

DRUG-FREE WORKPLACE AND CAMPUS POLICY

As a regional state institution of higher learning, Mississippi Valley State University assumes a responsibility toward assisting its employees and students toward the development of positive character and adherence to ethical and legal standards. Recognizing the problems drugs and alcohol cause in the loss of human and material resources, the University approaches the problem by educating its students and employees on the negative impact of abuse and developing and enforcing policies that will deter drug and alcohol abuse and penalize drug abusers.

The policy and information included in this statement represent the University's official position on drug prevention and the penalties for drug abuse on the part of its employees and students.

DRUG-FREE WORKPLACE POLICY STATEMENT

Mississippi Valley State University prohibits the unlawful manufacture, distribution, possession or use of a controlled substance in its workplace. This policy is set forth in conformity with the federal laws of the Drug-Free Workplace Act of 1998 and the Department of Defense Drug-Free Workplace Rule of 1998. This policy also conforms to the statute against the unlawful manufacture, distribution, dispensation, possession or use of a controlled substance, as defined in the Mississippi Code Title 41, Chapter 29, Article 3, "Uniform Controlled Substances Law".

Any Mississippi Valley State University employee who is found in violation of this policy is subject to disciplinary action, up to and including dismissal. Employees who violate this policy are also subject to any penalties imposed by a court of law.

DRUG-FREE CAMPUS & ALCOHOL ABUSE POLICY STATEMENT

Mississippi Valley State University prohibits the unlawful manufacture, distribution, possession or use of a controlled substance by an employee, student or visitor on its campus. This fulfills the requirements of the U.S. Department of Education's Drug-Free Schools and Communities Act Amendments of 1989 (PL 101-226). This policy also conforms to Section 41-29-139 of the Mississippi Uniform Controlled Substances Law, Mississippi Code of 1972 as amended, which states:

It is unlawful to sell, barter, transfer, manufacture, distribute, dispense or possess with intent to sell, barter, transfer, manufacture, distribute or dispense... controlled substances. The penalty for such selling, etc. ranges and includes 30 years in prison and/or \$1 million upon conviction for selling, etc.

Regarding alcoholic beverages, Section 67-1-37 states that the state alcoholic beverage control division...

Shall not allow the sale or consumption of alcoholic beverages in or on the campus of any public school or college, and no alcoholic beverage shall be for sale or consumed at any public athletic event at... any college.

Any student or employee who violates these statutes is subject to all applicable penalties included in the Mississippi Code as well as disciplinary penalties imposed by the University up to termination of employees or expulsion of students.

RISKS AND RESOURCES

Any students or employees who engage in the use of controlled substances and/or alcoholic beverages subject themselves to health risks including becoming psychologically and physically addictive. Extended abuse of alcohol and drugs can contribute to unpredictable behavior, frequent accidents, and damage of vital body parts and damage to an unborn fetus.

Any employee or student with alcohol or drug abuse problems is encouraged to seek assistance voluntarily on a confidential basis by contacting the University Counseling Services, Health Center, or Human Resources.

Public Agencies and facilities available for persons with drug or alcohol abuse problems include, but are limited to the Following:

Comprehensive Counseling Center
Student Union Annex
Mississippi Valley State University

Leflore County Health
Department
Greenwood, Mississippi

Student Health Center
Mississippi Valley State University

Regional VI Mental Health Center
Greenwood, Mississippi

RESPONSIBILITIES

Students who matriculate the University and persons accepting employment at the University by their action accept the conditions and the responsibility to:

- Abide by the terms and provisions of the Drug-Free Campus Policy.

Employees accept the responsibility to:

- Abide by the terms and provisions the Drug-Free Campus Policy.

- Employees must also notify the University of any criminal drug conviction for a violation occurring in the workplace no later than five days after such conviction

The University has the responsibility to:

- Notify any pertinent federal granting agency within 10 days after receiving notice of a workplace drug conviction from an employee or student or otherwise receiving actual notice of such conviction.
- Impose sanctions or require the satisfactory participation in an approved drug abuse assistance or rehabilitation program by an employee or student who is convicted of a drug related violation in workplace.
- Conduct periodic training and counseling for faculty, staff, and students concerning the hazards of drugs on campus.

The policies contained herein are to provide students, faculty and staff of the University the information they needed to maintain compliance with institutional, state and federal regulations and hereby maintain good standings and eligibility participation with these agencies. These policies and information are to provide support and assistance to University constituents. They also set forth enforcement policies and penalties when these measures are necessary. The University encourages conformity to these policies.