



National University of Health Sciences General Policies

Title: **Drugs & Alcohol Usage** Page 1 of 2

Date Adopted: 01/17/91

Date(s) Revised:

James Winterstein 8-13-09
President Date

POLICY STATEMENT

The unlawful possession, use or distribution of alcohol or other drugs by anyone, either on our institution's property or as any part of University sponsored activities, is prohibited. Any person who is determined to have violated this policy will be subject to intervention by National University of Health Sciences (NUHS). That intervention may include disciplinary action up to and including expulsion, termination of employment and/or referral for prosecution.

Standards of Conduct

NUHS is a community committed to promoting the physical, intellectual, and spiritual development of all individuals. The abuse of alcohol and the illegal use of other drugs can seriously threaten the health and safety of students, employees, their families, fellow students, the general public, as well as adversely impair performance. In addition to promoting health, safety and a positive learning and working environment, NUHS is committed to reducing and preventing alcohol and other drug-related problems among all members of the campus community.

As a condition of employment, an employee of NUHS must notify his/her supervisor if he/she is convicted of a criminal alcohol and/or other drug-related offense involving the workplace within five (5) days of conviction. In the event that any such conviction involves an employee working on a federal contract or grant, the University is required to notify the granting or contracting Federal agency within ten (10) days of receiving notice of the conviction.

This policy and its requirements are consistent with NUHS desire to promote campus community health and safety and are in accordance with the requirements of the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act Amendments of 1989. NUHS will continue its efforts to maintain an environment free from the unlawful possession, use, and distribution of alcohol and other illegal drugs and by adhering to the above policy and by providing ongoing health promotion, risk reduction, intervention, referral to treatment, and aftercare programs and services. A copy of this policy shall be given to all members of the campus community.

Institutional Sanctions (Employees/Appointees)

Violation of this policy or conviction under relevant law shall result in the enforcement of applicable sanctions by NUHS. These sanctions may include disciplinary action up to and including expulsion, monetary fines, and termination of employment and/or referral for prosecution.

Employees found to be in violation of the policy or convicted under relevant law of an alcohol or drug related offense will be notified by their supervisor and be given an opportunity to respond before any final action is taken. Employee termination under this policy will, in addition, be accorded all the due process guaranteed by the usual and customary University governing procedures.