

## DRUG FREE CAMPUS AND WORKPLACE POLICY

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<b>EFFECTIVE:</b>	August 1, 2022 (revised) October 8, 2018 (revised) September 7, 1990 (adopted)
<b>RESPONSIBLE EXECUTIVE:</b>	Senior Vice President of Student Affairs Associate Vice President of Human Resources
<b>APPLICABILITY:</b>	This policy applies to all members of the university community including students and employees as defined in this policy.
<b>REVIEW BY:</b>	August 2027

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### 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, sale, dispensation, possession, or use of illicit drugs, controlled substances 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 Workplace Act of 1988](#) and 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, and the job conduct rules found in in the [Employee Relations Policies](#). Auburn University prohibits the unlawful manufacture, distribution, sale, dispensation, possession, or use of illicit drugs, controlled substances, or alcohol by an employee of Auburn University, or the impairment of an employee, while on any university owned or controlled property or while at work for the university (on university property or at another site where the employee is carrying out assigned duties).

Auburn University will impose disciplinary sanctions on employees (consistent with local, State, and Federal law), up to and including termination of employment and referral for prosecution, for violations of the standards of conduct enumerated in this policy.

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 all applicable laws university policies, and the [Code of Student Conduct](#). Other related [policies are found in the appendix](#). Auburn University prohibits the unlawful manufacture, distribution, sale, dispensation, possession, or use of illicit drugs, controlled substances, or alcohol by students and student organizations while on any university owned or controlled property or while engaged in any university activity.

Auburn University will impose disciplinary sanctions on students (consistent with local, State, and Federal law), up to and including expulsion and referral for prosecution, for violations of the standards of conduct enumerated in this policy. 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 Abuse Prevention](#) Program webpage.



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

1. All employees, students, 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. **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](#).

IV. **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.

- 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 a drug such that the student or employee is unable to perform his or her assigned tasks properly.

## V. 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 onboarding process. This document can also be found online at: <http://www.auburn.edu/administration/campus-safety/prevention.html>.
- B. The Drug Free Campus and Workplace (DFCW) committee, appointed by the President will promote and further develop the university’s Drug and Alcohol Abuse Prevention Program. This committee will establish procedures to provide annual notification to all students and employees about the program and this policy. Notification will include:
  - 1. A description of applicable legal sanctions under local, state, and federal law for the unlawful possession or distribution of illicit drugs, controlled and substances, 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, rehabilitation or re-entry programs available to employees or students.
- C. The DFCW will evaluate the University’s Drug and Alcohol Abuse 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

- a. 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

- a. Auburn University uses evidenced-based strategic interventions, collaboration, and innovation to reduce harmful consequences of alcohol and other drug use by:
  - 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
- b. More information about substance abuse and use prevention and intervention can be found at <http://auburn.edu/healthandwellness>

I. Medical Assistance

- a. 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.
- b. In a potentially serious or life-threatening situations, students and student organizations are expected to:
- c.
  - i. Immediately contact emergency officials by calling 911 to report the incident.
  - ii. Remain with the individual(s) needing medical assistance, so long as it is safe to do so.
  - iii. Cooperate with emergency personnel.
  - iv. Meet with appropriate university officials after the incident and



- v. Cooperate with any university and/or law enforcement investigation(s).
- d. More information about this policy can be found in the [Code of Student Conduct](#).

## VI. SANCTIONS

### A. General

1. Sanctions for violations of this policy may include but are not limited to:
  - a. Students: completion of an appropriate rehabilitation program, education, probation, loss of federal financial aid, suspension, or expulsion and/or referral for prosecution.
  - b. Employees: completion of an appropriate rehabilitation program, suspension, or termination and/or referral for prosecution.
2. 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.

## VII. EXCLUSIONS

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

