



**Maryland University of Integrative Health**  
***Policy and Procedures***

**No. 1030 Rev.: 3**  
**Date: July 11, 2023**

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**Subject: Drug, Alcohol, and Tobacco-Free Policy**

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**1. Purpose**

It is the intent of Maryland University of Integrative Health (MUIH) to maintain a safe, healthy, and productive environment for all our employees, students, and community members; to maintain the integrity and security of our equipment and workspace; and to perform all these functions in a fashion consistent with the interests and concerns of the community. This policy applies both to the University as an educational institution and the University as a workplace.

**2. Policy**

In compliance with the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act, the University is committed to maintaining a safe and healthy University, free from the influence of alcohol and drugs. With alcohol and drugs, the human body is exposed to long-term health risks such as lung or heart disease, stroke, cancer, or other mental health conditions. Additionally, there is an increased risk of contracting infections from sharing drug paraphernalia and using poor judgment for decision-making while under the influence of a drug or alcohol.

The University strictly prohibits the possession, use, consumption, sale, purchase or distribution, dispensation, or manufacture of alcohol, legal drugs, illegal drugs, or any illegally-used legal drugs by students, faculty, and staff on University premises or within its facilities, in the conduct of University-related activities off campus, or at any time during the course of the work or class day.

The University recognizes that substance abuse is a medical problem that can be successfully treated. However, the health and safety of students, faculty, and staff is a serious concern to the University.

Furthermore, students, faculty, and staff have the right to learn and work in an alcohol and drug-free environment and to work with persons free from the effects of alcohol and drugs.

While state legislation may legalize the use of drugs, any University that receives federal funding must maintain an alcohol and drug-free environment as the use of drugs is not legalized at the federal level.

### **3. Procedures**

Pursuant to maintaining a drug-free workplace, the University prohibits the possession, use, consumption, sale, purchase or distribution, dispensation, or manufacture of alcohol, illegal drugs, or any illegally-used legal drugs on the University's property or as part of any of the University's activities, except that alcohol may be served at certain events with prior written permission.

Acceptance as a student coming into applicable programs and/or employment at the University is conditional upon compliance with this policy. Any student or employee who is or has been convicted of any infraction of a drug or alcohol statute must notify either the Vice President for Academic and Student Affairs/Provost (for students) or Human Enrichment (for faculty and staff). Notification of a conviction must be made no later than five calendar days after such conviction. An appeal of a conviction does not affect the obligation to report the conviction. If applicable, the University will notify any appropriate contracting or granting agency within 10 days after receiving notice that a covered employee has been convicted of a criminal drug violation in the workplace.

Failure to comply with this policy will result in disciplinary action consistent with local, state, and federal law, up to and including termination of employment or expulsion and referral for prosecution. Disciplinary actions are in the sole judgment of the University and may include referral for treatment, with any continued association with the University contingent on the successful completion of treatment.

#### **3.1 Drug and Alcohol Abuse Prevention Program**

A Drug and Alcohol Abuse Prevention Program exists to prevent the use of illicit drugs and the abuse of alcohol by students and employees. This program prohibits the use of illicit drugs and alcohol at the University and provides educational materials about University policies and available resources for the referral of those in need. This program, at a minimum, includes the following components:

1. Prior to October 1 of each year, Human Enrichment shall document that each student and employee has received a copy of this policy.
2. Prior to October 1 of each year, Human Enrichment shall document that each student and employee has received educational material that includes at least the following:
  - a. A description of the applicable legal sanctions under local, state, or federal law for the unlawful possession or distribution of illicit drugs and alcohol;
  - b. A description of the health-risks associated with the use of illicit drugs and the abuse of alcohol; and,
  - c. A description of any drug or alcohol counseling, treatment, or rehabilitation available to employees or students.

### **3.1.1 Resources for Students**

MUIH encourages individuals with alcohol- or other drug-related problems to seek assistance. The Student Support Center provides free confidential counseling services to students seeking assistance. For more information, contact [studentsupport@muih.edu](mailto:studentsupport@muih.edu).

### **3.1.2 Resources for Faculty and Staff**

MUIH encourages individuals with alcohol- or other drug-related problems to seek assistance. All faculty and staff have free, confidential access to MUIH's Employee Assistance Program through Mutual of Omaha. For more information, visit [mutualofomaha/eap](http://mutualofomaha/eap), 24-hour hotline 1-800-316-2796, or contact Human Enrichment.

## **3.2 Policy on Serving Alcohol**

The possession and use of alcoholic beverages is generally prohibited on all University property.

Alcoholic beverages may be served in certain instances only with prior written permission from the President and CEO or the Chief Financial Officer. Alcohol may only be served to individuals who are authorized to consume alcoholic beverages under the laws of the State of Maryland.

If alcohol is to be served, the sponsor of the event must submit a written request at least 10 days prior to the event. In the request, event organizers must demonstrate procedures that ensure only legal, responsible alcohol consumption, including obtaining identification to verify age. No alcohol may be sold on campus.

## **3.3 Tobacco-Free Campus**

Maryland University of Integrative Health is a tobacco-free campus. No tobacco products (cigarettes, cigars, chew, or electronic cigarettes including vaping products) are allowed on campus, including the building, grounds, and parking lots.

Acceptable smoking locations include any space past the stop sign at the end of the parking lot and onto Montpelier Road.

## **4. Definitions**

- **ALCOHOLIC BEVERAGES** – Any beverage containing alcohol, including but not limited to beer, wine, liquor, and grain alcohol.
- **UNIVERSITY PROPERTY** – Includes on and off campus property owned, managed, or leased by the University and under the care, custody, and control of University employees.

## **5. Approval and Revisions**

Approved November 6, 2018 by President and CEO, Steven C. Combs.

- Note: This policy replaces the former "Drug Free Workplace" Standards & Practice, which was last reviewed in June 2015. A copy of the "Drug Free Workplace" is available from the Office of the President.

- Revision 1

Updated language regarding the Drug and Alcohol Abuse Prevention Program and added additional information about the health risks associated with the use of illegal drugs and alcohol.

Approved March 8, 2019 by Interim President and CEO, Marc Levin.

- Revision 2

Updated email address related to resources for students, Employee Assistance Program information, and other titles throughout the document.

Approved June 16, 2020 by President and CEO, Marc Levin.

- Revision 3

Added section 3.3 for Tobacco-Free Campus. Added language to clarify that state legalization of drugs doesn't supercede federal legislation due to federal funding.

Approved July 11, 2023 by President and CEO, Marc Levin.