

GOVERNANCE AND ADMINISTRATION, NEBRASKA STATE COLLEGES

POLICY: 2800 Standards of Conduct of Employees and Students Regarding Alcohol and Drugs

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BOARD POLICY

The illegal possession, use or distribution of drugs or alcohol by students and employees is a violation of College rules as well as State and Federal laws. Officers of the State Colleges are to cooperate with State and Federal agencies in the prevention of drug abuse. In satisfaction of this mandate and in order to fulfill its obligations under the Drug-Free Workplace Act of 1988, 41 U.S.C. ss701, and the Drug-Free Schools and Communities Act of 1989, 20 U.S.C. ss1145g, the Board has formulated standards of conduct for both its employees and its students which prohibit the following acts:

1. Use, possession, manufacture, distribution or sale of illegal drugs or drug paraphernalia on College premises or while on College business or at College activities, or in College supplied vehicles either during or after working hours;
2. Unauthorized use or possession or manufacture, distribution, or sale of a controlled substance as defined by the Federal Controlled Substances Act, 21 U.S.C. 801 et seq, or Nebraska Drug Control Laws, Neb. Rev. Stat. 28-401 et seq., on College premises, or while engaged on College business or attending College activities, in College supplied vehicles, either during or after working hours;
3. Unauthorized use, manufacture, distribution, possession or sale of alcohol on College premises while on College business or at College activities, in College supplied vehicles either during or after working hours;
4. Storing in a locker, desk, vehicle, or other place on College owned or occupied premises, any unauthorized controlled substances, drug paraphernalia or alcohol;
5. Use of alcohol off College premises that adversely affects an employee's or student's work or academic performance, or an employee's or student's safety or the safety of others;
6. Possession, use, manufacture, distribution or sale of illegal drugs off College premises that adversely affects the employee's work performance or the student's academic performance, or an employee's or student's safety or the safety of others;
7. Violation of State or Federal laws relating to the unauthorized use, possession, manufacture, distribution or sale of alcohol, controlled substances or drug paraphernalia;
8. In the case of employees--failure to notify an employee's supervisor of an employee's arrest or conviction under any criminal drug statute as a result of a violation of law which occurs at the State College workplace.

The provisions of this policy shall be communicated to all students and employees by each State College president. It is recommended that each campus administration develop an appropriate drug and alcohol abuse awareness training program that can be presented periodically to students and employees.