

ASU System Policy

Effective Date: December 11, 2009

Subject: Arkansas State University System Drug Policy

Category: Employment 2.61

1. Purpose

The Arkansas State University System (ASU System) seeks to maintain an educational and working environment free from the influence of unlawful drugs.

2. Arkansas State University System Drug Policy

The unlawful manufacture, distribution, dispensing, possession or use of a controlled substance on any property owned or maintained by the ASU System or as a part of an ASU System activity is strictly prohibited. This policy is adopted to comply with all current laws and regulations relating to the Federal Drug-Free Schools and Communities Act and the Drug-Free Workplace Act.

3. Process

- A. Employees and students are encouraged to attend events which occur on campuses periodically designed to make the ASU System community aware of the dangers of drug abuse.
- B. Employees who believe that they need drug counseling or rehabilitation are urged to contact an Employee Assistance Program or other medical facilities offering appropriate services. In order to determine whether services of this type are covered by university insurance, contact the Human Resources Department.
- C. Employees working for the institution under the provisions of a federal grant are required to abide by this policy and to notify the Chancellor's Office within five (5) days of any criminal drug statute conviction for a violation occurring in connection with their employment.
- D. Employees and students who violate this policy are subject to appropriate disciplinary action, up to and including termination. The ASU System may refer violations to the appropriate state and federal authorities for criminal prosecution.
- E. Each campus shall biennially review their drug abuse prevention program to determine its effectiveness and implement needed changes.

- F. Each campus shall biennially review their disciplinary sanctions to ensure they are consistently enforced.

(Adopted by the Arkansas State University Board of Trustees on December 11, 2009, Resolution 09-91, Supercedes Drug-Free Workplace Policy of April 27, 1989, and the Unlawful Use of Drugs and Alcohol on Campus Policy of October 11, 1990.)