

A. PURPOSE

The purpose of this policy is to adopt and implement a program to educate the University community about the unlawful possession, use or distribution of illicit drugs or alcohol and the resulting penalties.

B. AUTHORITY

[Code of Virginia Section 23-1301, as amended](#) grants authority to the Board of Visitors to make rules and policies concerning the institution. Section 6.01(a)(6) of the [Board of Visitors Bylaws](#) grants authority to the President to implement the policies and procedures of the Board relating to University operations.

[34 Code of Federal Regulations 86 implemented pursuant to the Drug Free Schools and Communities Act, 20 U.S.C. 1145 \(g\)](#)

[Virginia Department of Human Resource Management Policy 1405 Alcohol and Other Drugs](#)

C. DEFINITION

Controlled Substance A drug, substance, or immediate precursor in Schedules I through VI of Chapter 34 of the Code of Virginia, but substances include distilled spirits.

Imitation Controlled Substance A pill, capsule, or tablet or substance in any form whatsoever that

whether or not the University's programs are in session. Agents include all persons

with any other sentence, and ~~he~~ she shall be fined not more than \$500,000.
[Code of Virginia Section 18.2-48, as amended](#)

- ii. If a person proves that he or

community-based probation services agency established pursuant to Article 9.1 of [Code of Virginia Section 9-173 et seq., as amended](#) of Chapter 1 of Title 9.1, if one has been established for the locality. The alcohol safety action program or local community-based probation services agency shall report to the court any violation of the terms of the restricted permit, the required alcohol safety action program monitoring or local community-based probation services and any condition related thereto or any failure to remain alcohol-

Employees who commit the above offenses are subject to disciplinary action up to and including discharge and participation in a drug abuse assistance or rehabilitation program at the discretion of management.

Supervisors should contact the Director of Human Resources for Strategic Initiatives and Employee Relations for guidance within five days of being notified of an employee's conviction.

b. Students

Student conduct action u hyd u i tdeit uacn urctiomxhld fin u 0 Tw 2.326 0 9.68 ai c

H. RESPONSIBLE OFFICER

Associate University Counsel

I. RELATED INFORMATION

N/A

POLICY HISTORY

Policy Formulation Committee (PFC) & Responsible Officer Approval to Proceed:

/s/ J. D. W

As of, 2018