

16.65 Drug and Alcohol Free Workplace University v020820

A. The university is Policy: NMSU is committed to providing employees, students and community members with a healthy and safe academic and work environment. Efforts to fulfill this commitment necessarily include the prohibition of illicit drugs, and the regulation of the use of alcohol on the NMSU campus and at NMSU sponsored events (as provided in RPM 16.60).

B. Regulatory Requirements: NMSU is subject to a wide variety of federal and state legal requirements relating to drug abuse prevention. As a recipient of federal grants and contracts in excess of \$100,000 and, NMSU is subject to the provisions of the Drug-Free Workplace Act of 1988, as well as the special Drug-Free Workforce rules promulgated by the Department of Defense, and the. As an institution of higher education, NMSU is also subject to the Drug Free Schools and Communities Act. The

C. Authorization for Rules Governing NMSU: Through this policy, the Board of Regents has directed the Chancellor directs university administration to institute establish and maintain rules and programs that meet the requirements of federal drug and alcohol regulations. These programs are administered through the Office of Human Resource Services to fulfill NMSU's commitment to a healthy and safe academic and work environment, consistent with the requirements of federal drug and alcohol laws. Such rules will include, and are not limited to reasonable and necessary drug and alcohol testing of employees and candidates (post-offer of employment), under appropriate circumstances; as well as the promotion of health information relating to drug and alcohol abuse, counseling and rehabilitation programs.

A. General Policy Prohibiting Drugs and Alcohol on NMSU Property

~~The unlawful possession, use, or distribution of illicit drugs and alcohol on its property or as part of any of its activities is prohibited and a violation of university policy. University property is defined as all lands and building under the control of the Board of Regents. It is a federal requirement and a university policy that, as a condition of employment, an employee will notify the immediate supervisor within 5 days after conviction of a criminal drug offense occurring in the workplace. Supervisors will inform the Office of Human Resource Services, through appropriate channels, of any notifications received.~~

B. Disciplinary Sanctions for Employees

~~Employees who violate the university's alcohol or drug policies are subject to termination, demotion, or suspension. Additionally, employees may be required to report to the Employee Assistance Program for a clinical assessment and participate in a recommended counseling/rehabilitation program. When returned to work, the employee must comply with all university policies and maintain acceptable job performance or be subject to appropriate disciplinary action.~~

Details

Scope:- NMSU System

Source:- RPM Title 16 | Safety and Risk Management

Policy Administrator:- AVP Human Resource Services

Last Updated: ~~07/15/2008~~

Related

Cross-Reference:

[RPM 16.60, Responsible Use of Alcohol](#)

[ARP 16.60 Permitted Alcohol on NMSU Premises](#)

[ARP 16.65 Drug Free University](#)

[ARP 6.21 Drug and Alcohol Abuse Prevention and Testing](#)

Revision History:

Recompiled 2017, formerly Policy 3.40

07/15/2008 Amendment approved by Board of Regents

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- C. **Authorization for Rules Governing NMSU:** Through this policy, the Board of Regents directs university administration to establish and maintain rules and programs to fulfill NMSU's commitment to a healthy and safe academic and work environment, consistent with the requirements of federal drug and alcohol laws. Such rules will include, and are not limited to reasonable and necessary drug and alcohol testing of employees and candidates (post-offer of employment), under appropriate circumstances; as well as the promotion of health information relating to drug and alcohol abuse, counseling and rehabilitation programs.

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