



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.

Please visit the [Safe and Drug Free Campus webpage](#) for more information.

Policy and Prohibition

The University prohibits the unlawful manufacture, dispensation, distribution, possession, or use of a controlled substance on its property or as part of any of its activities. The University adheres to state laws including those prohibiting the following activities on campus: providing alcoholic beverages to individuals under 21; possession or consumption of alcoholic beverages by individuals under 21; and distribution, possession, or use of illegal drugs or controlled substances.

Employees are subject to all applicable drug and alcohol policies, including policies set forth in the:

- [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](#)

Employees policies prohibit:

- Consuming or being under the influence of alcoholic beverages while on duty.
- Distributing narcotics or controlled substances while on duty.
- Possessing or using narcotics or any controlled substance(s) not prescribed for the employee by a physician while on duty.
- Being under the influence of narcotics or any controlled substance(s) not prescribed for the employees by a physician while on duty.

Sanctions

- Local, state and federal laws make unlawful possession or distribution of illicit drugs and alcohol-related serious crimes. Conviction can lead to imprisonment, fines and required community service or rehabilitation.

- To ensure fair and consistent treatment of all employees who are accused of use of illegal 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 for employees may include written warning (notification that behavior is not acceptable and must improve), suspension without pay (temporary release from duty without pay), disciplinary probation (specified timeframe in which improvement is required) and dismissal (termination of employment).
- **Student employees:** Student workers are expected to adhere to the rules of conduct of the University of Arizona, the Arizona Board of Regents, and the student worker's department. In addition, student workers are subject to the Student Code of Conduct in their capacity as students of the University of Arizona. Any department may establish additional rules for its student workers which are considered necessary for effective operation of that unit. Failure to meet performance expectations may result in termination of student 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:

- 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 and confidential short-term counseling and related resources for drug and/or alcohol misuse to benefits-eligible employees nationwide, their dependents and members of their household.

Supervisor consultations are available with **Senior Human Resources Partners** to guide supervisors if a University policy has been violated.

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

If you need to request accommodations for condition-related barriers to completing workplace duties, please **contact the Disability Resource Center**.

Other community resources are available at:

- **Arizona Region: Narcotics Anonymous**
- **Arizona Region: Alcoholics Anonymous**
- **Marijuana Anonymous**
- **National Helpline for Substance Abuse and Mental Health Services**

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 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, and 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.

This email was sent to all staff, faculty, student workers and designated campus colleagues.

Land Acknowledgment

We respectfully acknowledge the University of Arizona is on the land and territories of Indigenous peoples. Today, Arizona is home to 22 federally recognized tribes, with Tucson being home to the O'odham and the Yaqui. Committed to diversity and inclusion, the University strives to build sustainable relationships with sovereign Native Nations and Indigenous communities through education offerings, partnerships, and community service.