

MISSOURI SOUTHERN STATE UNIVERSITY POLICY	
Name of Policy:	Alcohol and Drug-Free Workplace Policy
Date of Last Revision:	May 2025
Policy Owner	Human Resources
Handbook	Employee

ALCOHOL AND DRUG-FREE WORKPLACE POLICY

In keeping with the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act of 1989, the University prohibits the unlawful manufacture, distribution, dispensing, possession or use of alcohol and/or any illegal substance by employees in the workplace, on university property, or as part of any University -sponsored activity. This includes violation of the Missouri law prohibiting possession or use of alcohol by persons under 21 years of age and violation of all other state and federal laws regulating use, possession, or distribution of alcohol and other drugs. “University - sponsored activity” includes those activities that are planned, promoted, or sponsored by a university department or other University subdivision. “University property” includes University owned or leased land, facilities, vehicles, and equipment. On limited occasions the President may approve the legal serving of alcoholic beverages at a university event or activity.

The University recognizes alcohol and drug abuse as a potential health, safety and security problem. Excessive alcohol consumption or use of illegal drugs impairs the user’s ability to function, changes the user’s behavior, and subjects the user to serious health risks, including disease, addiction, and death. An employee with an alcohol and/or drug-related problem is encouraged to seek help. Confidential information regarding different drug and alcohol counseling and rehabilitation is available through the University’s Health Center, Advising, Counseling, & Testing Services (ACTS) or through the University’s Employee Assistance Program (EAP).

The University is committed to the safety and well-being of the University community and to the provision of a drug-free workplace. Thus, it is the expectation of the University that all employees abide by the terms of this policy as a condition of employment. If an employee violates this policy, the University may subject the employee to immediate disciplinary action, up to and including termination, and report the employee to the appropriate officials for prosecution under the laws of the State and the United States of America, under which, penalties may include fines, imprisonment, or both. Any employee, as a condition of employment, is required to notify the Director of Human Resources within five days of any criminal drug conviction if the violation occurred on campus or off campus while conducting University business.