

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

Biennial Review

The Division of Student Affairs 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 Affairs, 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, Care Management, 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.

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 President, one additional officer, and advisor to a mandatory Risk Management Seminar coordinated each semester 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.

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 Affairs 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 Office of the Vice Chancellor and Office of the Registrar will issue an annual email notification to all students each semester.
2. The Office of Human Resources will issue an annual 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 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.
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.

The sale, manufacture, distribution, or possession of any controlled substance is illegal under both state and federal laws. Missouri S&T University Police strictly enforce these laws. 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 facilities. 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.
 - 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 support resources both on and off-campus.

EFFECTIVE DATE:

Immediately

RESPONSIBILITY:

Office of the Vice Chancellor for Student Affairs 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, and University of Missouri Human
Resource Services Manual [HR-508](#)

A handwritten signature in black ink, appearing to read 'M. Dehghani', written in a cursive style.

Mo. Dehghani, Ph.D.
Chancellor

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

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 your 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 and [H.R.3614 - Drug-Free Schools and Communities Act Amendments of 1989](#)

APPENDIX B SUPPORT RESOURCES

RESOURCES

Missouri S&T provides services, resources, and activities to promote a healthy and strong drug-free university environment. The [S&T Prevention Coalition](#) is a network of university and community partners who utilize S&T specific data to guide wellness initiatives that encourage positive choices among students and reduce the impact of high-risk behavior associated with alcohol and other drugs.

STUDENT RESOURCES

Student Well-Being 573-341-4211, 204 Norwood Hall

Provides counseling services, health promotion initiatives, and prevention programs to empower the S&T community to thrive and enhance personal, academic, and professional success.

We provide confidential individual and group counseling and referrals for students along with a robust group program with [support and informational groups](#) and several educational wellness [resources](#) on a variety of wellness issues including alcohol and other drugs.

Our Miners4Recovery support group is designed to explore behaviors, reflect on ideas for change, avoid negative consequences related to drugs and alcohol, and experience the support of a safe group.

Care Management Services 573-341-4209, 107 Norwood Hall

A solution-focused approach to providing student support, coordination of care, connection to resources, success plan development, and extended absence notifications to assist students facing challenges or experiencing distress.

BASICS (Brief Alcohol Screening Intervention for College Students) is a structured program for any student who seeks to develop skills and to become more knowledgeable about reducing harmful consumption and negative consequences associated with high-risk alcohol consumption.

The Collegiate Recovery Ally Training was designed to help faculty, staff, and students support individuals in recovery from substance use disorders. To learn more about the training, review this [handout](#): 2020 CRAT Info

CASICS (Cannabis Screening Intervention for College Students) is designed for any student who seeks to reduce risky behaviors and harmful consequences of marijuana using a harm-reduction approach.

SUIP (Substance Use Intervention Program) The goal of SUIP is to motivate students to reduce risky behaviors associated with substance use. SUIP will provide students with a structured opportunity to assess their own risk, identify potential changes that could work for them, and help them to reduce your risk for developing future problems.

21st Birthday Project The 21st Birthday project offers alcohol risk reduction in a brief format for students nearing their 21st birthday. Participants will receive a free, small birthday present.

Cessation Coaching and NRT (Nicotine Replacement Therapy) provides one-on-one nicotine cessation coaching, a personalized quit plan, and over the counter NRT in the form of lozenges, patches, and gum, free of charge.

American Lung Association Freedom from Smoking Group sessions offered at set dates throughout the year. The program features a step-by-step plan for quitting smoking and each session is designed to help smokers gain control over their behavior. Because no single quit smoking plan is right for all smokers, the program presents a variety of evidence-based techniques for individuals to combine into their own plan to quit smoking. The clinic format also encourages participants to work on the process and problems of quitting both individually and as part of a group.

Personal Use Assessment – a list of online personal use assessments can be found on the Student Well-Being website. Included are assessments for alcohol, marijuana, and prescription drug use to help the user assess their behavior and risk.

Deterra Bags are a drug deactivation system available free through Student Well-Being. One bag can neutralize up to 15 pills, 2oz of liquid or 2 nicotine patches.

STEP UP! for Safer Drinking a bystander intervention training designed to create a safe and healthy campus environment by teaching participants to recognize the risky behaviors associated with alcohol consumption along with the five decision-making step model, bystander strategies, intervention styles, and how to overcome barriers.

For a list of additional alcohol and drug related resources and programs, visit <https://wellbeing.mst.edu/>

Student Health Services: 573-341-4284, 910 West 10th Street.

Offers health care on a walk-in basis tailored to meet the needs of S&T students.

UCARE University Committee for Assistance, Response, and Evaluation (UCARE) is S&T's intervention and care team designed to identify and respond to concerns regarding student wellbeing and success. UCARE is the primary campus referral source for students facing barriers or experiencing distress. UCARE is designed to enhance campus-wide communication to identify students facing difficulty and support them through prevention and intervention strategies. Referrals may be made at <https://go.mst.edu/ucare-report>

University Police: 573-341-4300, G-10 Campus Support Facility.

Supports the campus community in fulfilling its commitment to teaching, research, and service by providing a safe and secure environment for students, faculty, staff, and visitors in partnership with all members of the campus community. University Police Department also serves as a prescription drug take back site and maintains [crime information and statistics](#).

FACULTY AND STAFF RESOURCES review [S&T's brochure](#) for staff and faculty well-being resources.

Office of Human Resources: 573-341-4241, 113 Centennial Hall.

Employees may contact the Office of Human Resources to discuss what University resources may be available in support of those seeking help for substance abuse/misuse, such as leave or benefit programs; or may be referred to the Office of Equity and Title IX.

Employee Assistance Program offers referral services for benefit-eligible, Missouri S&T faculty and staff.

After Hours Resources are available for faculty and staff.

ComPsych is an online comprehensive, interactive employee assistance program that provides expert content and unique tools to assist you in every aspect of your life, all in a secure, easy-to-use, personalized environment.

Sanvello is a free mobile app designed to help you maintain your well-being using your mst.edu email address at the App Store, Google Play, or Sanvello website, www.sanvello.com.

Cessation Coaching and NRT 573-341-4225, 203 Norwood Hall

(Nicotine replacement Therapy) provides one-on-one nicotine cessation coaching, a personalized quit plan, and over the counter NRT in the form of lozenges, patches, and gum, free of charge.

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United Healthcare – Health insurance provider for faculty and staff. For details on benefits coverage, visit [UM System Total Rewards](#).

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LOCAL, REGIONAL, and NATIONAL RESOURCES for students, staff, and faculty.

United Healthcare Substance Use Helpline free, confidential alcohol and drug helpline. Whether you're concerned about yourself or a loved one, you can call the 24-hour Substance Use Helpline at 1-855-780-5955, TTY 711 to talk to a specialized substance use recovery advocate. Receive confidential support, guidance on treatment options, help finding a network provider and answers to your questions — including concerns about your personal health or care for a family member, coverage, cost of care and more.

Local AA Meetings <https://alcoholicsanonymous.com/aa-meetings/missouri/>

Local NA Meetings <https://missourina.org/index.php/meetings/>

Local AI Anon Meetings <https://al-anon.org/al-anon-meetings/find-an-al-anon-meeting/>

American Lung Association Lung Helpline The Lung Helpline is staffed by nurses and respiratory therapists who help people with information and questions about the lungs, lung disease and lung health, as well as helping people quit tobacco. Services are free, and you can call by phone at 1-800-LUNGUSA (1-800-586-4872)

Phelps County Prescription Drug Take Back Site: Rolla Police Department, 1007 N. Elm Street, Rolla, MO 65401.

Compass Health Substance Use Intervention Compass Health offers substance use intervention ranging from early, outpatient to residential services. More information is available by calling 844-853-8937

Crisis Text Line Text **HOME** to [741741](https://www.crisistextline.com/) from anywhere in the United States, anytime. Crisis Text Line is here for any crisis. A live, trained Crisis Counselor receives the text and responds, all from our secure online platform. This service is not for medical emergencies.

SAMSHA offers a [Behavioral Health Treatment Services Locator](https://www.samhsa.gov/behavioral-health-treatment-services-locator), a confidential and anonymous source of information for persons seeking treatment facilities in the United States or U.S. Territories for substance use/addiction and/or mental health problems.

MoNetwork Based in St. Louis, offers hepatitis and HIV testing, naloxone distribution and overdose education, safe sex items, and syringe services. [Missouri Standing Order for Naloxone](https://www.mo-network.org/missouri-standing-order-for-naloxone)

NoMOMeaths offers an integrated prevention, treatment, recovery support, and harm reduction services for individuals with opioid use disorder (OUD) throughout the state of Missouri.