



LHU Policy No – LHU-71  
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## **POLICY STATEMENT FOR A DRUG-FREE WORK PLACE**

As required by the Federal “Drug-Free Work Place Act of 1988,” P.L. 100-690, 120 STAT 4304 et seq, the Lock Haven University of the State System of Higher Education, Commonwealth of Pennsylvania, hereby declares as its policy that the unlawful manufacture, distribution, dispensation, possession or use of a controlled substance is prohibited at any work place under the authority of the Board of Governors. Any employee violating the policy will be referred to the Commonwealth’s employee assistance program and/or disciplined, in an appropriate manner, up to and including termination. Discipline, when appropriate, shall be taken under relevant provisions of collective bargaining agreements, Civil Service Policy or the System’s Merit Principle Policy.

## **LOCK HAVEN UNIVERSITY’S COMMITMENT TO BEING DRUG-FREE**

The University has adopted the following statement as a part of the Network of Drug-Free Colleges and Universities. Membership Guidelines. American society is harmed in many ways by alcohol abuse and drug use — decreased productivity, serious health problems, breakdown of the family structure, and strained societal resources. Problems of abuse have a pervasive impact upon many segments of society — all socio-economic groups, all age levels, and even the unborn. Education and learning are especially impaired by alcohol abuse and drug use. Abuse among college students inhibits their educational development and is a growing concern among our nation’s institutions of higher education. Recent national and campus surveys indicate that alcohol abuse is more prevalent than drug abuse and that institutions increasingly are requesting community support and mounting cooperative efforts to enforce their policies.

The Network to Promote Drug-Free Colleges and Universities seeks the participation of colleges and universities who have made a solid commitment throughout their institution to:

- Establish and enforce clear policies that promote an educational environment free from the abuse of alcohol and other drugs.
- Educate members of the campus community for the purpose of preventing alcohol and other drug abuse, as well as educate them about the use of legal drugs in ways that are not harmful to self or others.
- Create an environment that promotes and reinforces healthy, responsible living; respect for community and campus standards and regulations; the individual’s responsibility

within the community; and the intellectual, social, emotional, spiritual or ethical, and physical well-being of its community members.

- Provide for a reasonable level of care for alcohol and drug abusers through counseling, treatment, and referral.

**Standards.** The Standards for the Network to Promote Drug-Free College and Universities define criteria for institutional membership in the Network. The Standards are organized within the four areas of Policy, Education, Enforcement, and Assessment.

### **A. Policy**

Network members shall:

1. Promulgate policy, consistent with applicable federal, state and local laws, using such means as the student and faculty handbooks, orientation programs, letters to students and parents, residence hall meetings, and faculty and employee meetings.
2. Development policy which addresses both individual behavior and group activities.
3. Define the jurisdiction of the policy carefully to guarantee the inclusion of all campus property. Apply campus-based standards to other events controlled by the institution.
4. Stipulate guidelines on marketing and hosting for events involving students, faculty, staff, and alumni at which alcoholic beverages are present.
5. State institutional commitment to the education and development of students, faculty, and staff regarding alcohol and other drug use.

### **B. Education Programs**

Network members shall:

1. Provide a system of accurate, current information exchange on the health risks and symptoms of alcohol and other drug use for students, faculty, and staff.
2. Promote and support alcohol-free institutional activity programming.
3. Provide, with peer involvement, a system of intervention and referral services for students, faculty and staff.
4. Establish collaborative relationships between community groups and agencies and the institution for alcohol- and drug-related education, treatment, and referral.
5. Provide training programs for students, faculty, and staff to enable them to detect problems of alcohol abuse and drug use and to refer persons with these problems to appropriate assistance.
6. Include alcohol and other drug information for students and their family members in student orientation programs. The abuse of prescription and over-the-counter drugs should also be addressed.
7. Support and encourage faculty in incorporating alcohol and other drug education into the curriculum, where appropriate.
8. Develop a coordinated effort across campus for alcohol and other drug related education, treatment, and referral.

### **C. Enforcement**

Network members shall:

1. Publicize all alcohol and other drug policies.
2. Consistently enforce alcohol and other drug policies.
3. Exercise appropriate disciplinary actions for alcohol and/or other drug policy violations.
4. Establish disciplinary sanctions for the illegal sale or distribution of drugs; minimum sanctions normally would include separation from the institution and referral for prosecution.

### **D. Assessment**

Network members shall:

1. Assess the institutional environment as an underlying cause of drug abuse.
2. Assess campus awareness, attitudes, and behaviors regarding the abuse of alcohol and other drugs and employ results in program development.
3. Collect and use alcohol and drug-related information from police or security reports to guide program development.
4. Collect and use summary data regarding health and counseling client information to guide program development.
5. Collect summary data regarding alcohol- and drug-related disciplinary actions and use it to guide program development.

### **Student Code of Conduct**

**Conduct Regulations:** A person who is found in violation of any of the following acts committed while a student on the University campus or on property controlled by the University or University affiliates or in connection with off campus University activities shall be subject to the maximum sanction authorized in this document.

18. Possession, sale, use, transfer, purchase or delivery of drugs except as expressly permitted by law.

19. Possession, sale, use, transfer, purchase or delivery of drug paraphernalia except as expressly permitted by law.

### **Illegal Drug and Drug Paraphernalia Policy Violations and Sanctions**

Any violation of the Illegal Drug and Drug Paraphernalia policy will subject the student to the following minimum disciplinary sanctions: NOTE: Off-campus violations shall also be considered in the levels of offense.

### **Level 1 Offense**

- LHU Office of Public Safety will be called and appropriate citations may be issued.
- The student will be required to complete a drug education program.
- The student may be assessed a fee to cover the costs of the drug education program.
- Students may perform 10 hours of community service work assigned by the hearing officer.
- The student may be required, at his/her expense, to schedule an appointment for a drug abuse assessment/evaluation with a qualified outside agency and follow the treatment guidelines prescribed.
- The student may be suspended from LHU for at least one (1) academic semester (fall or spring).
- If suspended, in order to be readmitted, the student will submit a letter to the Dean of Student & Residence Life outlining the commitment to being substance free and showing means of achieving that goal.
- The student will be placed on Disciplinary Probation Level I or Level II for a period of one (1) year from the date of the incident.

### **Level 2 Offense**

- LHU Office of Public Safety will be called and appropriate citations may be issued.
- The student will be suspended from LHU for at least one (1) academic semester (fall or spring).
- The student will be required, at his/her expense, to schedule an appointment for a drug abuse assessment/evaluation with a qualified outside agency and follow the treatment guidelines prescribed.
- In order to be readmitted, the student will submit a letter to the Dean of Student & Residence Life outlining the commitment to being substance free and showing means of achieving that goal.
- The student will be placed on Level II probation for a period of one (1) year upon re-admittance.

*\*This policy has been in existence for many years prior to 2010 with an exact date unknown. We are using 2010 as a default original and/or update date.*