

October 25, 2017

**MEMORANDUM**

**TO:** University Faculty, Staff, and Students

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

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

In its continuing efforts to adhere to the *Drug-Free Schools and Communities Act* and the *Drug Free Work-Place Act* and to demonstrate its primary commitment to drug and alcohol education, counseling and rehabilitation, as well as its determination to impose penalties in the event of a violation of state and/or federal laws governing illegal drugs and alcohol, Fayetteville State University's (University) has adopted an illegal drugs and alcohol policy. The *Illegal Drugs and Alcohol* policy is located online at <http://www.unefsu.edu/policy>.

As a precondition for receiving any federally-funded grants or contracts, the University 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 while on the job is subject to disciplinary action. Additionally, as a condition of employment any faculty, staff, or student must notify the University of any criminal drug conviction no later than five (5) days after such conviction.

The *Illegal Drugs and Alcohol* 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 illegal drug.

Because drugs and alcohol are toxic to the human body and if abused can have catastrophic consequences, the University has included in its policy a table which summarizes the various health risks associated with alcohol abuse and the use of specific types of illegal drugs. The University also has made available to members of the University community, through the Center for Personal Development and the Office of Human Resources, alcohol and drug abuse education and counseling services.

Maintaining an alcohol-free and drug-free environment will benefit us all. It is hoped that through our education and counseling efforts, including information pertaining to the health risks associated with alcohol and illegal drugs, we have an effective means of dealing with the problem of substance abuse. Individuals who are experiencing problems with substance 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.