



## **XAVIER UNIVERSITY**

### **Drug Free Workplace**

**Effective:** April 30, 2008

**Last Updated:** April 30, 2008

**Responsible University Office:** Human Resources

**Responsible Executive:** Associate Vice President for Human Resources

**Scope:** All University Employees

#### **A. REASON FOR POLICY**

The issue of drug and alcohol abuse concerns the entire Xavier University Community, as well as our surrounding neighborhoods. The use of illicit drugs and misuse of alcohol contributes to unrecoverable loss of time, talent and lives. Xavier University also must comply with the federal Drug Free Schools and Communities Act Amendments of 1989, which require schools, colleges and universities receiving federal financial assistance to implement and enforce drug and alcohol prevention programs for students and employees.

#### **B. POLICY**

Xavier University prohibits the illegal use, possession, sale, manufacture or distribution of drugs and alcohol by all students and employees on Xavier University premises or property or as part of any Xavier University activity. The standard also applies to student-sponsored social activities or professional meetings attended by employees if such activities are considered to be Xavier University sponsored. Any misuse of substances by Xavier University students and employees that presents physical or psychological hazard to individuals also is prohibited.

The policy is applicable to all employees and any person who has access to students, or property, or who may perform work in conjunction with Xavier University operations, whether as an employee, student, temporary affiliate, or an individual affiliated in any other capacity.

In addition to possible legal sanctions, any unlawful possession, use or distribution of illicit drugs and/or alcohol may result in any of the following disciplinary actions on the part of Xavier University:

- Warning (verbal or written)
- Suspension
- Discharge

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Other applicable policies and/or resources:

Employee Conduct

Faculty Handbook

Advocate Program

Alcohol and Drug Policy [http://www.xavier.edu/student\\_life/AlcoholPolicy.pdf](http://www.xavier.edu/student_life/AlcoholPolicy.pdf)