



Policy Title: HR5060 - Drug-Free Campus and Alcohol Abuse Prevention

Subject Area: Human Resources

Responsible Official(s): Executive Vice President and Chief Operating and Financial Officer

Responsible Office(s): Human Resources

Policy Statement

The Drug-Free Campus and Alcohol Abuse Prevention Policy applies to all members of the University community, including full-time and part-time students; student organizations; permanent and temporary employees, including all faculty, administration and staff; and student employees and interns. The policy applies to behavior that occurs on the University campus, on property owned or controlled by the University or as part of any University activities. This policy works in conjunction with the University Code of Student Rights and Responsibilities.

Policy

The University of Memphis (UofM) is committed to the health and well-being of its faculty, staff and student body. Alcohol abuse and drug use can be detrimental to one's overall physical and emotional health.

This policy is designed to convey the University's care and concern for the members of the campus community, given that alcohol abuse and other drug use on college campuses is a major public health concern. In compliance with the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act Amendments of 1989, the University has adopted the following policy to help promote the health and safety of the University community.

Authorized Use of Alcohol on Campus

The authorized use of alcohol on campus is governed by University policy [GE2048 - Alcohol Use and Sale on Campus](#).

Drug and Alcohol Counseling, Treatment and Rehabilitation Programs Available to Students and Employees

The following are a list of resources for students and employees who are concerned about their own use of alcohol and/or drugs:

Students Counseling Center
Email: counseling@memphis.edu
Phone: 901-678-2068

Employees [Emotional Wellbeing Solutions](#) (formerly referred to as Employee Assistance Program - EAP)
1-855-437-3486

[Alcoholics Anonymous](#)
901-454-1414

Prohibited Conduct

In accordance with local, state and federal law, UofM prohibits students and employees from engaging in the unlawful use, possession, sale, distribution or manufacture of controlled substances (as defined in the Controlled Substances Act, 21 U.S.C. § 812) or alcohol on University property or as part of any University activities.

Federal and state laws provide additional penalties for the illegal use, possession, sale, distribution or manufacture of drugs or alcohol, including imprisonment, fines and community service. Local ordinances also provide various penalties for drug and alcohol offenses.

- **Employees** – Any employee, including faculty, staff and administration, found to be in violation of this policy or local, state or federal law, is subject to prompt disciplinary action up to and including termination, mandatory participation in drug/alcohol abuse assistance or rehabilitation program and/or referral for legal prosecution.

All employees, including faculty, staff and administration, are required to notify Human Resources within five (5) business days if they are convicted of violating any criminal drug statute as a result of any activity occurring at the UofM workplace or while engaged in work activities of the University. Failure to report a criminal conviction as outlined in this policy may result in termination once the conviction is discovered.

To maintain a drug-free environment, the University may perform screenings of controlled substances and alcohol in areas or positions of employment that affect the public welfare or safety, or where such screenings are required by state and federal regulations. In addition, all employees of the University may be subject to drug and alcohol testing due to reasonable suspicion as determined by Human Resources and/or Police Services.

- **Students** – Students and student organizations are required to comply with this policy, the Code of Student Rights and Responsibilities and the University Student Housing Policy. Students and student organizations are subject to disciplinary action for any violation of this policy. A student may also be subject to disciplinary action for a violation of the Code of Student Rights and Responsibilities and/or the Student Housing Policy.

FAQs

Does this policy apply to me if I attend a departmental function on campus after normal working hours?

Yes. In accordance with local, state and federal law, the University of Memphis prohibits students and employees from engaging in the unlawful use, possession, sale, distribution or manufacture of controlled substances (as defined in the Controlled Substances Act, 21 U.S.C. § 812) or alcohol on University property or as part of any University activities.

How does this policy apply to someone who has an alcoholic drink during lunch and then returns to work?

Employees are prohibited from reporting to work under the influence and must be fit for duty while at work.

Whom do I contact with further questions?

Contact the Department of Human Resources at hrrservicecenter@memphis.edu.

Related Documents, Policies and Forms

[Student Code of Rights and Responsibilities](#)

[GE2048 - Alcohol Use and Sale on Campus](#)

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