

Drug-Free Schools & Communities Act Amendments of 1989

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**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 unlawful possession, use or distribution of alcohol by faculty, staff and student on CMU property or a 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-term health problems including cirrhosis of the liver, organic brain damage, high blood pressure, and heart disease; and legal problems including imprisonment.

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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) 499-143

Catholic Family Service
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
1210 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

Health Advocate
CMU Employee Assistance
Program
866-799-2691
www.healthadvocate.com/cmu

Secular Organizations for
Sobriety/Save Our Lives (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. 18th Avenue
North Kansas City, MO 64116
(816) 471-7229

Jewish Alcoholic, Chemically
Dependent Persons &
Significant Others (JACS)
135 West 50th 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 901409
(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) 774-7188.

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 and or its content. This document supersedes all previous policies, procedures or guidelines relative to this subject.