Western New Mexico University  
Board of Regents

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<td>Board of Regents September 14, 2012</td>
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**Policy:** Western New Mexico University believes that reducing drug and alcohol abuse improves the safety, health and productivity of faculty, staff and students. The object of this Drug and Alcohol Policy is to provide a safe and healthy workplace for all faculty and staff and a learning environment for students and comply with federal law, where applicable.

**Definitions**

- **Illegal use of drugs** includes the use of controlled substances or drugs, the possession or distribution of which is unlawful under federal, state or local law. The term includes the use or possession of prescription drugs which have not been lawfully obtained and the misuse of prescription or over-the-counter medication. The term does not include the use of a drug taken, as prescribed, under the supervision of a licensed health care professional, or other uses authorized by the Controlled Substances Act or other provisions of federal, state or local law.

- **Illegal drugs** include any drug or controlled substance the sale, consumption of possession of which is unlawful.

- **University property** as used in this policy means any University campus, University building, University owned vehicle, or University approved vehicle used to transport students to and from University activities.

- **University programs** as used in this policy means any University sponsored or approved activity, event, or function, on or off University property, where students are under the jurisdiction of the University, or during any period of time University employees are supervising students on behalf of the University or are otherwise engaged in University business.

**Prohibited Conduct**
This list is not exhaustive. It is meant to give faculty, staff and students a general idea of the types of conduct prohibited while on or off University property, while participating in University programs or conducting University business:

1) reporting to work or class impaired by or under the influence of alcohol, illegal drugs or the illegal use of drugs;

2) the unlawful manufacture, distribution, dispensation, possession or use of alcohol or illegal drugs;

3) improper use of prescription medication;

4) illegal use of drugs;

5) possessing, storing or otherwise having drug paraphernalia in the work place or in the classroom, including in desks and lockers;

6) possessing, storing, drinking or otherwise having alcohol in the work place or in the classroom, including in desks and lockers, except as authorized in the policy entitled Use of Alcohol on University Property;

7) violation of federal, state or local laws relating to alcohol or drug possession or use;

8) failure to participate in an investigation related to the University’s Drug and Alcohol Policy.

Alcohol may be used by faculty, staff and students who are 21 years of age or older on University property only as set forth in the policy entitled “Use of Alcohol on University Property” found in this Manual.

Violation of this policy will result in appropriate disciplinary action, up to and including termination of a faculty or staff member’s employment or expulsion of a student from Western New Mexico University.