

THE UNIVERSITY OF TENNESSEE

POLICY ON A DRUG-FREE CAMPUS AND WORKPLACE

In support of the Drug-Free Workplace Act of 1988 (41 U.S.C. § 701 et seq.) and the Drug-Free Schools and Communities Act of 1989, the University of Tennessee is notifying all students, faculty, and staff of the following university policy approved by the UT Board of Trustees on June 21, 1990:

It is the policy of the University of Tennessee to maintain a safe and healthful environment for its students and employees. Therefore, university policy prohibits the unlawful use, manufacture, possession, distribution, or dispensing of drugs ("controlled substances" as defined in the Controlled Substances Act, 21 U.S.C. 812) and alcohol on university property or during university activities.

Violation of this policy is grounds for disciplinary action—up to and including immediate discharge for an employee and permanent dismissal for a student. Federal and state laws provide additional penalties for such unlawful activities, including fines and imprisonment (21 U.S.C. 841 et seq.; T.C.A. 39-17-401 et seq.). Local ordinances also provide various penalties for drug- and alcohol-related offenses. The university is bound to take all appropriate actions against violators, which may include referral for legal prosecution or requiring the individual to participate satisfactorily in an approved drug use/alcohol abuse assistance or rehabilitation program.

Aside from any university policy considerations, the use of illicit drugs and/or the abuse of alcohol may be harmful to your health. Some of the health risks associated with such use/abuse are described on the back of this page.

As a condition of employment individuals who are paid by the University of Tennessee from federal grants or contracts must abide by the terms of this policy and notify the university in writing of any criminal drug statute conviction, which includes a finding of guilt, a plea of nolo contendere, or imposition of a sentence by any state or federal judicial body for a violation occurring in the workplace within five (5) days after such conviction. The university is in turn required to inform the granting or contracting agency of the conviction within ten (10) days of the university's receipt of actual notice of the conviction.

Employees and their families needing treatment information should call their local Human Resources Office, Employee Assistance Program, or the State of Tennessee Employee Assistance Program (1-800-308-4934). Students needing treatment information should contact their campus Student Affairs Office, student health center, or counseling center.

ALCOHOL ABUSE HEALTH RISKS

Liver damage—cirrhosis, alcoholic hepatitis

Heart disease—enlarged heart, congestive heart failure

Ulcers and gastritis

Malnutrition

Cancer—of the mouth, esophagus, stomach, liver

Brain damage—memory loss, hallucinations, psychosis

Damage to fetus if pregnant mother drinks

Death—

50% of fatal auto accidents involve alcohol

31% of suicides are alcoholics

DRUG USE HEALTH RISKS

Overdosing—psychosis, convulsions, coma, death

Long-term use—organ damage, mental illness, malnutrition, death

Casual use—heart attack, stroke, brain damage, death

Needles—infections, hepatitis, AIDS, death

If a pregnant mother uses drugs, her baby can be born addicted or dead