



DRUG ABUSE IN THE WORKPLACE POLICY

The unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance is prohibited on all University property. Violations of this policy may result in discharge or other discipline in accordance with University policies and procedures covering the conduct of faculty, staff and students.

The University has an obligation to provide a healthy and safe environment for all students, employees, and visitors to its campuses. Consistent with this concern, the University offers the following resources to employees and students.

- A. Education and information about the dangers of drug abuse in the workplace.
- B. Programs which address the unlawful controlled substance use, including personnel actions that may result from such violations.
- C. Self-referrals, as well as supervisory referrals, to drug counseling and rehabilitation programs available through the University's Employee Assistance Program and/or community agencies. Such referrals will respect individual confidentiality.

Each employee engaged in the performance of work supported by a federal grant or contract, as a condition of employment, must abide by the terms of the policy and must notify the University of any Criminal Drug Statute Conviction for a violation occurring in the workplace no later than five (5) days after such conviction. The University must notify the contracting agency within ten (10) days after receiving notice from the employee or otherwise receiving actual notice of such conviction.

DRUG & ALCOHOL PREVENTION PROGRAM

Pursuant to the Drug-Free Schools and Communities Act Amendments of 1989, the University of Missouri is required to establish a drug and alcohol prevention program for its students and employees. The University of Missouri program is described below. A biennial review of this program will be done to determine its effectiveness, to implement changes to the program if they are needed, and to ensure that the University's disciplinary sanctions described below are consistently enforced.

Standards of Conduct: University of Missouri regulations prohibit the unlawful possession, use, distribution, and sale of alcohol and illicit drugs by University students and employees on University-owned or controlled property and at University-sponsored or supervised activities.

Legal Sanctions: Local, state, and federal laws also prohibit the unlawful possession, use, distribution, and sale of alcohol and illicit drugs. Criminal penalties for violation of such laws range from fines up to \$20,000 to imprisonment for terms up to and including life.

Health Risks: Specific serious health risks are associated with the use of illicit drugs and alcohol. Some of the major risks:

- *Alcohol and other depressants (barbiturates, sedatives, and tranquilizers):* Addiction; accidents as a result of impaired ability and judgment; overdose when used with other depressants; damage to a developing fetus; heart and liver damage.
- *Marijuana:* Addiction; panic reaction; impaired short-term memory; increased risk of lung cancer and emphysema, particularly in cigarette smokers; impairment of driving ability.
- *Cocaine:* Addiction; heart attack, seizures, lung damage; severe depression, paranoia, psychosis. Similar risks are associated with other stimulants, such as speed and uppers.
- *Hallucinogens (acid, LSD, PCD, MDMA, etc.):* Unpredictable behavior, emotional instability, violent behavior, organic brain damage in heavy users, convulsions, coma.
- *Narcotics (heroin, Demerol, Morphine, Codeine, etc.):* Addiction accidental overdose, risk of hepatitis and AIDS from contaminated needles.
- *Inhalants (gas, aerosols, glue, nitrites, etc.):* Loss of consciousness, suffocation, damage to brain and central nervous system, sudden death, nausea and vomiting, nosebleeds, impaired judgment.

Resources: A variety of resources exist for drug or alcohol counseling, treatment, or rehabilitation programs. For detailed information concerning these resources available from the University and/or community agencies, students may contact the University Counseling Center, (816) 235-1635, and employees may contact the Department of Human Resources, (816) 235-1621. Such referrals will respect individual confidentiality.

University Discipline: Violation of these University of Missouri regulations can result in disciplinary action up to and including expulsion for students and discharge for employees.