



Drug-Free Campus	
Responsible Official: Chief Operating Officer	Responsible Office: Human Resources

Policy Purpose

This policy prohibits the use, sale, distribution, or manufacturing of controlled substances on ETSU-owned or controlled property.

Policy Statement

ETSU will comply with all state and federal laws related to controlled substances. ETSU prohibits the use, sale, distribution, or manufacturing of controlled substances. This policy applies to all university buildings and grounds; ETSU-affiliated off-campus locations and clinics; any buildings owned, leased, or rented by ETSU; ETSU facilities located on the campus of the James H. Quillen Veterans Affairs Medical Center at Mountain Home; and all state vehicles.

Suspected or known use, sale, distribution, or manufacturing of controlled substances should be reported to Public Safety. ETSU will impose the appropriate sanction(s) on any employee, student, or visitor who fails to comply with the terms of this policy.

I. Employees.

As a condition of employment, each employee, including student employees, must abide by the terms of this policy, and must notify the Office Human Resources of any criminal drug statute conviction for a violation occurring in the workplace (on or off campus) no later than five days after such conviction. A conviction includes a finding of guilt, a plea of nolo contendere, or imposition of a sentence by any state or federal judicial body.

An employee who fails to comply with this policy, including failure to notify of conviction, may be subject to disciplinary action, up to and including termination.

II. Students.

Student violations of this policy will be handled by the Division of Student Life and Enrollment.

III. Visitors.

Visitor violations of this policy will be handled by Public Safety and reported to other law enforcement agencies as required by law.

IV. Certification and Notification Requirements for Federal Grants.

A certification statement will be placed in all federal grant requests that the institution is complying with the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act Amendments of 1989.

All employees involved in the performance of federal contracts and grants will be furnished a copy of this policy statement. In addition, they must certify that they will abide by the terms of the policy.

Upon receiving notice of a drug conviction by an employee involved in the performance of a federal contract or grant, the appropriate federal agency will be notified within ten (10) days of the notice of conviction.

Previous Policy: PPP-26 Drug-Free Campus

Authority:

Definitions

Policy History

Effective Date

Initial: 12/12/2022

Revised:

Procedure

Procedure History

Related Form(s)

Scope and Applicability

Primary: Human Resources

Secondary: