

September 1, 2010



MEMORANDUM

TO: University Faculty, Staff, and Students

FROM: James A. Anderson
Chancellor *James A. Anderson*

SUBJECT: The Drug-Free Schools and Communities Act and The Drug Free Work-Place Act

Illegal or abusive use of drugs or alcohol by members of the Fayetteville State University community can adversely affect the educational environment and interfere with maximum achievement of personal, social, and educational goals.

To assist FSU in its continuing efforts to deter the problems associated with illegal drugs and alcohol and to comply with the UNC Board of Governors' directive and the federal laws mentioned above, the FSU Board of Trustees adopted a policy that is intended to demonstrate the University's primary commitment to education, counseling, rehabilitation and the elimination and abuse of illegal drugs and alcohol. The policy also addresses the University's determination to impose penalties in the event of a violation of the University's policies or local, state or federal laws. Any member of the University community who violates the law is subject both to prosecution and to disciplinary action by the University; thus, it is imperative that you know about and comply with the provisions of any law or University policy governing the possession and use of alcohol and the possession, sale, delivery, manufacture or use of any controlled substance. A copy of FSU's policy on illegal drugs and alcohol is located at <http://www.uncfsu.edu/policy/general/IllegalDrugsandAlcoholRev0810.pdf>.

As a precondition for receiving any federally-funded grants or contracts, FSU is required by federal law to certify that it is providing a drug-free workplace. Any employee reporting to work under the influence of alcohol or illegal drugs or using alcohol or illegal drugs on the job is subject to disciplinary action. As a condition of employment any faculty, staff, or student engaged under a federal grant or contract must notify the University of any criminal drug conviction for a violation occurring in the workplace no later than five (5) day after such conviction.

It is extremely important that members of the University community remain aware of the regulations pertaining to the unlawful possession, use or distribution of illegal drugs and alcohol that have been implemented by the federal, state and local governments and by FSU's governing bodies as well as being knowledgeable about the counseling and rehabilitation services available. Information regarding counseling and rehabilitative resources within the University is available from the Office of Human Resources and the Center for Personal Development.

Maintaining an alcohol-free and drug-free workplace will benefit us all. In addition, the University hopes that through our education and counseling efforts, including information pertaining to the health risks associated with alcohol and illegal drugs, we will be able to institute an effective means of dealing with the problem of substance abuse. Individuals who are experiencing problems with substance or alcohol abuse, either themselves or in their families, are encouraged to contact resources within the University or use other resources such as family physicians, county mental health centers, and Alcoholics or Narcotics Anonymous.