

Title/Subject: **DRUG-FREE SCHOOLS AND COMMUNITIES ACT AMENDMENTS OF 1989**

Applies to:  faculty  staff  students  student employees  visitors  contractors

Effective Date of This Revision: September 2016

Contact for More Information: Faculty Personnel Services, Human Resources, Office of Student Affairs

Board Policy  Administrative Policy  Procedure  Guideline

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### **BACKGROUND:**

Central Michigan University (CMU) is committed to providing a campus environment free of the abuse of alcohol and illegal use of alcohol and other drugs. In addition, CMU is required by the Drug-Free Schools and Communities Act Amendments of 1989 to adopt and implement a program to prevent the illicit use of drugs and the abuse of alcohol by students and employees. The program must contain: standards of conduct prohibiting the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on CMU property or as part of any of its activities; disciplinary and legal sanctions under state, federal, or local law for violation; health risks associated with use of illicit drugs and the abuse of alcohol; a description of any available drug or alcohol counseling, treatment, or rehabilitation or re-entry programs; and a biennial review of the program.

### **POLICY:**

**Standards of Conduct at CMU.** The possession, use, or distribution of illicit drugs and the unlawful possession, use, or distribution of alcohol by faculty, staff, and students on CMU property or as part of a University activity is specifically prohibited by CMU regulations, local ordinances, and by state and federal law.

### **PROCEDURE:**

**CMU Sanctions.** CMU will impose sanctions for violation of the Standard of Conduct consistent with local ordinances, and state and federal law, and with applicable collective bargaining agreements, employee handbooks, and University regulations. Violations will result in disciplinary action, up to and including termination of employment, expulsion, and referral for prosecution. Sanctions imposed will depend upon the severity and frequency of the violation. In addition to, or in lieu of, discipline, violators may be required to complete an appropriate rehabilitation program.

**Legal Sanctions.** There are legal sanctions under CMU regulations, local ordinances, and under state and federal law for the unlawful possession, use, or distribution of illicit drugs and alcohol. A violation under state law may result in a misdemeanor or felony conviction, depending on the nature of the offense, punishable by imprisonment, payment of fines, confiscation of real and personal property, or a combination of the three.

**Health Risks.** Health (and other) risks associated with the use of alcohol and other drugs include, but are not limited to: impaired academic or work performance; lost potential; absenteeism from class or work; financial problems; doing things one later regrets; conflicts with co-workers, classmates, families, friends, and others; sexual assault and other unplanned sexual relationships; unwanted pregnancies; sexually-transmitted diseases; unusual or inappropriate risk-taking which may result in physical or emotional injury, or death; blackouts; hangovers; long-

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Authority: M. Rao, President

History: 9/4/1990; August 2007; annual directory updates

Indexed as: Drug-Free Schools and Communities Act; Resources and assistance; Alcohol; Drugs; Illicit use of drugs; Abuse of alcohol; Distribution of illicit drugs and alcohol; Health risks

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term health problems including cirrhosis of the liver, organic brain damage, high blood pressure, and heart disease; and legal problems including imprisonment.

**Drug and Alcohol Prevention, Counseling and Rehabilitation, and Re-entry Programs.** CMU encourages faculty, staff, and students with alcohol or other drug dependency problems to contact the University or community counseling centers for referral services or assistance. Employees may be eligible for benefits for substance abuse treatment through University-sponsored health insurance plans. If treatment for drug and/or alcohol dependency is needed, you should contact your insurance carrier to obtain information concerning coverage. Students covered by the health insurance plan offered by CMU should contact the Business Office in Health Services at (989) 774-3059 or the insurance carrier for information concerning benefit coverage.

Below is a list of some drug and alcohol prevention, counseling, treatment and rehabilitation, and re-entry programs. Additional programs may be listed in local and other area telephone directories.

Al-Anon Family Groups 281 Independence Blvd. Ste. 406 Virginia Beach, VA 23462 (757) 499-1443	Catholic Family Services 210 Court Street Mount Pleasant, MI 48858 (989) 773-9328	Ojibwe Substance Abuse Services 2585 South Leaton Street Mount Pleasant, MI 48858 (989) 775-4900
Alano Club of Mount Pleasant 1201 N. Fancher Avenue Mount Pleasant, MI 48858 (989) 772-4955	Counseling Center – CMU 102 Foust Hall Mount Pleasant, MI 48859 (989) 774-3381	Rational Recovery Systems 1160 W. El Largo Drive Placerville, CA 95667 (530) 621-4374
Alcoholics Anonymous 1188 Bishop Street #3406 Honolulu, HI 96813 (808) 946-1438	Encompass CMU Employee Assistance Program 800-788-8630 <a href="http://www.encompass.us.com">www.encompass.us.com</a>	Secular Organizations for Sobriety/Save Our Selves (SOS) Triumph 4773 Hollywood Blvd. Hollywood, CA 90027 (323) 666-4295
Alcoholics Anonymous 124 S. Division Street Traverse City, MI 49684 (231) 946-8823	Isabella County Mental Health 301 S. Crapo, Suite 100 Mount Pleasant, MI 48858 (989) 772-5938	Ten-Sixteen Recovery Network 2885 Health Parkway Mount Pleasant, MI 48858 (989) 775-0604
Alcoholics Anonymous 200 E. 18 <sup>th</sup> Avenue North Kansas City, MO 64116 (816) 471-7229	Jewish Alcoholics, Chemically Dependent Persons & Significant Others (JACS) 135 West 50 <sup>th</sup> Street New York, NY 10020 (212) 582-9100	Women for Sobriety 109 W. Broad Street Quakertown, PA 18951 (215) 536-8026
Alcoholics Anonymous 475 Riverside Drive #11 New York, NY 10115 (212) 870-3400	Narcotics Anonymous 870 Kapahulu Avenue #201 Honolulu, HI 96816 (808) 734-4357	World Service Office of Narcotics Anonymous, Inc. P.O. Box 9999 Van Nuys, CA 91409 (818) 773-9999
CALIX Society 3881 Highland Avenue #201 St. Paul, MN 55110 (651) 773-3117	Narcotics Anonymous 8 Westport Road Kansas City, MO 64111 (816) 753-3850	

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Student Organizations – Many student organizations provide an opportunity to become involved in alcohol and other drug education projects. For general information about student organizations, call (989) 774-3016.

If you have any questions concerning this Administrative Policy and Guideline, please contact the Office of Student Affairs (989) 774-3346, Faculty Personnel Services (989) 774-3368, or Human Resources (989) 774-6447.

NOTE: Other CMU regulations that are in effect concerning alcohol and other substance use are the Alcohol Policies and Procedures, Policy and Procedures Relating to Student Rights and Responsibilities, and Campus Security at Central Michigan University.

*Central Michigan University reserves the right to make exceptions to, modify, or eliminate this policy. This document supersedes all previous policies, procedures, and directives relative to this subject.*