

DRUG-FREE CAMPUS POLICY

PURPOSE: To establish a Drug-Free Campus Program for all faculty and staff at all campus locations which insures full compliance with both the "Drug-Free Workplace Act" and the "Drug-Free Schools and Communities Act Amendment".

POLICY: Franklin Pierce University is fully committed to maintaining drug-free campuses in accordance with all local, state and federal laws and regulations governing the unlawful use, possession, distribution, dispensing or manufacture of illicit drugs, controlled substances and/or alcohol by faculty, staff and/or students in all workplaces.

DATE APPROVED: JULY 7, 1999

REVISED: MAY 31, 2005

REVIEWED: SEPTEMBER 1, 2007

COMPLIANCE:

1. All faculty, staff and students employed by the University, as a condition of employment, agree to abide by this policy which expressly prohibits the unlawful use, possession, distribution, dispensing or manufacture of illicit drugs, controlled substances and/or alcohol in any workplace or as part of any University function.
2. All faculty, staff and students employed by the University are required to notify the Manager of Human Resources, in writing, of any criminal conviction based on the unlawful use, possession, distribution, dispensing or manufacture of illicit drugs, controlled substances and/or alcohol in any workplace or as part of any University function within five days of the conviction.
3. Non-compliance with the "Drug-Free Campus Program" will subject the employee to local, state, federal and/or University sanctions.

REQUIRED SANCTIONS:

1. Any full or part-time faculty or staff member in violation of this policy, and/or either of the two policies entitled: "Alcohol Use on the University Campuses", and "University Code of Conduct" shall be subject to one or more of the following listed sanctions depending upon the severity of the violation.
2. A formal written warning issued and the incident permanently recorded on the individual's employment record;
3. Suspension, without pay, for a period of up to one (1) month, with or without prior warning;
4. Immediate discharge from the University with or without prior warning;
5. The University may report the incident to local, state or federal authorities for prosecution.
6. Mandatory referral may be made to the Employee Assistance Program for counseling and/or rehabilitation in lieu of, or in addition to, any of the above listed sanctions. Satisfactory participation, as defined by the Employee Assistance Program, will be required by the University as a contingency of continued employment.

7. The implementation of any sanctions(s) shall be made only with the involvement and concurrence of the Manager of Human Resources.

ELEMENTS OF THE DRUG-FREE CAMPUS PROGRAM:

1. Includes a faculty/staff Employee Assistance Program that provides early intervention for troubled employees through referral to an off-campus assessment and counseling service under Contract with the University. Student employees should contact the Campus Health Service Center for assistance.
2. Faculty/staff who suspect they may have an alcohol or drug dependency problem are encouraged to seek diagnosis and follow through with the treatment that may be prescribed by qualified professionals in order to eliminate the problem as early as possible.
3. The Manager of Human Resources will supply a toll-free number for the assessment and referral network individually to employees upon request. This service is provided on a guaranteed confidential basis at no cost to the employee.

HEALTH RISKS ASSOCIATED WITH THE USE OF ILLICIT DRUGS AND THE ABUSE OF ALCOHOL:

There are many health risks associated with the use of illicit drugs and the abuse of alcohol including organic damage; impairment of brain activity, digestion, and blood circulation; impairment of physiological processes and mental functioning; and, physical and psychological dependence. Such use during pregnancy may cause spontaneous abortion, various birth defects or fetal alcohol syndrome. Additionally, the illicit use of drugs increases the risk of contracting hepatitis, AIDS and other infections. If used excessively, the use of alcohol or drugs singularly or in certain combinations may cause death.

INTERVENTION INFORMATION: The following assistance programs are available to both the faculty and staff of Franklin Pierce University. This listing is not intended to be fully comprehensive nor are agencies identified associated with or specifically endorsed by the University.

- N.H. Office of Alcohol and Drug Abuse Prevention 271-6100
- Alcohol Crisis Intervention Program 225-9000 or 1-800-852-3388
- Alcoholics Anonymous/Al Anon/Al-Ateen 1-800-593-3330
- Narcotics Anonymous NH Help Line 645-4777
- National Institute for Drug Abuse: <http://www.nida.nih.gov/>
- National Clearing house for Alcohol and Drug Information: <http://store.health.org/>
- Partnership for a Drug Free America: <http://www.drugfree.org/>
- National Institute on Drug Abuse: <http://www.nida.nih.gov/>
- Working Partners For an Alcohol and Drug-Free Workplace: <http://www.dol.gov/workingpartners/>
- Truth: The Anti Drug: <http://www.theantidrug.com/index.asp>
- Federal Trafficking Penalties: <http://www.usdoj.gov/dea/agency/penalties.htm>