

BULLETIN NUMBER 42

TO: Reynolda Campus Faculty, Staff, and Administrators

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DATE: February 5, 2003

SUBJECT: Drug and Alcohol Abuse Prevention Notification (CY2003)

Human Resources Bulletins are published by the Human Resources Department to provide information and guidance to staff, faculty and administrators of the Reynolda Campus. Human Resources Bulletins are accessible through the World Wide Web at:
<http://www.wfu.edu/hr/bulletins>.

The Drug Free Schools and Campuses Regulations (34 CFR 86) require that, as a condition of receiving funds or any other form of financial assistance under any federal program, an institution must have implemented a program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees.

Creating a program that complies with the Regulations requires the University to (1) prepare a written policy on alcohol and other drugs; (2) annually distribute the policy in writing to every student and employee; and (3) prepare a biennial report on the effectiveness of the University's alcohol and drug abuse prevention programs and the consistency of policy enforcement.

The attached written policy is provided for your review in compliance with the Drug-Free Schools and Campuses Regulations. The policy describes **standards of conduct** that clearly "prohibit, at a minimum, the unlawful possession, use, or distribution of illicit drugs and alcohol by employees on its property or as part of any of its activities." The policy also includes (1) a description of the applicable **legal sanctions** under federal and state laws for the unlawful possession or distribution of illicit drugs and alcohol; (2) a description of the health risks associated with the use of illicit drugs and the abuse of alcohol; (3) a description of **drug and alcohol** programs (counseling, treatment, rehabilitation, and re-entry) that are available to employees; and (4) a clear statement that the University will impose **disciplinary sanctions** on employees for violations of the standard of conduct.

The attached policy on Substance Abuse Prevention has been adopted in keeping with the Regulations. More importantly, however, it reflects the University's own strong commitment to take all reasonable steps to provide a drug-free environment for all its students and employees.

Please review the attached policy carefully. While it will inform you of the very serious punishments that are imposed for drug and alcohol-related offenses both by the University and by law, please pay special attention to the Appendix on health risks.

Additional information on Drug and Alcohol Abuse Prevention is available from the Human Resources (Employee Relations) website at www.wfu.edu/hr/drug/index.html.

Attachment