


August 25, 2009



MEMORANDUM

TO: All University Administrators, Faculty, Staff, and Students

FROM: James A. Anderson
Chancellor 

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

Illegal or abusive use of drugs or alcohol by members of the Fayetteville State University (FSU) 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 to comply with the UNC Board of Governors' directive and applicable federal law, the FSU Board of Trustees adopted a policy that is intended to demonstrate the University's primary commitment to education, counseling, rehabilitation, and elimination of illegal drugs. The policy also addresses the University's determination to impose penalties in the event of a violation of state and/or federal drug laws. Any member of the University community who violates the law is subject both to prosecution and to disciplinary action by the University. Since all administrators, faculty, staff and students are responsible for knowing about and complying with the provisions of any federal or state law governing possession, sale, delivery, manufacture, or use of any controlled substance, it is imperative that all members of the University community take the time to read and understand FSU's policy on illegal drugs. A copy of the illegal drug use policy is located at <http://www.uncsu.edu/policy/policies/general/IllegalDrugsFinal.pdf>.

As a precondition for being eligible to receive federal funds or any other form of federal financial assistance, 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 will be subject to disciplinary action. As a condition of employment, any administrator, 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 laws and policies on the unlawful possession, use or distribution of illegal drugs and alcohol that have been implemented by the federal and state 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, Student Health Services, and the Employee Assistance Program.

Maintaining an alcohol-free and drug-free workplace will benefit everyone. In addition, the University hopes that through our education and referral efforts, we will be able to institute an effective means of dealing with the problem of substance abuse. Persons, 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.