, use, manufacture, dispense, or distribute alcohol or illicit drugs in the workplace, on any university property or at any university activity are subject to the disciplinary procedures of the university. Such sanctions may include but are not limited to: students: education, probation, loss of federal financial aid, suspension, or expulsion; employees: suspension or termination; and/or referral for prosecution of students or employees. Specific details related to sanctioning can be found in the following university policies:
  - i. [Code of Student Conduct](#)
  - ii. [Residence Hall Alcohol and Drug Policy](#)
  - iii. [Drug and Alcohol Testing Program Policy](#)
  - iv. [Employee Relations Policies](#)

### **B. Employee Drug Convictions**

1. Any employee receiving a criminal drug statute conviction for a violation occurring in the workplace shall notify their direct-supervisor of such conviction no later than five (5) days after such a conviction, and such office will immediately report this information to the Office of the Vice President for Research and Economic Development.
2. 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 and Economic

Development, will notify the appropriate granting or contracting agencies within ten (10) days after receiving such notice of a criminal drug statute conviction.

**IX. EXCLUSIONS**

Exceptions to this policy are fully defined in the [Campus Alcohol Policy](#).

**X. INTERPRETATION**

The Vice President Student Affairs and Associate Vice President of Human Resources will provide interpretation of this policy.

## Appendix

### Relevant Alcohol and Drug Policies

***Athletic Event Policy:***

<https://sites.auburn.edu/admin/universitypolicies/Policies/AthleticEventAlcoholPolicy.pdf>

***Auburn University Anti-Hazing Policy:***

<https://sites.auburn.edu/admin/universitypolicies/Policies/AntiHazingPolicy.pdf>

***Campus Alcohol Policy:***

<https://sites.auburn.edu/admin/universitypolicies/Policies/CampusAlcoholPolicy.pdf>

***Code of Student Conduct:***

<https://sites.auburn.edu/admin/universitypolicies/Policies/CodeofStudentConduct.pdf>

***Drug and Alcohol Testing Program Policy:***

<https://sites.auburn.edu/admin/universitypolicies/Policies/DrugandAlcoholTestingProgramPolicy.pdf>

***Employee Regulations Policy:***

<https://sites.auburn.edu/admin/universitypolicies/Policies/EmployeeRelationsPolicies.pdf>

***Guide to Residential Living:***

<http://www.auburn.edu/administration/housing/residentGuide/>

***Policy on Parent Notification of Alcohol and Drug Incidents:***

<https://sites.auburn.edu/admin/universitypolicies/Policies/PolicyonParentNotificationofAlcoholandDrugIncidents.pdf>

***Student Organization Social Event Policy:***

[https://sites.auburn.edu/admin/universitypolicies/\\_layouts/15/WopiFrame.aspx?sourcedoc=/admin/universitypolicies/Policies/StudentOrganizationSocialEventsPolicy.pdf&action=default&DefaultItemOpen=1](https://sites.auburn.edu/admin/universitypolicies/_layouts/15/WopiFrame.aspx?sourcedoc=/admin/universitypolicies/Policies/StudentOrganizationSocialEventsPolicy.pdf&action=default&DefaultItemOpen=1)

***Pharmacy School Policy on drug screens:***

<https://www.auburn.edu/academic/pharmacy/about/pp/drug-screen.pdf>