

## Alcohol Use on University Campuses or Events

Section: Regulations  
Date Initially Approved: July 7, 1999 by Senior Staff  
Reviewed/Reaffirmed: February 1, 2014 by Senior Staff  
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### I. Purpose

To define the University's standards for the lawful use of alcoholic beverages on all Franklin Pierce University campuses.

### II. Policy

The use of alcoholic beverages at any of the University campuses and at all University sponsored events, functions or gatherings shall be in accordance with all University regulations and policies. Offenders shall be subject to University sanctions as well as local, State and Federal laws.

### III. Practices & Procedures

1. Regulations Governing the Use of Alcohol
  - A. The University will always exercise prudent control, at all times, over the use of alcohol on all campuses and at all University sponsored events on or off campus.
  - B. Food and non-alcoholic beverages of sufficient quantity must be readily available whenever and wherever alcoholic beverages are served at University sponsored events, functions or gatherings either on or off-campus.
  - C. No alcoholic beverages are to be consumed in- or out-of-doors except in the Raven's Nest and/or private dorm rooms.
  - D. Personal I.D.'s may be checked at any time to ensure legal compliance.
  - E. Special permission must be obtained from the Senior Staff for the use of alcohol out-of-doors or in other areas both on and off campus for any event.
  - F. In promoting University sponsored events, the function, not the refreshment, will always be the focus of any advertising.
  - G. Quantities of alcoholic beverages will not be used as door prizes, fundraisers, or raffles at University functions.
2. Conduct that is a violation of this policy poses an unacceptable risk and disregard for the health, safety and welfare of co-workers, students and the total University community.
  - A. Alcohol abuse, or being under the influence for the unauthorized use of the consumption of alcohol on University property, is prohibited and is subject to corrective action up to and including, termination of employment.
  - B. Reporting to work under the influence of alcohol is prohibited and is subject to corrective action up to, and including, termination of employment.
  - C. Alcohol use while on University business is only permissible with the permission of a member of the Senior Executive Staff.
3. Sanctions
  - A. Sponsors or hosts of activities, events, functions or parties will be held responsible for implementing the regulations in Section I. above.

- B. Noncompliance with this policy may subject the sponsors or hosts to University sanctions as well to local and State law as outlined in the Personnel Policies: "Drug-Free Campus Program" and "University Code of Conduct."
  - C. While on campus, all members of the University community are expected to conduct themselves in a responsible manner at all times, and will be held accountable for their behavior.
  - D. Although the University, through the Employee Assistance Program, offers opportunities for counseling or rehabilitation referral, drunken behavior or drinking on duty will cause corrective action to be taken and may often result in the employee being immediately discharged without warning. (See the Administrative Manual Policies: "Drug-Free Campus Program" and "University Code of Conduct.")
  - E. All Campus Safety Incident Reports must indicate if the reported incident was alcohol related. Any such incident involving University Faculty or Staff members must also be immediately reported to the Manager of Human Resources who shall be supplied with a copy of the pertinent incident report.
4. Employee Assistance Program ("EAP")
- A. The University has an Employee Assistance Program ("EAP") that is available to faculty and staff members who seek assistance to overcome alcohol abuse. Employees may receive information regarding the EAP from their supervisors, Human Resources, on contacting our EAP provider directly by calling 800-316-2796 or by going on line to: <https://www.mutualofomaha.com/eap/>.
  - B. Any employee who believes that he/she has a drug and/or alcohol abuse problem and who wishes to enroll in a voluntary treatment program may do so, at the employee's expense. If participation in the treatment program requires the employee to be absent from work, the employee's right to reinstatement shall be governed by the University's Family and Medical Leave Policy.
  - C. An employee who completes the treatment program must also be required to comply with any after-care program established by the treating facility. Refusal to participate in any after-care program may result in the employee's termination.
5. Confidentiality
- A. Drug and/or alcohol abuse is a particularly sensitive issue that may affect any member of the University community. The right to confidentiality of all parties involved in a violation or alleged violation of the University's Drug and Alcohol Policy shall be strictly adhered to insofar as it does not interfere with the University's legal obligation to investigate allegations of drug and/or alcohol abuse in the workplace when brought to the University's attention, and to take appropriate corrective action.