

SUBJECT: Drug-Free Environment	Effective Date: 10-30-09	Policy Number: 1.6	
	Supersedes: Presidential Memorandum # 78	Page 1	Of 3
	Responsible Authorities: Senior Vice President, Student Affairs Senior Vice President, Finance & Administration		

APPLICABILITY

This policy is applicable to all members of the University community, including all students, faculty, staff and all visitors, contractors and guests to the University or any of its campuses, facilities or events. This policy supplements other related University policies and regulations, including those pertaining to use of Alcoholic Beverages.

POLICY

I. General Policy Statement. Florida Atlantic University is committed to providing a campus environment free of the abuse of and illegal use and possession of controlled substances. The unlawful manufacture, distribution, dispensing, possession or use of a controlled substance is prohibited in or on University owned or controlled property or facilities or at University-sponsored events. No employee or student is to report to work, class, or any University activity while under the influence of illegal drugs. The possession and use of controlled drugs by members of the University community must at all times be in accordance with the provisions of federal and state law, and the regulations and policies of the Florida Board of Governors and the University. Under Florida law, no person may possess substances regulated under the provisions of Chapter 893, Florida Statutes (controlled substances and “designer drugs”), unless dispensed and used pursuant to prescription or otherwise authorized by law. Sale and delivery of such substances are prohibited unless authorized by law. The University has adopted and implemented programs that seek to prevent the illicit use of drugs by University community members.

II. Health Risks. The use of illegal drugs and the misuse of prescription and other drugs pose a serious threat to health. The use of marijuana (cannabis) may cause impairment of short-term memory, comprehension, and ability to perform tasks requiring concentration. Marijuana use also may cause lung damage, paranoia, and possible psychosis. The use of narcotics, depressants, stimulants, and hallucinogens may cause nervous system disorders and possible

death as the result of an overdose. Illicit inhalants can cause liver damage. Additional risks associated with the use of drugs include impaired academic or work performance; lost potential; financial problems; poor concentration; blackouts; conflicts with supervisors, co-workers, friends and others; vandalism, theft and murder; sexual assault and other unplanned sexual relationships; spouse and child abuse; sexually transmitted diseases; and unusual or inappropriate risk taking which may result in physical or emotional injury or death.

III. Education, Counseling and Programs. Detailed information regarding the use of illegal drugs, and the misuse of prescription and other drugs is available from [Today and Beyond Wellness](#). Employees can receive individual consultation sessions, assessment and counseling or be referred to community providers or agencies for assistance in dealing with drug abuse by calling the University's [Employee Assistance Program](#) (EAP). The EAP is free and confidential to all regular University employees. Employees may also contact Employee Relations with any further questions at askhr@fau.edu. Students may seek assistance at [Today and Beyond Wellness](#); [Student Health Services](#); and the [Counseling Center](#). Many student organizations also provide drug education projects. For information about student organizations, contact the [Office of Student Involvement and Leadership](#). Questions pertaining to students or student organizations may also be directed to the [Associate Vice President and Dean of Students](#) at dean@fau.edu.

IV. Federal Drug-Free Workplace Act. In order to comply with federal law, the University requires employees to notify his or her supervisor or other appropriate management representative of any criminal drug statute conviction for a violation occurring in the workplace no later than five days after such conviction. The University shall further notify any federal contracting agency within ten days of having received notice that an employee engaged in the performance of such contract or grant has had a criminal drug statute conviction for a violation in the workplace. The University will take appropriate action against any employee who is convicted for a violation occurring in the workplace or will require the employee's satisfactory participation in a drug abuse assistance or rehabilitation program.

V. Sanctions. Violations of the policies and laws described herein by an employee or student are grounds for disciplinary action up to and including termination or expulsion in accordance with applicable University and the Florida Board of Governors regulations and/or collective bargaining agreements. Such disciplinary actions also may include reprimand or suspension. Student organizations may also be sanctioned for violation of these policies and laws. Sanctions may range from written reprimand to revocation of recognition as a student organization. Additionally, a violation may be reason for evaluation and treatment of a drug-use disorder or referral for prosecution consistent with local, state, and federal criminal law. Disciplinary action by the University does not preclude the possibility of criminal charges against a student or employee. The filing of criminal charges similarly does not preclude action by the University. Employees, students, contractors or members of the public who exhibit behaviors consistent with drug-use disorder or who behave in any manner inconsistent with this policy may be denied access to University facilities or events.

INITIATING AUTHORITY: Senior Vice President, Student Affairs

POLICY APPROVAL
(For use by the Office of the President)

Policy Number: 1.6

Initiating Authority

Signature: _____ Date: _____

Name: Dr. Charles Brown

Policies and Procedures

Review Committee Chair

Signature: _____ Date: _____

Name: Elizabeth F. Rubin

President

Signature: _____ Date: _____

Name: John F. Pritchett

Executed signature pages are available in the Office of the General Counsel