



## CCSU DRUG-FREE WORKPLACE POLICY

Central Connecticut State University is concerned about the health and welfare of all members of the academic community. Since our students represent Connecticut's most important resource, we want them to learn and study in an environment that encourages and supports a healthy lifestyle. We also have an obligation to provide support and encouragement so that our students, faculty, and staff can lead healthy and productive lives. It is important, therefore, that I reiterate the University's policy on the use and abuse of drugs and alcohol, in accordance with the Federal Drug Free Schools Act and the Federal Drug Free Workplace Act.

- The University is strongly committed to a campus environment that supports the development of a healthy lifestyle for all members of its community.
- The abuse of alcohol and other drugs is inconsistent with the goals and values of Central Connecticut State University.
- The misuse of alcohol and other drugs leads to many other health risks. It is important to be fully aware of these risks. Materials on the health risks associated with alcohol and drug abuse are available at the Counseling and Wellness Center, University Health Services, and through The Lexington Group employee assistance program.
- The University provides support, information, and assistance for employees and students through a network of informal and formal services, including the Counseling and Wellness Center, University Health Services, Campus Ministries, the student Natural Helpers, and The Lexington Group employee assistance program.
- In accordance with the Federal Drug-Free Workplace Act, it is the policy of the University that while on the job or in the workplace, employees shall not unlawfully manufacture, distribute, dispense, possess, or use a controlled substance, or be under the influence of a controlled substance not prescribed by a physician. In accordance with the Act, employees must notify the Chief Human Resources Officer within five (5) days of a conviction of a criminal drug statute if the violation occurs in the workplace.
- The legal consumption of alcohol is permitted only in designated sites on the campus and in accordance with University policy. Alcohol consumption is prohibited in faculty and staff offices.
- Students are prohibited from using, possessing, purchasing, selling, or distributing alcoholic beverages in buildings or on the grounds of the campus, except as expressly permitted by law and University regulations.
- Illegal (underage) consumption of alcohol is prohibited in buildings or on the grounds of the campus.

Employees and students who violate these policies are subject to University sanctions, disciplinary action, and/or civil and federal penalties. Copies of state and federal penalties for possession and distribution of controlled substances are available at the Counseling and Wellness Center, the Human Resources Office, or the Public Safety Department.

The Counseling and Wellness Center (Marcus White Hall, Room 205, x21945) serves as the primary campus resource for students seeking information and personal assistance for substance abuse. Employees should contact CCSU's employee assistance provider, The Lexington Group, Inc. at 1-800-676-4357.