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THE UNIVERSITY OF ARIZONA



Human Resources

Dear Colleagues,

The University of Arizona encourages you to save or bookmark the following message outlining the University's policies regarding the use of illicit drugs, marijuana, and alcohol. This message also provides information about preventing and treating the use or abuse of these substances.

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 alcohol or marijuana. Other controlled substances are prohibited unless prescribed by a health care provider.

University employees are subject to drug and alcohol policies set forth in the following policies.

- **University Staff Manual**
- **Classified Staff Human Resources Policy Manual**
- **University Handbook for Appointed Personnel**
- **Arizona Board of Regents Code of Conduct**
- **University of Arizona Alcohol Policy and Regulations**

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.

- To ensure fair and consistent treatment of all employees who are accused of illegal use of drugs or alcohol, the University will handle all cases that come to its attention within the guidelines of the **rules of conduct and disciplinary procedures applicable to employment type**, the ABOR Code of Conduct, and, where appropriate, local, state, and federal regulations.
- Employees who violate Arizona Board of Regents or University drug or alcohol policies are subject to University sanctions. Sanctions may include disciplinary action up to and including termination of employment.

Health Risks

Alcohol, marijuana, and other drugs 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. Other concerns relating to substance abuse include the following:

- People who abuse alcohol and other drugs often have erratic lifestyles, which interferes 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, marijuana, and other drugs can lead to dependence.

Support for Employees

For employees dealing with unhealthy substance use, the University offers resources to help.

Life & Work Connections **employee assistance counseling** provides free, confidential, and voluntary information, resources, and short-term counseling for drug and/or alcohol misuse to benefits-eligible employees. Ongoing supervisor consultations regarding the signs of unhealthy substance use, ways to help affected employees, and associated University policies are available through **Human Resources Organizational Consulting**.

In addition, state and University health plans cover rehabilitation services for substance use disorder. Employees can speak with a primary care physician or their health carrier's member services department to learn more.

Statement on the Arizona Medical Marijuana Act

Arizona voters approved the Arizona Medical Marijuana Act in 2010 and the Smart & Safe Arizona Act in 2020. These acts permit individuals to possess and use limited quantities of marijuana. However, because of its obligations under the federal Controlled Substances Act, the University will continue to prohibit marijuana possession and use for any purpose on campus.

Employees who violate the policies outlined in the Policy and Prohibition section of this email will continue to be subject to disciplinary action.

University policy does not prohibit medical research projects involving marijuana from being conducted on campus as authorized by applicable University or federal authorities, which may include the Food and Drug Administration, the Drug Enforcement Administration, and the National Institute on Drug Abuse.

This message and the information contained within is in compliance with the Drug Free Workplace Act of 1988 and the Drug Free Schools and Communities Act of 1989 ("Act"), which states, "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 above information to students and employees.

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