

SAINT MARY'S UNIVERSITY OF MINNESOTA DRUG AND ALCOHOL POLICY

Policy

Saint Mary's University of Minnesota supports the principles of a society working toward the amelioration of problems related to illicit drugs, alcohol abuse and addiction, and prescription drug abuse and addiction.

The university prohibits student and employees from unlawfully manufacturing, distributing, possessing or using alcohol or illicit drugs on its property, in the workplace, or as part of any university activities. An employee criminally convicted of unlawfully manufacturing, distributing, possessing or using alcohol or illicit drugs in the workplace or on university property must report that conviction to his/her vice president within five days of the conviction. Within ten days of receiving notice that an employee has been so criminally convicted, the university will notify any granting federal agency. A student criminally convicted of unlawfully manufacturing, distributing, possessing or using alcohol or illicit drugs on the university's property or as part of a university activity must report that conviction to the Vice President for Student Development on the Winona campus or the Academic Dean on the Twin Cities campus, as applicable, within five days of the conviction. Employees of the university shall not furnish underage students of the university with alcohol. Employees of the university shall not furnish any students of the university with illicit drugs.

Any employee found in violation of this policy may be immediately suspended, placed on probation or immediately terminated from employment. Any disciplinary action will follow the process outlined in the university's employee handbooks. Any student found in violation of this policy may be suspended, placed on disciplinary probation, or expelled from the university. Any disciplinary action will follow the processes outlined for student discipline.

The university does seek to be supportive of employees who experience personal difficulties with drug or alcohol abuse. The university will attempt to help any employee who seeks assistance with a drug and/or alcohol problem without jeopardy to employment. In the event of placement in residential treatment, the university will hold the employee's position until residential treatment has been completed. Following treatment, the university will attempt to be as flexible as possible in accommodating the employee's needs for aftercare. In the event of outpatient treatment, the university will allow an employee to adjust temporarily his/her work schedule to accommodate outpatient treatment needs, if appropriate.

The university fundamentally recognizes the importance of every employee and student. When a problem arises as a result of drug or alcohol use, the university will make every effort to balance the employee's or student's concerns with the concerns of the university community and applicable legal parameters. If the university believes that the rights and needs of others are being violated as a result of an employee's or student's drug or alcohol problems, or if available assistance has been rejected, termination of employment or expulsion from the university may result.

Consistent with the educational nature of the institution, the university will make available to its students and employees, information, and referrals related to the prevention of and intervention for alcohol and drug problems.

The university recognizes the right of persons to use alcohol within the limitations of state law and local ordinances. However, the use of alcohol on university premises, other than residence halls, by faculty, students or staff members is limited to specific university-sponsored events with the prior approval of the appropriate vice president.

Behavior, suspected of being attributable to or influenced by alcohol or controlled substances, that disrupts or interferes, in any way, with the atmosphere conducive to teaching and learning should be reported to the person immediately in charge of the situation. If the offending behavior is that of a student, the faculty member should be notified. The faculty member should then seek assistance from a university administrator. If the offending behavior is that of a faculty member, the appropriate dean, a program director, or another university administrator should be notified. If the offending behavior is that of a staff member, the individual's supervisor should be notified.

Actions taken by university administration for such behavior may include, but are not limited to, the following:

1. Removal of the individual from the immediate teaching, learning or work setting;
2. Dismissal of the affected class if a faculty member is involved;
Revised April 20, 2006
3. Discussion of the behavior with the individual by appropriate university administrators and recommendation of remedial measures;
4. Follow-up measures by the university, including ongoing monitoring, as determined on a case-by-case basis.

Health Risks Associated with Alcohol and Other Drugs

Information about the health risks associated with drug and alcohol use and abuse can be accessed at the following website:

<http://www.nida.nih.gov>.

Legal Sanctions

Information about Minnesota controlled substance crimes and penalties can be found at the following website:

<http://www.revisor.leg.state.mn.us/stats/152/>

Information about Minnesota alcohol-related crimes and penalties can be found at the following websites: <http://www.revisor.leg.state.mn.us/stats/169A/>
<http://www.revisor.leg.state.mn.us/stats/340A/>

Information about Federal controlled substance crimes and penalties can be found at the following website:

<http://www.usdoj.gov/dea/agency/penalties.htm>

Available Treatment Programs

Winona campus undergraduate students

Counseling Services
Toner Student Center
ext. 1773

Winona campus students and staff

Hiawatha Valley Mental Health Center
507-453-7933, ext. 221
Area Recovery center - Chemical Dependency Outpatient Services
507-452-5890

Twin Cities campus students and staff

Use the substance abuse facility locator from the Substance Abuse and Mental Health Services Administration of the U.S. Department of Health and Human Services. See: <http://dasis3.samhsa.gov/PrxInput.aspx?STATE=Minnesota>

All employees and students

First Call for Help Alcoholics Anonymous (St. Paul)

1-800-362-8255 651- 227-5502

Alcoholics Anonymous (Winona) Alcoholics Anonymous (Minneapolis)

507-452-2348 952-922-0880

Narcotics Anonymous (outstate) Narcotics Anonymous

877-767-7676 (Minneapolis and St. Paul)

952-939-3939