



Policy Number: I.11
Policy Level: Operating Policy
Originally Issued: August 5, 2013
Revised: April 6, 2015
Reviewed: June 14, 2016
Revised: January 22, 2018
Reviewed: March 7, 2019
Reviewed: April 1, 2020
Policy Owner: President
Policy Implementation: VP for Financial Affairs,
VP for Enrollment and Student Support Services

Drug-Free University: Unlawful Drugs and Alcohol

I. Policy Statement and Purpose

Athens State University is committed to providing a healthy and safe environment for students and employees and visitors. In addition to complying with applicable local, state, and federal laws, the University strives to meet this commitment through drug and alcohol abuse awareness and prevention efforts.

This policy establishes the prohibitions and expectations concerning unlawful drugs and alcohol. This policy applies to all students and, employees of Athens State University along with guests, vendors/contractors, visitors, and all others conducting official business with the University or participating in any activity within the scope of authority of the University's administration, faculty, or staff.

II. Prohibitions on Drugs and Alcohol

Students, employees, guests, vendors/contractors, visitors, and any and all others conducting official business with the University or participating in any activity within the scope of authority of the University's administration, faculty, or staff are prohibited from:

- The unlawful manufacture, distribution, possession, use, or distribution of alcohol, unlawful drugs, and/or drug paraphernalia on all University property, in University vehicles, and at any University activity and/or program. The serving of alcohol may be allowed on University property or at a University activity, in accordance with the requirements of the [Alcoholic Beverages on University Property](#) policy.
- Being on any University property, in any University vehicles, or at any University activity/program while being under the influence of an unlawful drug or alcohol such that the person is unable to perform his or her assigned tasks properly, unable to meaningfully participate in any University program/activity, and/or bearing physical indications of the use of the drug or alcohol, such as slurring of speech, disorientation, or odors consistent with such use.



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Members of the University community are expected to refer suspected violations of this policy to University Security personnel for investigation and, if warranted, possible disciplinary action or criminal prosecution. The University can only take action against alleged offenders and protect the University from future incidents if suspected violations are reported in a timely fashion.

III. Drug and Alcohol Abuse Awareness and Education

In order for students and employees to make informed choices about drug and alcohol use, the University provides drug and alcohol abuse awareness and education materials to all students and employees. In accordance with federal law, the University document [Drug and Alcohol Abuse: Awareness and Prevention](#) is distributed to all students and employees annually, and is available on the University website at all times to any interested parties.

IV. Sanctions Associated with Violations

Employees or students who violate this policy are subject to discipline, which may include, but is not limited to, suspension, dismissal, expulsion, and termination. Others (such as guests, vendors/contractors, and visitors) may be required to leave the University property, program, or activity, may be referred for prosecution where applicable, and may be subject to other action by the University (such as barring such individual from University property in the future, discontinuing business with such individual, etc.)

Visitors, vendors/contractors, students and employees should also be aware that they may be subject to criminal prosecution under federal, state, and local laws that specify fines or imprisonment as outlined in the [Drug and Alcohol Abuse Awareness and Prevention](#) document. Students may also be subject to loss of federal financial student aid for conviction of alcohol and drug-related offenses. Such legal sanctions may be in addition to any disciplinary sanctions imposed by the University.

Students who are found to be in violation of this policy are subject to the disciplinary procedures and possible sanctions as specified in the [Student Code of Conduct and Disciplinary Procedures](#), including but not limited to: warning, probation, restitution, counseling, suspension, or expulsion.



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Additionally, any employee who is impaired by an unlawful drug or alcohol will be refused access to the workplace and will not be allowed to perform any duties or represent the University in any capacity. Any student who is impaired by unlawful drugs or alcohol will not be allowed to attend any classes or University activities.

V. Responsibility for this Operating Policy

Policy Owner

As part of the initial approval of this policy by the President and subsequent to the original dissemination of the policy, the President remains the policy owner for the ongoing evaluation, review, and approval of this policy. Subsequent reviews and revisions to this policy must be in accordance with approved operating policy procedures and processes.

This policy will be reviewed every year or more frequently as needed by the Policy Owner. Revisions will be reviewed/affirmed by the Cabinet and approved by the University President. This policy will be updated/published in the University's Policy Library.

Responsibility for Policy Implementation

The President has assigned the responsibility of implementing this policy to the Vice President for Financial Affairs and the Vice President for Enrollment and Student Support Services, with the assistance of the Director of Human Resources and the Director of Student Activities.