

Governors State University

Policy on Drug and Alcohol Abuse

PURPOSE

Governors State University has adopted this policy to inform faculty, staff, and students about the adverse effects of drug and alcohol abuse; standards of conduct, disciplinary and legal sanctions related to such use or abuse; and to advise them regarding available counseling and rehabilitation services, with the intent of fully complying with any current or future requirements, regulations, or interpretations developed related to the Federal Drug-Free Schools and Communities Act Amendments of 1989.

POLICY

Standards of Conduct

All students and employees are prohibited from the unlawful possession, use, or distribution of illicit drugs and alcohol, or the abuse of alcohol on university property or in connection with any university activity.

Disciplinary Sanctions

Students

The following disciplinary sanctions consistent with local, state, and federal law, may be imposed for violation of the standards of conduct cited in this policy: warning; loss of privilege; restitution; mandatory participation in an approved drug and/or alcohol abuse treatment, rehabilitation, and/or re-entry program; probation; suspension; summary suspension; or dismissal. Where appropriate, referral for prosecution may be made. One or more sanctions may be imposed. A complete description of the applicable legal sanctions under state and federal law for unlawful possession or distribution of illicit drugs and alcohol is included in the Student Conduct Code.

Employees

The first violation by an employee of the standards of conduct cited in this policy may result in:

- disciplinary suspension from work without pay for thirty days; and
- required participation in an approved drug abuse and/or alcohol abuse treatment or rehabilitation or re-entry program; and
- where appropriate, referral for prosecution; and
- possible termination of employment under applicable Board of Trustees regulations, university policies, statutes, employment contracts, or collective bargaining agreements.

The second violation by an employee of the standards of conduct cited in this policy shall result in:

- termination of employment under applicable Board of Trustees regulations, university policies, statutes, employment contracts, or collective bargaining agreement; and
- where appropriate, referral for prosecution.

Attached is a complete description of the applicable legal sanctions under state and Federal law for unlawful possession or distribution of illicit drugs and alcohol.

Health Risks

A description of the health risks associated with the use of illicit drugs and the abuse of alcohol is included in the Student Handbook and is attached to this policy statement for employees.

Counseling, Treatment, Rehabilitation, or Re-Entry Programs

Students

The university has designated a member of its professional counseling staff to provide initial counseling assistance to students with problems and/or concerns related to the use and/or abuse of drugs and/or alcohol. Those students who seek university counseling assistance will also be referred to an appropriate community agency or health facility for more in-depth assessment and long-term treatment. Because Governors State University is a nonresidential/commuter institution, students represent a broad geographical service region. The university has developed a directory of counseling agencies and health facilities to reflect this broad region to assist with appropriate referral.

Consistent with its educational mission, Governors State University is committed to providing education about the effects of drugs and alcohol and to furthering efforts to prohibit possession, use, or abuse. The Student Life Division will provide periodic workshops and seminars about the health risks and university disciplinary as well as legal sanctions related to the use, manufacture, sale, and/or distribution of drugs and alcohol. In addition, the Student Life Division will display and make available for distribution materials in various locations in the university to further assist in preventive education.

Employees

Drug abuse and/or alcohol abuse assessment, counseling and referral to treatment or rehabilitation or re-entry programs are available to employees through the Employee Assistance Program. The Employee Assistance Program counselor will assist employees in identifying the appropriate services/facilities available to them under the employee's medical insurance plan. The counselor will also assist employees with entry into the program and monitor progress.

Policy Distribution

Students

This policy will be published in the Schedule of Classes for each trimester which is mailed to all students, beginning with the Winter 1990 Trimester and thereafter.

Employees

A copy of this policy will be distributed annually to all employees in their payroll check as of September 30 via payroll distribution. As new employees are hired thereafter a copy of this policy will be issued with the appointment letters/contracts at the time of hire.

Policy Review

The university's evaluation plan will include quantitative and naturalistic approaches to assess the success of the program to meet its stated goals and to comply with the regulations of Public Law.

To assess policy and program effectiveness, the university will collect and evaluate data in the following areas.

1. Number of drug and alcohol related referral for counseling,
2. Number of drug and alcohol related disciplinary sanctions imposed,
3. Number of drug and alcohol related incidents recorded by the university public safety department,
4. Number of students and employees participating in university-sponsored drug and alcohol related workshops and seminars.

A naturalistic evaluation approach will be used to evaluate incidence of illicit drug and alcohol abuse. This evaluation will include the aforementioned data tracking system as well as an analysis of the environmental conditions and events which enhance and/or support the usage by a student or employee.

This process will enable the university to more effectively make the necessary changes/modification in its preventive program.