

## POLICY MEMORANDUM

No. III-57

### Drug and Alcohol Prevention in the Work and Learning Environment

#### PURPOSE AND PHILOSOPHY

The health, safety, and welfare of the university community and all visitors is a top priority. To this end, Missouri University of Science and Technology (Missouri S&T) has established the parameters for compliance and implemented a comprehensive program and strong policy to prevent the use of illegal drugs and the abuse/misuse of alcohol. This program is reviewed biennially to identify gaps in evidence-based practices, determine its effectiveness, implement any necessary changes, explore future programmatic efforts, and ensure the required disciplinary sanctions are consistently enforced. Missouri S&T's process is designed to be strategic, purposeful, and reflective when developing and examining efforts to meet the unique needs of its members and the culture of the university.

In full compliance and pursuant to the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Campuses Act Amendments of 1989, Missouri S&T has established the following drug and alcohol prevention policy that outlines the standards of conduct and local, state, and federal laws and applicable sanctions related to illicit drugs and alcohol. Further, this policy defines the health risks associated with the use of drugs and alcohol and the resources available for alcohol and drug abuse/misuse including educational prevention efforts, counseling services, treatment programs, and university and local referral options available to students and employees.

#### POLICY AND PROGRAM

##### Scope

This policy applies to all students and employees (including full-time, part-time, student, temporary, intermittent, and contracted employees), volunteers, and visitors.

##### Alcohol and Other Drug Policy

The university complies fully with local, state, and federal regulations regarding the sale, possession, and consumption of alcoholic beverages. Missouri S&T is designated drug-free and only under certain conditions is the consumption of alcohol permitted as outlined in [S&T Policy I-90- Campus Alcoholic Beverage Program](#). In keeping with our educational mission, the

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university assumes the responsibility to inform the university community about alcohol and drug abuse/misuse and prevention efforts.

### **Biennial Review**

The Division of Student Success shall conduct a [biennial review](#) of its drug and alcohol prevention program for students to determine program effectiveness, continual improvement, and any changes to be implemented consistent with the [Drug Free Schools and Communities Act Edgar 86](#).

Student Well-Being as part of the Division of Student Success, is responsible for completing this report through the review of policies, enforcement of policies, prevalence of alcohol and other drug related incidents, program inventories, and SWOT analysis by the students, faculty, and staff who comprise the S&T Prevention Coalition. Data for these reports is received in partnership from other departments across campus, to include but not limited to Human Resources, Dean of Students, University Police, and Residence Life. The most up-to-date version of this report can be found on the Student Well-Being [Website](#), to see previous years please send a request to [wellbeing@mst.edu](mailto:wellbeing@mst.edu).

### **Notifying University Police**

Any individual observed unlawfully manufacturing, distributing, dispensing, using, or possessing alcohol or possessing controlled substances on University premises shall be reported immediately to the University Police.

### **University Recognized Student Organizations**

All student organizations which serve, provide, allow, or sell alcoholic beverages at their organization- sponsored events must send their Risk Management Officer to a mandatory Risk Management Seminar coordinated each year by the Office of Student Involvement.

### **Employee Self-Disclosure of Convictions Requirements**

In accordance with [HR-504 Background Checks and Criminal Convictions](#) and as a condition of University employment, every employee must abide by the terms of the policy and must notify their supervisor of any criminal drug statute conviction for a violation occurring in the workplace no later than five (5) days after such conviction. The University will provide notice to the contracting agency within 10 days after receiving notice from an employee or otherwise receiving actual notice of such conviction.

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### **Employee Testing**

The Office of Human Resource Services will maintain an alcohol and controlled substance testing program for drivers of qualifying commercial motor vehicles to include post-offer pre-employment and random testing. Employees may be required to submit to testing for the usage of alcohol, illegal drugs, or unauthorized use of prescription drugs in cases where there is reasonable suspicion; been involved in a work-related accident involving bodily injury or damage to property; as required or authorized by state or federal law; or as permitted or directed under University of Missouri policies.

### **Distribution of Drug and Alcohol Prevention Information**

This policy is distributed annually to every enrolled student and employee via their University email account and is accessible [online](#).

The Office of the Vice Chancellor for Student Success and the Office of the Vice Chancellor of Finance and Operations will coordinate the annual notice of this policy to all current students, staff, and faculty on behalf of the Chancellor which clearly outlines standards of conduct, legal sanctions, health risks, resources, and University discipline for violations

1. The Student Well-Being Department will issue an email notification to all students each semester.
2. The Office of Human Resources will issue an email notification to all employees each semester.
3. The Office of Human Resources will provide a copy of this policy to all new employees during new employee orientation.
4. The Office of Human Resources and the Student Well-Being Department will maintain a copy of the Chancellor's Drug and Alcohol Prevention in the Work and Learning Environment memo on its webpage.
5. Notification and a link to the policy will be included in the annual parental notification outreach to both parents and students.

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6. The content from the notice will be available year-round through Student Well-Being's [website](#).

### Standards of Conduct and Discipline

All members of the university community are held responsible for their behavior and for respecting the rights of others. The university is committed to providing education regarding the negative impacts of illicit drug use, misuse of prescription drugs, and the excessive or illegal consumption of alcohol.

Missouri S&T regulations prohibit the unlawful manufacture, distribution, dispensation, possession, or use of alcohol and illicit drugs on all University-owned or controlled properties and at University-sponsored or supervised activities including school-related events or professional meetings requiring travel.

Manufacture, use, possession, sale or distribution of alcoholic beverages or any controlled substance under state or federal law without proper prescription or required license or as expressly permitted by law or University regulations, including operating a vehicle on University property, or on streets or roadways adjacent to and abutting a campus, under the influence of alcohol or a controlled substance as prohibited by law of the state of Missouri.. Violators are subject to University disciplinary action, criminal prosecution, fines and/or imprisonment.

The respective Standards of Conduct apply to all employees, students, and student organizations, including organizations that have University Approved Housing faculties. Missouri S&T will impose disciplinary sanctions on students outlined in [CRR 200.020 Section C.1](#) and for employees in [Chapter 330 of the University of Missouri Collected Rules and Regulations](#) and [HR-508 Drug/Alcohol Abuse in the Workplace](#) for violation of drug and alcohol standards of conduct. Violation of University regulations can result in disciplinary action up to and including expulsion for students and discharge for employees.

- Students and Student Organizations
  - [University of Missouri Collected Rules and Regulations Section 200.010 - The Standard of Conduct](#) defines the University's jurisdiction and the minimal behavioral expectations for students and student organizations.

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- The rights of due process for students are addressed in the [University of Missouri Collected Rules and Regulations Section 200.020 - Rules of Procedures in Student or Student Organization Conduct Matters](#)
- Employees and Volunteers
  - Employee standards, rights and expectations are outlined in the University of Missouri Collected Rules and Regulations University of Missouri Collected Rules and Regulations Conduct, University of Missouri Collected Rules and Regulations Section [210.020 Protection of Minors](#), and the [University Of Missouri Human Resources Manual, and other applicable University policies](#).
- Visitors
  - Persons who are not students or employees of the University, while on University property, are required to abide by University policies and regulations, along with any applicable ordinances or local, state, or federal law. Visitors who violate University policies or regulations, local, state, or federal law, damage property, or who create a disturbance or threat to the campus community may be required to leave university premises and/or be issued a no-trespass order. For specific policy information reference [Section 110.010.E2 of the University of Missouri Collected Rules and Regulations](#).

### 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. Reference Missouri Revised Statutes, [Chapter 579](#) for further details on charges and legal sanctions.

### Health Risks

Drug usage of any kind may affect and cause potential harm to the user. Drug usage may impact academic performance, work environment, safety, health, and general well-being. Health information is broken down by substance classification and available in the appendix of this policy.

### Additional Information

The attached appendices contain information regarding various substances and available

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support resources both on and off-campus.

**EFFECTIVE DATE:**

Immediately

**RESPONSIBILITY:**

Office of the Vice Chancellor for Student Success and the Office of the Vice Chancellor of Finance and Operations

**BASIS:**

Drug-Free Workplace Act of 1988, Drug-Free Schools and Campuses Act of 1989, CRR 200.010, and University of Missouri Human Resource Services Manual [HR-508](#)



Mo. Dehghani, Ph.D.  
Chancellor

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### APPENDIX A

#### DESCRIPTION OF SUBSTANCES AND ASSOCIATED HEALTH RISKS

The following brief summaries provide an overview of the major health risks associated with the use of illicit drugs and alcohol. Abuse of alcohol and other drugs can lead to chemical dependency and can be harmful during pregnancy.

#### **Depressants**

Depressants slow down the central nervous system which slow the operations of the brain and body. Short-term effects include slow brain function, slurred speech, disorientation, and/or lack of coordination. Long-term use of depressants can produce addiction, depression, chronic fatigue, breathing difficulties, sexual problems, and sleep problems. High doses may cause coma or death. Some examples of depressants include Xanax, Valium, Klonopin, Rohypnol, and Ambien.

- **Alcohol** is a type of depressant that slows down the brain and results in an impaired cognitive state. Short-term effects of alcohol usage include hangover and alcohol poisoning, as well as falls and accidents, conflict, lowered inhibitions, and risky behaviors. Long-term, excessive use can lead to the development of chronic disease such as high blood pressure, heart disease, liver disease, cancer, or stroke.
- **Cannabis** is often described as a depressant with stimulant and hallucinogenic qualities. Short-term effects include altered senses, changes in mood, impaired body movement, difficulty problem solving and impaired memory. Long-term effects include breathing issues, increased heart rate, impacts on brain development and Cannabinoid Hyperemesis Syndrome that causes the user to cycle severe nausea, vomiting and dehydration.

#### **Stimulants**

Stimulant speed up the body's systems. Short-term effects include rapid or irregular

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heartbeat, increased respiration, and paranoia. Long-term effects include addiction, cardiovascular system damage including heart attack, brain damage, seizures, lung damage, severe depression, paranoia, psychosis. Some examples of stimulants include Adderall, Ritalin, cocaine, methamphetamine, and Dexedrine.

- **Nicotine** is a type of stimulant that commonly comes in the form of cigarettes, vape juice, chewing tobacco, and cigars. Short-term effects include lingering smoke smell, increased heart rate, coughing and shortness of breath. Long-term effects include addiction, lung disease, heart disease, cancer, asthma, and chronic obstructive pulmonary disease (COPD).

### Hallucinogens

Hallucinogens are a diverse group of drugs that alter a person's awareness of their surroundings as well as their thoughts and feelings. Short-term effects include nausea, increased blood pressure, breathing rate or body temperature, uncoordinated movements, numbness, disorientation, and excessive sweating. Long-term effects include persistent psychosis, Hallucinogen Persisting Perception Disorder (HPPD), anxiety and memory loss. Some examples of hallucinogens include LSD, psilocybin, peyote and DMT.

### Dissociative Drugs

Dissociative drugs can produce visual and auditory distortions and a sense of floating and dissociation (feeling detached from reality) in users. Short-term effects include numbness, disorientation, hallucinations, increase in blood pressure, heart rate, respiration, and body temperature. Long-term effects include addiction, speech difficulties, memory loss, suicidal thoughts, and anxiety. Some examples of dissociative drugs include PCP, DXM, salvia, and ketamine.

### Opioids

Also known as "narcotics," the term "narcotic" comes from the Greek word for "stupor" and originally referred to a variety of substances that dulled the senses and relieved pain. Short-term effects include drowsiness, slowed breathing, nausea, and unconsciousness. Long-term effects include addiction, insomnia, collapsed veins, increased risk of blood-borne illnesses with intravenous users and coma. Some examples of opioids include heroin, fentanyl, oxycodone, Vicodin, and Codeine.

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- **Prescription drug** misuse is the use of prescription medication in a way not intended by the prescribing doctor. Prescription drug abuse or problematic use includes everything from taking a friend's prescription painkiller for a backache to snorting or injecting ground-up pills to get high. While prescription drug misuse can occur with any medication it often occurs with prescription pain medications that are commonly opioids, due to their high potential for addiction.

### **Inhalants**

Inhalants are volatile substances that produce chemical vapors that can be inhaled to induce a psychoactive, or mind-altering, effect. Short-term effects include slurred speech, inability to coordinate movement, hostility, and suffocation. Long-term effects include lack of coordination, damage to the brain, heart, liver and kidneys, memory impairment, and death due to asphyxiation. Some examples of inhalants include paint thinner, glue, household aerosol items and gases found in household products.

***For more information please visit: [www.drugabuse.gov](http://www.drugabuse.gov) and [H.R.3614 - Drug-Free Schools and Communities Act Amendments of 1989](#)***

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### **APPENDIX B**

#### **SUPPORT RESOURCES**

Missouri S&T provides services, resources, and activities to promote a healthy and strong drug-free university environment. We have compiled a comprehensive list of resources available for students and employees on this website: <https://wellbeing.mst.edu/more/notice-of-compliance/>