

Drug & Alcohol Abuse in the Workplace

Federal regulations require the University to annually notify each employee of the University's Drug Abuse Policy and our Drug and Alcohol Prevention Program. As a matter of policy, the University will maintain a workplace free from the effects of illegal substances and from the effects of alcohol misuse. Employees are expected to report to work and remain in condition to perform their duties safely and efficiently.

The Drug Free Workplace Act of 1988 also mandates that the University have a drug free awareness program. The awareness program is comprised of the following components:

1. Education and information about the dangers of drug abuse in the workplace will be disseminated through campus newsletters, bulletin boards, special publications, and special programs to students, faculty and staff.
2. Programs which address unlawfully controlled substance use, including personnel actions that may result from such violations, will be conducted and coordinated by the Department of Human Resources and included in the Personnel Policy Manual and the Employee Handbook.
3. Self-referrals, as well as supervisory referrals, to drug counseling and rehabilitation programs are available through the University Counseling Center, 206 SSB, and the Department of Human Resources, 211 SSB.

University of Missouri Drug and Alcohol Prevention Program

Pursuant to the Drug-Free Schools and Communities Act Amendments of 1989, the University of Missouri is required to establish a drug and alcohol prevention program for its students and employees. The University of Missouri program is described below. A biennial review of this program will be done to determine its effectiveness, to implement changes to the program if they are needed, and to ensure that the University's disciplinary sanctions described below are consistently enforced.

Standards of Conduct: University of Missouri regulations prohibit the unlawful possession, use, distribution and sale of alcohol and illicit drugs by University students and employees of University owned or controlled property and at University-sponsored activities.

Legal Sanction: Local, state and federal laws also prohibit the unlawful possession, use, distribution and sale of alcohol and illicit drugs. Criminal penalties for violation of such laws range from fines up to \$20,000 to imprisonment for terms up to and including life.

Health Risks: Specific serious health risks are associated with the use of illicit drugs and alcohol.

Alcohol and other depressants (barbiturates, sedatives, and tranquilizers): Addiction, accidents as a result of impaired ability and judgment, overdose when used with other depressants, damage to a developing fetus, heart and liver damage.

Marijuana: Addiction; panic reaction; impaired short-term memory; increased risk of lung cancer and emphysema, particularly in cigarette smokers; impairment of driving ability.

Cocaine: Addiction, heart attack, seizures, lung damage, severe depression, paranoia, psychosis. Similar risks are associated with other stimulants, such as speed and uppers.

Hallucinogens (acid, LSD, PCP, MDMA, etc.): Unpredictable behavior, emotional instability, violent behavior, organic brain damage in heavy users, convulsions, and coma.

Narcotics (heroin, Demerol, Morphine, Codeine, etc.): Addiction, accidental overdose, risk of hepatitis, and AIDS from contaminated needles.

Inhalants (gas, aerosols, glue, nitrites, etc.): Loss of consciousness, suffocation, damage to brain and central nervous system, sudden death, nausea and vomiting, nosebleeds, impaired judgment.