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# Southeastern Louisiana University

## Drug and Alcohol Abuse Prevention Policy for Employees

### **Faculty Handbook**

*Part II: General University Employment*

*Section J. Drug and Alcohol Abuse Prevention Policy for Employees*

### **Classified Employee Handbook**

*Part II: General University Employment*

*Section J. Drug and Alcohol Abuse Prevention Policy for Employees*

### **Unclassified Employee Handbook**

*Part II: General University Employment*

*Section J. Drug and Alcohol Abuse Prevention Policy for Employees*

### **Graduate Assistant Handbook**

*Part II: General University Employment*

*Section J. Drug and Alcohol Abuse Prevention Policy for Employees*

### **Resident Assistant Handbook**

*Part II: General University Employment*

*Section J. Drug and Alcohol Abuse Prevention Policy for Employees*

### **Student Worker Handbook**

*Part II: General University Employment*

*Section J. Drug and Alcohol Abuse Prevention Policy for Employees*

The Drug-Free Schools and Communities Act Amendment of 1989, Public Law 101.226, Sec. 22, Drug-Free Schools and Campuses, requires that, as a condition of receiving funds or any other form of financial assistance under any Federal program, an institution of higher education must certify that it has adopted and implemented a program to prevent the unlawful possession, manufacture, use, or distribution of illicit drugs and alcohol by students and employees. This policy had been prepared and is published and distributed to all employees in compliance with title 34 of the Code of Federal Regulations Part 86.

Southeastern Louisiana University recognizes that drug and alcohol abuse are a major societal concern and problem. Such abuse leads to health problems, decreased productivity, crime and a general weakening of our nation's social fabric. Alcohol and drug abuse are especially destructive to education and learning, inhibiting educational, social and interpersonal development. It is the purpose of this policy to establish a comprehensive program to address the abuse of alcohol and drugs.

Southeastern's Drug and Alcohol Abuse Prevention Policy applies to all university employees and students, and strictly prohibits the unlawful possession, manufacture, use or distribution of illicit drugs and alcohol on university property or as a part of any university activity, whether on or off campus. This extends to any other University sites that the University might operate, including Baton Rouge Center, St. Tammany Center, and Turtle Cove. The following sanctions may be imposed on employees who violate the policy: suspension from duty and pay; termination of employment; referral to a rehabilitation program; and/or referral for criminal prosecution.

## **PREVENTION, INTERVENTION, EDUCATION, COUNSELING AND REHABILITATION PROGRAM**

The following services may be provided by the University:

- education and intervention training,
- evaluation and assessment,
- referral for appropriate treatment,
- follow-up, and
- consultation services.

The University may elect to refer the employee off campus to other resources used by the state for evaluation, assessment or referral services. Employees are required by federal law to notify the Human Resource Office within five (5) working days of conviction under any criminal drug statute where such conviction occurred in the workplace, which on official business, during work hours, or when on call for duty.

## **LOCAL, STATE AND FEDERAL STATUTES**

Southeastern adheres to all local, state and federal statutes with regard to alcohol and controlled substances. Relevant local and state statutes on alcohol include:

Local Law: Hammond Code Ord. No 936 Sec. 21-91.1; Sec 21-91.2; Sec 21-91.3;  
Sec 21-91.5

State Laws: LA RS. 14:93.10; LA R.S. 14:93.12; LA RS. 14:93.13 and LA RS 14:98

Relevant state and federal statutes on controlled substances include:

The LA Uniform Controlled Dangerous Substance Law (R.S. 40:961-1001) and  
Federal Trafficking Penalties

Information on federal sections for drug convictions and health risks associated with alcohol use is available in the Human Resource Office. Employees and students should also refer to the following policies for more information:

- [Louisiana Substance Abuse and Drug Free Workplace Policy](#)
- [Southeastern's Drug Free Workplace Policy](#)
- [Drug/Alcohol Testing](#)