

6.00 Drug-Free Campus And Workplace Policy

Birmingham-Southern College is committed to providing a drug-free campus and workplace environment. As an institution of higher education, the College recognizes the need to establish a drug and alcohol awareness program to educate you about the dangers of drug and alcohol abuse.

You are prohibited from unlawfully manufacturing, distributing, dispensing, possessing or using illicit drugs and unauthorized alcohol on this campus or as part of any of its activities.

The College will impose sanctions (consistent with local, State and Federal law) upon you if you violate the standards of conduct set forth in this policy. Such sanctions may include required completion (at your own expense) of an appropriate rehabilitation program chosen by the College, referral for prosecution, probation, suspension or expulsion of students and suspension or termination of faculty and staff members.

If you are convicted of violating a criminal drug statute and such conviction is for a violation occurring in the workplace, the College shall take appropriate disciplinary action against you, up to and including termination, or shall require you at your expense, to participate satisfactorily in a drug abuse assistance or rehabilitation program chosen by the College. Notwithstanding any other procedural rule or regulation in any manual or handbook, such action shall be taken within thirty (30) days after the College receives notice of your conviction.

The unlawful possession, use, or distribution of illicit drugs and alcohol is punished by harsh sanctions under the Federal and State of Alabama laws, including but not limited to long-term confinement and substantial fines.

Alcohol consumption causes a number of marked changes in behavior. Even low doses significantly impair the judgment and coordination required to drive a car safely, increasing the likelihood that the driver will be involved in an accident. Low to moderate doses of alcohol also increase the incidence of a variety of aggressive acts, including spouse and child abuse. Moderate to high doses of alcohol cause marked impairments in higher mental functions, severely altering a person's ability to learn and remember information. Very high doses cause respiratory depression and death. If combined with other depressants of the central nervous system, much lower doses of alcohol will produce the effects just described. Repeated use of alcohol can lead to dependence. Sudden cessation of alcohol intake is likely to produce withdrawal symptoms, including severe anxiety, tremors, hallucinations, and convulsions. Alcohol withdrawal can be life threatening. Long-term consumption of large quantities of alcohol, particularly when combined with poor nutrition, can also lead to permanent damage to vital organs such as the brain and liver. Mothers who drink alcohol during pregnancy may give birth to infants with fetal alcohol syndrome. These infants have irreversible physical abnormalities and mental retardation. In addition, research indicates that children of alcoholic parents are at greater risk of becoming alcoholics than other youngsters.

The use of drugs can pose many risks to health. It can cause high blood pressure, heart or respiratory failure, impaired memory or injury, even death through violence or self destructive behavior. Even infrequent use may lead to tremors, impaired sexual response, cardiovascular damage, and impaired performance, which could lead to poor grades, financial problems and interpersonal conflicts. (What Works: Schools Without Drugs, U. S. Department of Education (1992))

If you are engaged in the performance of federal grants or contracts, primarily if you are employed in the Finance Office, Student Financial Aid, and Sponsored Projects you will agree to abide by the terms of this policy as a condition of your employment and will notify the College of any criminal drug conviction for a violation occurring in the workplace no later than five (5) days after that conviction. Failure to so inform the College subjects you to disciplinary action, up to and including termination for the first offense. By law, the College will notify the federal agency within ten (10) days of receiving such notice from you or otherwise receiving notice of such a conviction.

This policy is established as required by the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act Amendments of 1989.