



California Institute of Integral Studies

Policies, Procedures and Documents:

Drug Free Campus Policy

The misuse and abuse of drugs (controlled substances) and the abuse of alcohol can lead to serious health problems, including addiction, severe disability, and even death. In response to these concerns, the U.S. Congress passed the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Amendments of 1989.

In accordance with these acts, CIIS has enacted a policy maintaining a drug-free workplace and campus. The unlawful manufacture, distribution, dispensation, possession, and/or use of controlled substances or the unlawful possession, use, or distribution of alcohol is prohibited in CIIS facilities, in the workplace, or as part of any of the Institute's activities. The workplace and campus are presumed to include all premises where activities of the Institute are conducted. Violation of this policy may result in disciplinary sanctions up to and including termination of employment or expulsion of students. Violations may also be referred to the appropriate authorities for prosecution.

Furthermore, federal, state, and local laws regulate the unlawful manufacture, distribution, dispensation, possession, and/or use of controlled substances or alcohol. These laws impose sanctions for both misdemeanor and felony convictions. Criminal penalties for convictions can range from fines and probation to denial or revocation of federal benefits (such as student loans) to imprisonment and forfeiture of personal and real property.

If You Need Help

CIIS encourages any students who are concerned about substance use, abuse, and rehabilitation to contact a physician for a referral to confidential substance abuse counseling. If a student is expelled or terminated as a result of violating the drug-free policy, CIIS will consider an application from the individual for reinstatement only after the student successfully completes a rehabilitation program (including after-care).

Student Employees

CIIS employs a number of students. As a condition of employment, all employees are required to follow this policy:

Employees who unlawfully manufacture, distribute, dispense, possess, or use controlled substances or unlawfully use, possess, or distribute alcohol in the workplace, on the campus, or as part of any Institute activity shall be subject to discipline up to and including discharge from employment and, where appropriate, may be referred for prosecution. If and when an employee is suspected of violating this policy, the supervisor should consult with his or her immediate manager (or the president if the case involves the manager) to plan and carry out an appropriate investigation and resolution of the situation.

An employee who is convicted (including a plea of nolo contendere) of a criminal drug statute violation occurring in the workplace must, within five days thereafter, notify CIIS of such



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conviction by informing the employee's supervisor (for staff) or the academic vice president.

Individuals who are not CIIS employees, but who perform work at CIIS for its benefit (e.g., independent contractors, temporary employees provided by agencies, visitors engaged in joint projects at CIIS, volunteers, and so forth) are required to comply with this policy. Any individuals who unlawfully manufacture, distribute, dispense, possess, or use controlled substances or unlawfully use, possess, or distribute alcohol in the CIIS workplace may be barred from further work.