

Internal Governing Policies

#8 - Drug-Free Campus

Approved: September 19, 1990

Nomenclature changes: July 16, 1997

Monitor: President

As an academic community Eastern Illinois University is committed to providing an environment in which learning and scholarship may flourish. The possession or use of illegal drugs, or the abuse of those which may otherwise be legally possessed seriously affects that environment, as well as the individual potential of the students and staff. The [Student Conduct Code](#) and [University Internal Governing Policies](#) therefore prohibit such acts and the institution can, and will, impose disciplinary sanctions or action for violations.

The University strongly encourages students and staff members to voluntarily obtain assistance for dependency or abuse problems before such behavior results in an arrest or disciplinary referral which might result in their separation from the institution and the help available to its members. The use of, or addiction to, alcohol, marijuana, or controlled substances is not considered an excuse for violations of the Student Conduct Code, University policies, or staff expectations, and will not be a mitigating factor in the application of appropriate sanctions for such violations.

Help is available both on campus and within the community for students and staff members who are dependent on, or who abuse the use of alcohol or other drugs. The University Counseling Center, the Employee Assistance Program, and other professional agencies will maintain the confidentiality of persons seeking help for personal dependency, and will not report them to institutional or state authorities.

In compliance with the requirements of the federal [Drug-Free Workplace Act of 1988](#), and the Drug Free Campus regulations of the U. S. Department of Education, as amended, the University has established the following policy in order to provide a drug-free campus.

The unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance by employees on University premises, or while conducting University business off University premises, is absolutely prohibited.

Violations of this prohibition by employees may result in the application of sanctions, including:

1. possible required participation in an approved drug abuse assistance or rehabilitation program, an
2. disciplinary action up to and including termination of employment under applicable [Board of Trustees regulations](#), University policies, statutes, employment contracts, or collective bargaining agreements.

Violations of this prohibition by students may result in the application of sanctions, including:

1. possible required participation in an approved drug abuse assistance or rehabilitation program, and
2. disciplinary action up to and including expulsion from the University under applicable Board of Trustees regulations and the Student Conduct Code.

The University recognizes drug abuse as a potential health, safety and security problem. The use of controlled substances in the workplace and otherwise can seriously injure the health of employees, adversely impair the performance of their duties and endanger the safety and well-being of fellow employees, students and others. Employees who have a problem with the use of controlled substances are encouraged to seek professional advice and assistance through the University's Employee Assistance Program or the University Counseling Center, as appropriate. Participation in the Program is confidential and is encouraged by the University; however, it shall not preclude normal disciplinary action or relieve an employee of responsibility for performing assigned duties. If job performance is adversely affected by use of controlled substances, an employee may be referred to the Employee Assistance Program or the University Counseling Center, as appropriate.

Employees are required, as a condition of employment, to:

1. abide by the terms of this policy, and
2. notify the Director of Human Resources of any criminal conviction for a drug-related violation in the workplace no later than five calendar days after such conviction. Such conviction may result in the application of sanctions as described above.

Within ten calendar days of receiving notice of such a criminal drug-related conviction from an employee working on a federal grant or contract, the University shall notify the federal granting or contracting agency.

A copy of this policy shall be given to all employees.

Questions by employees concerning this policy should be addressed to the Director of Human Resources, who has been assigned responsibility for its interpretation and enforcement.

Questions by students concerning this policy should be addressed to the Health Service.