

**University of Sioux Falls**  
**Drug and Alcohol Abuse Prevention Information**  
**For Posting: September 2024**

Drug and Alcohol Abuse Prevention Information:

<https://apps.usiouxfalls.edu/download/DrugAlcoholAbusePreventionInformation>

The University of Sioux Falls (USF) is committed to protecting the safety, health, and well-being of all employees, students, and other individuals in our workplace and on campus. We have established a drug-free workplace program that balances our respect for individuals with the need to maintain an alcohol and drug-free environment. USF recognizes that alcohol and drug abuse addictions are treatable illnesses and encourages employees and students to voluntarily seek help with drug and alcohol problems.

Communicating our Drug and Alcohol Abuse Program Prevention information and Drug-free Workplace policy to supervisors, employees, and students is critical to our success. All employees have access to an electronic copy of the policy in the USF Faculty/Staff Handbook, on MYUSF at <https://apps.usiouxfalls.edu/download/FSHandbookS4a>. Students have access to a copy of the policy in the Student Handbook at [https://my.usiouxfalls.edu/ICS/Campus\\_Life/](https://my.usiouxfalls.edu/ICS/Campus_Life/)

USF's Drug and Alcohol Prevention program includes:

- A university partnership with Avera Health. Employees and students are encouraged to contact experts at the Avera Addiction Care Center at 605-504-2222 or visit <https://www.avera.org/services/behavioral-mental-health/addiction-recovery/>
- Encouraging employees and students to utilize the service at FACE-IT Sioux Falls, an organization that provides valuable support for USF employees and their family members, and students who desire a healthy recovery from addictions. LINK: <https://www.wefacetogether.org/>
- USF recognizes The Link, at 605-275-1000 or <https://link-cityofsfgis.hub.arcgis.com/>, which is a community triage center in Sioux Falls, South Dakota for mental illness or addiction. The Link is a collaboration of the City of Sioux Falls, Minnehaha County, Avera Health, and Sanford Health. The center is available to USF employees and their families, and students to seek care for their individual needs and get connected to appropriate services by health care professionals.
- Referral resources for USF employees and all students are available through the Vice President for Human Resources, Vice President for Enrollment Management/Student Life, University Counselor, Director of Student Life and Housing, and Director of the Kilian Center for Academic Success Center.
- USF utilizes Alcohol 101+. This is a unique alcohol education course for colleges and organization to use with their students and provides knowledge to make smarter decisions relating to alcohol: <https://www.alcohol101.plus/>

USF notifies all employees and students annually of the Drug and Alcohol Abuse Prevention Program and available resources using USF e-mail accounts. This notification is sent by October 1 of each year. Since all employees and students are provided a USF issued email account and are expected to access USF email on a regular basis, providing the Drug and Alcohol Abuse Prevention Program through email is the most efficient, effective, and all-inclusive method of communication. Employees are also reminded of the Drug and Alcohol Abuse Prevention Program upon hiring, annually during the open enrollment time period, and in the email that includes all mandatory notices.

## USF Drug-Free Policy

The Drug-Free Schools and Communities Act of 1989 mandates that institutions of higher education adopt and implement a program designed to prevent the unlawful possession, use, dispensation, or distribution of illicit drugs and alcohol by employees and students and provide certification to the Department of Education that such a program is in place. Unless specifically noted, the term “drug” or “drug-free” includes the illegal use of drugs and alcohol.

The Drug-Free Workplace Act of 1988 requires recipients of federal grants and certain federal contracts to certify that they will provide a drug-free workplace. Employees (including work-study students) who are engaged in projects relating to federal grant awards must abide by USF’s drug-free policy to avoid loss of the federal grant or contract. As part of the policy, USF has also adopted a drug-testing program.

This policy includes the following: USF prohibits the unlawful manufacture, distribution, dispensation, possession, or use of controlled substances and alcohol by any of its employees or students on USF property or at any USF-sponsored function, whether on or off-campus. USF requires the cooperation of the entire campus community in its pursuit to maintain a drug-free environment.

Any employee or student who violates this prohibition, or who does not cooperate with USF in its attempts to maintain a drug-free environment, will face disciplinary action appropriate sanction based on their classification at USF. Such persons also may be required, as a condition of continuing their relationship with USF, to enroll, at their own expense, in a substance abuse counseling and/or treatment program.

Persons violating any city ordinances, state criminal laws, or federal laws relating to alcohol or drug use also risk fines and imprisonment. Employees are required to notify USF of any arrest, detainment, commitment, or conviction resulting from a violation of this policy no later than five days after the violation of this policy.

### Covered Workers

Any individual who conducts business for USF, is applying for a position with USF, is employed by USF, or is conducting business on USF’s property is covered by our drug-free workplace policy. For example, our policy includes, but is not limited to, President, Leadership Team, exempt employees, non-exempt employees, executive management, adjunct instructors, faculty members, managers, supervisors, full-time employees, part-time employees, off-site employees, contractors, volunteers, interns, applicants, and students.

### Applicability

Our drug-free workplace policy is intended to apply whenever anyone is representing or conducting business for USF. Therefore, this policy applies during all working hours, whenever conducting business or representing USF, while on call, paid standby, while on USF property and at USF-sponsored events.