

Section: Employee/Labor Relations

Section Number: 4.9.15

Subject: Drug Free Campus Policy

Date of Present Issue: 01/15/19

Date of Previous Issues:
04/89, 07/90, 12/95

Policy

It is the policy of Lake Superior State University to operate in adherence to all applicable federal laws and regulations. The Lake Superior State University Drug-Free Campus policies are implemented in accordance with the Drug-Free Workplace Act of 1988, Federal Anti-Drug Abuse Act of 1988, and Drug Free School and Community Act, Amendments of 1989. As a recipient of federal funds, Lake Superior State University has adopted and implemented programs to prevent the unlawful manufacture, distribution, dispensation, possession, or use of controlled substances, including marijuana and alcohol. Lake Superior State University policies apply to all persons at locations for which the University is responsible and has control of operations, to University events (on or off campus), and to University travel.

Any student or employee found to be in violation of Lake Superior State University policies will be subject to the University employee or student disciplinary procedures, and/or required satisfactory participation in drug/alcohol abuse assistance or rehabilitation programs, and/or may be subject to immediate discharge from employment or dismissal from the University.

The University notifies employees and students of its policy through an annual notification process.

Sanctions

LSSU will impose sanctions for violation of this Policy consistent with collective bargaining agreements, employee handbooks, student handbooks, and University regulations. Violations will result in disciplinary action, up to and including termination of employment, expulsion, and referral for prosecution to local law enforcement.

Legal Sanctions

There are legal sanctions under local ordinances, and under state and federal law for the unlawful possession, use, or distribution of illicit drugs and alcohol. A violation under state law may result in a misdemeanor or felony conviction, depending on the nature of the offense, punishable by imprisonment, payment of fines, confiscation of real and personal property, or a combination of the three.

Health Risks

Health (and other) risks associated with the use of alcohol and other drugs include, but are not limited to: impaired academic or work performance; lost potential; absenteeism from class or work; financial problems; doing things one later regrets; conflicts with co-workers, classmates, families, friends, and others; sexual assault and other unplanned sexual relationships; unwanted pregnancies; sexually-transmitted diseases; unusual or inappropriate risk-taking which may result in physical or emotional injury, or death; blackouts; hangovers; long- term health problems including cirrhosis of the liver, organic brain damage, high blood pressure, and heart disease; and legal problems including imprisonment. For more information on health risks contact the LSSU Health Care Center.

Drug and Alcohol Prevention, and Counseling and Rehabilitation Programs

Treatment services are coordinated by the University's Counseling Center. Referrals of individuals to the Counseling Center may be made by any member of the campus community. Such referrals, made on the basis of a shared concern for one another's mutual welfare, are held in the closest of confidence. Faculty and staff members, students, health services staff, coaching staff, disciplinary hearing officers and supervisors are all encouraged to learn those warning signs which may indicate possible problems with the misuse of alcohol and use of illicit drugs.

In addition to providing counseling, the Counseling Center provides a liaison with a wide variety of treatment agencies, such as the LSSU Health CARE Center, Eastern Upper Peninsula Mental Health Center, the War Memorial Hospital Substance Abuse Program, Sault Tribe Health and Human Services, Chippewa County Health Department, Alcoholics Anonymous, and the New Hope House for Men and Women, as well as many regional facilities. Any counseling relationship involves strict confidentiality, and any referrals to outside agencies are also kept in the closest of confidence.

Section: Employee/Labor Relations

Section Number: 4.9.15

Subject: Drug Free Campus Policy

Date of Present Issue: 01/15/19

Date of Previous Issues:

04/89, 07/90, 12/95

Below is a list of some drug and alcohol prevention, counseling, treatment and rehabilitation, and re-entry programs. Additional programs may be listed in local and other area telephone directories.

LSSU Counseling Center

650 W Easterday Ave.
Sault Ste. Marie, MI 49783
906-635-2752

LSSU Health Care Center

650 W Easterday Ave.
Sault Ste. Marie, MI 49783
906-635-2110

Eastern U.P. Mental Health Center

114 W Elliott St
St. Ignace, MI 49781
906-643-8616

War Memorial Hospital

500 Osborn Ave
Sault Ste. Marie, MI 49783
906-635-4460

Sault Tribe Health and Human Services

2864 Ashmun St.
Sault Ste. Marie, MI 49783
906-632-5200

Chippewa County Health Department

139 Arlington St.
Sault Ste. Marie, MI 49783
906-635-3620

New Hope House for Women

2655 Ashmun St.
Sault Ste, Marie, MI 49783
906-228-9696

New Hope House for Men

301 E Spruce St.
Sault Ste, Marie, MI 49783
906-635-5542

Alcoholics Anonymous

906-253-9364

Student Organizations – Many student organizations provide an opportunity to become involved in alcohol and other drug education projects. For information, call 906-635-2236.

If you have any questions concerning this Policy, please contact Campus Life and Housing 906-635-2236, or Human Resources 906-635-2213.