



The Drug-Free Schools and Communities Act Amendments of 1989, Public Law 101-226, require that, as a condition of receiving funds or any other form of financial assistance under any federal program, an institution of higher education must certify that it has adopted and implemented a program to prevent the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees. This document was prepared and distributed in compliance with Title 34 of the Code of Federal Regulations Part 86.

## STANDARDS OF CONDUCT

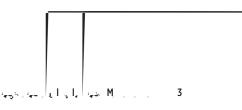
The unlawful manufacture, distribution, dispensation, possession, use or sale of alcohol, illegal drugs or controlled substances by University employees or students in the workplace, in classrooms, on University premises at official University functions, on University business, in University vehicles, or related to any University-sponsored activity is prohibited. In addition, employees and students shall not use alcohol or illegal substances or abuse legal substances in a manner that impairs work performance, scholarly activities or student life. Conduct involving prescription drugs, which have not been prescribed by a physician to the person using or in possession of them, will be treated as a violation of this policy.

The University reserves the right to inspect the workplace for alcohol, controlled substances, illegal drugs or paraphernalia relating to alcohol, controlled substances or illegal drugs, and to question any employee when it reasonably suspects that this policy or any procedure under this policy has been violated.

All traditional freshmen, sophomores and other students under the age of 21 are prohibited from the possession and consumption of alcohol. All students are prohibited from the use and possession of illegal drugs. In addition, student organizations sponsoring events where alcohol is present are subject to the additional requirements and guidelines of the University's social events policy and registration form.

## DISCIPLINARY SANCTIONS VIOLATIONS BY EMPLOYEES

Employees found to be in violation of this policy, including student employees, if the circumstances warrant, may be subject to corrective action up to and including dismissal under applicable University policies, or may be required, at the discretion of the University, to obtain an assessment or evaluation to determine whether the employee may have a substance or alcohol abuse issue, and/or may be reported to authorities for criminal prosecution or other appropriate action. The University may



MISCELLANEOUS (Paraphernalia, License Suspensions, Drug Tax Stamps, etc.)

Second and subsequent offenses double first offense penalties.

## Impoundment, Immobilization and Installation of Interlock System: MCA 67-11-31 Changes in DUI Sentencing Requirements Effective July 1, 2014 (2) (b) A

Mothers who drink during pregnancy may give birth to infants with Fetal Alcohol Syndrome (FAS) or other alcohol-related birth defects. Drinking by the mother during pregnancy places the unborn child at risk, affecting the child's development. Conditions seen in FAS children include (1) mental retardation, (2) a pattern of abnormal facial and body features, and (3) central nervous system abnormalities. Not all infants born to women who drink exhibit abnormal development. "Safe" levels of alcohol use during pregnancy have not been established, and it is currently recommended that pregnant women abstain.

## **DRUGS**

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