

**To:** University of Arizona Employees

**From:** Allison M. Vaillancourt, Ph.D.  
Vice President for Business Affairs & Human Resources

**Date:** October 28, 2016

**Subject:** The University of Arizona Statement on Drug Free Schools and Campuses

Under federal legislation entitled the Drug Free Workplace Act of 1988 and the Drug Free Schools and Communities Act of 1989 ("Act"), no institution of higher education shall be eligible to receive funds or any other form of financial assistance under any federal program, including participation in any federally funded or guaranteed student loan program," unless it has adopted and implemented a program to prevent the use of illicit drugs and abuse of alcohol by students and employees. The Act requires the annual distribution of the following information to students and employees.

### **Policy and Prohibition**

To achieve the policy and objective of providing a drug-free environment for all University students and employees, the University prohibits the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance on its property or as part of any of its activities. Further, the University prohibits employees while on duty from consuming or being under the influence of (a) alcoholic beverages or (b) a controlled substance not prescribed for the employee by the employee's health care provider. University of Arizona students and employees are subject to all applicable drug and alcohol policies, including policies set forth in the Classified Staff Human Resources Policy Manual, University Handbook for Appointed Personnel, Arizona Board of Regents Code of Conduct, the University of Arizona Alcohol Policy and Regulations, and other applicable rules when adopted.

## **Sanctions**

Local, state, and federal laws make illegal use of drugs and alcohol serious crimes. Conviction can lead to imprisonment, fines, and assigned community service.

- In order to ensure fair and consistent treatment of all students or employees who are accused of illegal use of drugs or alcohol, the University will handle all cases which come to its attention within the guidelines of the applicable policies and procedures of the Arizona Board of Regents and the University (e.g., Student Code of Conduct and Student Disciplinary Procedures, Staff Rules of Conduct and Disciplinary Action, ABOR Code of Conduct) and where appropriate, local, state, and federal regulations.
- Sanctions will be imposed on students or employees who violate Arizona Board of Regents or University drug and/or alcohol policies. Sanctions may include suspension or expulsion for students and, for employees, disciplinary action up to and including termination.

## **Health Risks**

There are definite health risks associated with the abuse of alcohol and illegal substances. Alcohol or any other drug used in excess over time can produce illness, disability, and death. The health consequences of substance abuse may be immediate and unpredictable, such as cardiac arrest with cocaine use, or more subtle and long term, such as liver deterioration associated with the prolonged use of alcohol. In addition to health-related problems, other concerns relating to substance abuse include the following:

- People who abuse alcohol and other drugs often have erratic lifestyles which interfere with sleep, nutrition, and exercise
- Alcohol and substance abuse may lead to financial difficulties, domestic violence, deterioration of the family structure, motor vehicle accidents, and decline in job performance
- Repeated abuse of alcohol and other drugs can lead to dependence

## **Support Systems and Resources for Employees**

If you are experiencing problems with alcohol and/or other drugs, campus and community resources are available to assist you.

Services are available through the University of Arizona health plans to assist staff, faculty, or appointed personnel who are experiencing problems with chemical dependency. Individuals can speak with their primary care physician or their health carrier's Member Services Department to access those resources. Additionally, the University's Life & Work Connections Employee Assistance Service provides free, voluntary, and confidential short-term counseling when appropriate, or supervisor consultation, information, and referrals to individuals requesting assistance for drug and/or alcohol problems. In conjunction with the Division of Human Resources, Employee Assistance Service also provides ongoing

consultation and supervisory training each semester about signs and symptoms of alcohol/drug problems, ways to help troubled employees, and resources available on campus and in the community. For more information or to schedule an appointment, please call (520) 621-2493.

### **Reporting Responsibility**

Employees and students are required to make a report to the University if they are convicted of any alcohol or drug-related offense arising from the use of drugs or alcohol in the workplace. Employees must report to the Vice President for Business Affairs & Human Resources (520) 621-1684; student employees must report to the Dean of Students Office (520) 621-7057. These University administrators are also available to answer any questions pertaining to the legislation or the University's compliance with it.

### **Statement on the Arizona Medical Marijuana Act**

Arizona voters approved the Arizona Medical Marijuana Act in 2010. Under certain circumstances, this act permits individuals to possess and use limited quantities of marijuana for medical purposes. Because of its obligations under federal law, however, the University has always prohibited and will continue to prohibit marijuana possession and use on campus for any purpose.

The federal Controlled Substances Act prohibits the possession, use or production of marijuana, even for medical use. Failure to comply with the Controlled Substances Act would violate the Drug Free Workplace Act of 1988 and the Drug Free Schools and Communities Act of 1989, rendering the University of Arizona ineligible "to receive funds or any other form of financial assistance under any federal program, including participation in any federally funded or guaranteed student loan program." Therefore, the University will continue to enforce its current policies prohibiting the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance on its property or as part of any of its activities.

Employees and students who violate University policy prohibiting the use or possession of illegal drugs, including marijuana, on campus will continue to be subject to disciplinary action.

University policy does not prohibit medical research projects involving marijuana that are conducted on campus as authorized by applicable federal approvals, which may include the United States Food and Drug Administration, The United States Drug Enforcement Administration and the National Institutes on Drug Abuse, and approval of any applicable University Institutional Review Board.

### **Related Links**

**University Classified Staff Human Resources Policy Manual**  
[policy.arizona.edu/classified-staff-human-resources-policy-manual](http://policy.arizona.edu/classified-staff-human-resources-policy-manual)

**University Handbook for Appointed Personnel**

[policy.arizona.edu/university-handbook-appointed-personnel](http://policy.arizona.edu/university-handbook-appointed-personnel)

**Arizona Board of Regents Policy Manual**

[azregents.edu/board-committees/policy-manual](http://azregents.edu/board-committees/policy-manual)

**University of Arizona Alcohol Policy and Regulations**

[policy.arizona.edu/ethics-and-conduct/alcohol-policy-and-regulations](http://policy.arizona.edu/ethics-and-conduct/alcohol-policy-and-regulations)

**Arizona Board of Regents Student Code of Conduct**

[public.azregents.edu/Policy Manual/5-308-Student Code of Conduct.pdf](http://public.azregents.edu/Policy%20Manual/5-308-Student%20Code%20of%20Conduct.pdf)

**Arizona Board of Regents Student Disciplinary Procedures**

[deanofstudents.arizona.edu/policies-and-codes/student-disciplinary-procedures](http://deanofstudents.arizona.edu/policies-and-codes/student-disciplinary-procedures)

**Classified Staff Rules of Conduct**

[policy.arizona.edu/employmenthuman-resources/classified-staff-rules-conduct](http://policy.arizona.edu/employmenthuman-resources/classified-staff-rules-conduct)

**Life & Work Connections**

[lifework.arizona.edu](http://lifework.arizona.edu)

**Life & Work Connections' Employee Assistance Service**

[lifework.arizona.edu/ea/employee\\_assistance](http://lifework.arizona.edu/ea/employee_assistance)