



**I. Purpose**

University of Western States is committed to providing a healthy and safe environment for students, employees, trustees, patients and visitors.

This policy establishes the prohibitions and expectations concerning the use of drugs and alcohol. This policy applies to all university students and employees along with trustees, guests, vendors/contractors, visitors, patients, and all others conducting official business with the university or participating in any activity within the scope of authority of the university's administration, faculty, or staff.

**II. Prohibitions on Drugs and Alcohol**

Students, employees, trustees, guests, vendors/contractors, patients, visitors, and all others conducting official business with the university or participating in any activity within the scope of authority of the university's employees are prohibited from:

- The unlawful manufacture, distribution, possession, use, sale or distribution of alcohol, unlawful drugs, and/or drug paraphernalia, including the misuse of prescription drugs or other controlled substances and/or the use of substances not lawfully prescribed for the individual, on all university property, and at any university activity, event and/or program. The serving of alcohol may be allowed on university property or at a university activity upon advance written approval by the university president or the president's designee.
- Being under the influence of drug(s) or alcohol such that the person is unable to perform their assigned tasks properly, while on any university property or at any university activity/event.

Members of the university community are expected to refer suspected violations of this policy to university safety and security personnel.

**III. Sanctions Associated with Violations**

Employees who violate this policy are subject to discipline, which may include, but is not limited to, suspension and termination. Others (such as guests, vendors/contractors, patients and visitors) may be required to leave the university property, program, event or activity, may be referred for prosecution where applicable, and may be subject to other action as deemed appropriate by the university.

Any employee impaired by the use of a drug(s) or alcohol is refused access to the workplace and is not allowed to perform any duties or represent the university in any capacity. Any student impaired by drug(s) or alcohol is refused access to attend university classes or activities.

Students found in violation of this policy are subject to disciplinary procedures and possible sanctions, including but not limited to warning, probation, restitution, counseling, suspension, dismissal, or expulsion.



Where appropriate, UWS supports counseling and/or drug-and-alcohol treatment as an initial measure to address employee or student violations of this policy.

Any individual violating this policy may also be subject to criminal prosecution under federal, state, and local laws. Students may be subject to loss of federal financial student aid for conviction of alcohol and drug-related offenses. Such sanctions may be in addition to any disciplinary sanctions imposed by the university.

**Related Policies:**    [Policy 1017 Tobacco and Marijuana-Free Campus](#)  
                              [Policy 9001 Student Conduct](#)  
                              [Policy 9009 Student Appeal](#)

**Key Words:**    alcohol, conduct, discipline, dismissal, drugs, employee, marijuana, narcotics, student, substance abuse