

## **AUGSBURG UNIVERSITY STATEMENT OF COMPLIANCE WITH THE DRUG- FREE SCHOOLS AND COMMUNITIES ACT OF 1989**

The Drug Free Schools and Communities Act of 1989 (Public Law 101-226) requires the University to certify to the United States Department of Education that it has adopted a program to prevent the unlawful possession, use and distribution of illicit drugs and alcohol by members of the University community. In compliance with this requirement, the University has established the following policies and procedures.

Augsburg University is committed to the prevention of alcohol abuse and the illegal use of alcohol and other drugs. The University prohibits the unlawful possession, use, manufacture or distribution of alcohol or other drugs by students, faculty, staff and guests on the University campus or at University related programs or activities. Other drugs prohibited by this policy include, but are not limited to, marijuana, cocaine, cocaine derivatives, heroin, amphetamines, barbiturates, hallucinogens, tranquilizers, and inhalants. As part of the larger community, Augsburg University is subject to, abides by, and supports Federal Statutes, Minnesota state statutes and local ordinances.

Augsburg University affirms the basic need for sobriety within responsible personal action, mature interpersonal relationships and the serious academic environment of a Christian University. With this understanding, intoxication and intoxication resulting in irresponsible behavior, are inappropriate to the Augsburg University environment and are prohibited.

In the event of the unlawful possession, use and distribution of illicit drugs and alcohol by members of the University community, the University will take action consistent with its policies governing its relationships with students, staff and faculty. Violation of this policy by staff or faculty will result in sanctions being taken against the violator, as described below, and may include referral to government authorities for criminal prosecution.

<b>Violation</b>	<b>Sanctions (Range)</b>
<b>Possession of illicit drugs</b>	<b>Official warning to termination</b>
<b>Use of illicit drugs</b>	<b>Official warning to termination</b>
<b>Distribution of illicit drugs</b>	<b>Suspension to termination</b>
<b>Unlawful possession of alcohol</b>	<b>Official warning to termination</b>
<b>Unlawful use of alcohol</b>	<b>Official warning to termination</b>
<b>Unlawful distribution of alcohol</b>	<b>Official warning to termination</b>

Additionally, the University may require chemical or alcohol assessment and treatment in addition to any other disciplinary sanctions which may be imposed.

Violation of local, state or federal laws prohibiting distribution, possession or use of illicit drugs or abuse of alcohol may result in a range of legal sanctions, by criminal authorities, including the following: probation, fine, mandatory rehabilitation programs, community service, and imprisonment. Serious and repeated violations of federal and state laws may lead to life imprisonment without opportunity for parole. For detailed information on state and federal sanctions, see the Alcohol and Other Drugs Policy found on the Dean of Students website (<https://sites.augsburg.edu/dean-of-students/studentguide/>)

Faculty and staff may also contact a service agency such as the SAMSA National Helpline, 1-800-662-HELP (4357) for 24/7, free treatment referral and information service. The Hennepin County Chemical Health Services is a location option for referral and help line, 612-348-411.

Augsburg University offers six (6) medical plans to eligible staff and faculty. Please contact Medica, 1 (800) 626-7944, for more information about chemical dependency treatment coverage.

Employees may also contact the Employee Assistance Program (EAP) for information and referrals:

Unum / Health Advocate:  
<http://www.unum.com/lifebalance>  
1.800.854.1446

Medica / Optum EAP:  
<https://web.augsburg.edu/hr/2023Benefits/MedicaEAP.pdf>  
1.800.626.7944