


Prepared by the Personnel Management Office.
This is a new Policy.

UNIVERSITY OF HAWAI'I

EXECUTIVE POLICY - ADMINISTRATION

September 1990

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E11.203 Illegal Drugs and Alcohol Abuse

I. INTRODUCTION

The Drug-Free Schools and Communities Act Amendments of 1989, a companion to the Drug-Free Workplace Act of 1988, required institutions of higher learning to certify to the U.S. Department of Education by October 1, 1990 that it has adopted and implemented a program to prevent the use of illicit drugs and the abuse of alcohol by students and employees.

II. OBJECTIVES

The objectives of this policy are to:

- A. Achieve and maintain a campus community that is free from the problems of substance abuse and dependency.
- B. Publicize the harmful outcomes of alcohol abuse and other drug use including personal health problems, difficulties in personal and work relationships, and decreased productivity which diminishes the quality of campus life.
- C. Encourage all members of the campus community with dependency problems to seek assistance from available campus programs and services.
- D. Comply with the Drug-Free Schools and Communities Act Amendments of 1989, as may be amended from time to time, which set forth requirements for continued receipt of federal funding.

III. APPLICABILITY

This policy applies to all members of the University community including faculty, staff and students.

IV. CROSS REFERENCES

BORP, Section 11-3 Sale or Consumption of Liquor on Campus


E11.201 Illegal Drugs and Substance Abuse

E11.202 Management and Regulation of the Sale, Service and
Consumption of Alcoholic Beverages on University Premises

State of Hawai'i, Department of Personnel Services Drug-Free Workplace
Policy for Civil Service Employees, IX. 180

V. DEFINITIONS

For purposes of this policy the following definitions apply:

 "Addiction" is defined as a compulsive physiological need for an illegal drug.

"Alcohol or Alcoholic Beverage" includes alcohol, liquor, brandy, malt liquor, whiskey, rum, gin, okolehao, sake, beer, ale, wine, or any beverage containing one-half of one percent or more of alcohol by volume.

"Controlled substance" is defined as any drug listed in schedules I through V of section 202 of the Controlled Substance Act (21 U.S.C. 812) and chapters 329 and 721, Hawai'i Revised Statutes.

"Illegal or illicit drugs" is defined as a controlled substance in schedules I through V of section 202 of the Controlled Substance Act (21 U.S.C. 812) and any other illegal or controlled substance as defined in chapters 329 and 721, Hawai'i Revised Statutes, provided the term "illegal drugs" shall not mean the use of a controlled substance pursuant to a valid prescription or other uses authorized by law; and

"Substance abuse" is defined as the misuse of a substance including alcohol or the use of a substance to an extent deemed deleterious or detrimental to the user, to others, or to society.

VI. POLICIES

A. Illegal Drugs and Alcohol

In conformance with the existing law, University faculty, staff and students are not permitted to manufacture, distribute, possess, use dispense or be under the influence of illegal drugs and/or alcohol as prohibited by State and federal law, at University-sponsored or approved events or on University property or in buildings used by the University for education, research or recreational programs. Consistent with its mission, the University will cooperate with law enforcement agencies responsible for enforcing laws related to the use of illegal drugs and alcohol. Students found in violation of this part shall be subject to the provisions of the student conduct code. Faculty and staff found in violation of this part are subject to disciplinary action as provided in collective bargaining agreements, University policy, and other applicable State laws and rules.

B. Substance Abuse

The University recognizes that substance abuse is a complex problem that is not easily resolved solely by personal effort and may require professional assistance and/or treatment. Students, faculty and staff members with substance abuse problems are encouraged to take advantage of available diagnostic, referral, counseling and prevention services. The University will not excuse misconduct by employees and students whose judgment is impaired due to substance abuse.

VII. ILLEGAL DRUGS AND ALCOHOL ABUSE PREVENTION PROGRAM

- A. The program includes the annual distribution to each student and employee of the following:
1. Standards of conduct that clearly prohibit at a minimum the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on its property or as part of any of its activities;
 2. A description of the applicable legal sanctions under local, State, or federal law for the unlawful possession or distribution of illicit drugs and alcohol;
 3. A description of the health risks associated with the use of illicit drugs and the abuse of alcohol; and
 4. A description of any drug or alcohol counseling, treatment, or rehabilitation or re-entry programs that are available to employees or students.
 5. A statement concerning disciplinary sanctions which will be imposed for violations of the standard of conduct required in paragraph 1 in accordance with the applicable collective bargaining agreement or Student Conduct Code.
- B. Each Chancellor and Vice President shall provide annual notification to all employees.
- C. Each Chancellor and the Vice President for Student Affairs at Mānoa shall provide annual notification to all students.
- D. The University shall conduct a biennial review of its program to (a) determine its effectiveness and implement changes if they are needed; and (b) ensure that the disciplinary sanctions are consistently enforced.