

**Lenoir-Rhyne University**  
**Division of Administration and Finance**  
**Policy and Procedure**

Title: Drug and Alcohol Policy

Policy Number:

Division: Human Resources

Purpose:

Lenoir-Rhyne University, as a matter of policy, discourages the use of alcoholic beverages and prohibits the unlawful manufacture, distribution, dispensation, possession or use of illegal drugs or controlled substances. In addition, University policy prohibits possession or sale of drug paraphernalia, and the non-prescribed use of anabolic steroids.

This policy is intended to create an environment that promotes and references healthy, responsible living, respect for community and campus standards and regulations; the individual's responsibility within the community; and the intellectual, social, emotional, spiritual or ethical, and physical well-being of university community members.

Policy:

In 1987, Lenoir-Rhyne University entered into affiliation with the network of colleges and universities committed to the elimination of drug and alcohol abuse. In doing so, the University committed itself to a policy which is consistent with federal, state, and local laws regarding the use of alcohol and illicit or controlled substances. In compliance with the Drug-free Workplace Act of 1988, employees are hereby notified that employment at Lenoir-Rhyne University is conditional upon abiding by the conditions of these statements and prohibitions. Furthermore, the Drug Free Schools and Communities Act of 1988 and Amendments of 1989 require that institutions of higher education adhere to the "standards of conduct that clearly prohibit the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on its property or as part of any of its activities." (Federal Register, Vol.5, N.59, page 17385). The following North Carolina statutes inform the University's position on alcohol and drug abuse.

Alcohol

NC Statute 18B-302

- 1) It shall be unlawful for a person less than 21 years old to purchase, or possess malt beverages, wine, liquor, or mixed beverages.
- 2) It shall be unlawful to sell or give malt beverages, wine, liquor, or mixed beverages to anyone less than 21 years old.
- 3) It shall be unlawful for anyone to obtain or attempt to obtain alcoholic beverages by using fraudulent or altered driver's license or other identification; also by using a driver's license or other identification issued to another person.

### Controlled Substances

NC Statute 90-95

- 1) It is unlawful for any person to manufacture, sell or deliver, or possess with intent to manufacture to sell or deliver, or possess a controlled substance or counterfeit controlled substance.
- 2) It is unlawful for any person to knowingly use, possess, manufacture, or deliver drug paraphernalia (NC Statute 90-113.22, 90-113.23) as defined in NC Statute 90-113.21.

### Procedure:

Lenoir-Rhyne University takes very seriously the possession, use, or sale of any controlled substance as well as violations of the laws and rules regarding alcoholic beverages. The University campus is not a sanctuary that relieves faculty and staff of their responsibilities as citizens to abide by local, state and federal laws, nor University regulations, policies, and procedures.

### Alcohol

Alcohol intoxication is not acceptable in the workplace. Unlawful manufacture, distribution, dispensation, possession or use of alcohol is prohibited in the workplace. Disciplinary measures, up to and including dismissal, will be taken against employees who violate this prohibition. Further, employees are required to notify the University Human Resource office with five days of any alcohol-related conviction.

### Controlled Substances

The use of non-prescription controlled substances in the workplace is not acceptable. Unlawful manufacture, distribution, dispensation, possession or use of alcohol is prohibited in the workplace. Disciplinary measures, up to and including dismissal, will be taken against employees who violate this prohibition. Further, employees are required to notify the University Human Resource office within five days of any alcohol-related conviction.

In addition to disciplinary actions of the University, North Carolina penalties include:

Possession of marijuana – misdemeanor, \$100 fine plus court costs.

Possession of cocaine, any amount - \$500 fine or 1 year in jail.

Possession of drug paraphernalia – misdemeanor, \$500 fine or 1 year in jail.

Referral/Additional Information:

Faculty and staff who are concerned about the use or abuse of alcohol or other substances may receive help through professional counseling. The University's referral is to Catawba County Counseling Services where a wide range of counseling services are available for persons with substance abuse problems, including counselors specially trained to work with adolescents and women. A sliding fee scale is applied for Catawba County residents.

Satisfactory participation in an approved substance abuse assistance or rehabilitation program may be required of employees convicted of failure to abide by the institution's policy in this regard. Additional information and clarification regarding this policy may be obtained through the Human Resource office.

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Individuals Affected:

All full-time and part-time staff (exempt and non-exempt) employees of Lenoir-Rhyne College

Reviewed By/Concurrence From:

President's Cabinet

Approval:



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Approved By (signature)

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Approval Date

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Approved By (signature)

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Developed/Revised On: