

## **DRUG, ALCOHOL, AND SUBSTANCE ABUSE POLICY STATEMENTS**

Central Methodist University has the responsibility to provide a healthy, safe environment for all students, employees, and campus visitors. Accordingly, the University fully supports all state and federal laws and local ordinances regulating the sale and possession of alcoholic beverages and other controlled substances. This policy applies to all employees, including staff, faculty and adjunct faculty, and is enforced in conjunction with the Drug-Free Workplace Statement found in this Handbook.

The unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance is strictly prohibited. Officers and members of each student social or academic organization must assure that those in attendance at their meetings, activities, or social functions conduct themselves in accordance with this policy and with other CMU regulations. Faculty and staff sponsors may attend approved (i.e., by the Office of Student Development) social events off campus, but are expected not to consume alcohol themselves at such events. In all other instances, faculty and staff should not consume any substance or condone student substance use while participating in any university-related activity involving students, whether on or off campus. Central Methodist University does not provide (i.e., pay for) alcohol for any function, nor does it reimburse employees for alcohol expenses.

Employees must report all drug convictions occurring in the workplace to the University. This report must be made in writing within five calendar days of the conviction. The University will report any employee's conviction of criminal drug statute violations to the Department of Education within ten days of receiving notification from the employee.

Whenever the University suspects that an employee's work performance or on-the-job behavior may have been impacted by alcohol or drugs, or that an employee has otherwise violated this policy, the University may require the employee to undergo alcohol and/or drug testing. Violation of institutional policies, or federal, state, or local laws, pertaining to the sale and possession of alcoholic beverages, use of illegal drugs, or abuse of other controlled substances will result in sanctions which may include suspension, with or without pay, or other appropriate action up to and including termination of employment.