



Policy Title
Drug Free Workplace

Identifier
USCSOMG – STAF – 8.01

Prepared by: Office for Student Affairs	
Reviewed by: Associate Dean for Student Affairs	Review Date: 12/10/2024
Approved by: USCSOMG Policy Committee	Approval Date: 02/17/2025
	Effective Date: 02/17/2025

LCME Standards

10.6 – Content of Informational Materials
12.3 – Personal Counseling / Well-Being Programs

Scope

University of South Carolina (USC) School of Medicine Greenville students

Policy Statement

Consistent with the Federal Drug Free Workplace Act of 1988, it is the policy of USC School of Medicine Greenville that all students be committed to creating and maintaining a drug free environment.

Reason for Policy

To provide USC School of Medicine Greenville students with clear expectations on their behavior related to the Drug Free Workplace policy.

Definitions

Substances of Abuse: Any potentially mood-altering chemicals including alcohol, controlled substances, illegal drugs or legally prescribed or obtained medications used in an unauthorized or improper manner.

Associated Paraphernalia: Any equipment utilized in the manufacture, refining, distribution or use of mood-altering substances.

Substance Abuse and Misuse: The excessive and/or inappropriate use of any substances of abuse on or off campus that influence the ability of students to safely or effectively perform, or which jeopardize the safety of other students, faculty, staff, USC School of Medicine Greenville property, Partner Health System property, the public, or the USC School of Medicine's relations with the community.

USC School of Medicine Greenville Property: Any building, grounds, parking lots, vehicles, equipment, supplies, or medications owned, managed or leased by USC School of Medicine Greenville; any privately-

owned property housed on USC School of Medicine Greenville premises; and any location where the employee represents USC School of Medicine Greenville in any capacity.

Partner Health System Property: Any building, grounds, parking lots, vehicles, equipment, supplies, or medications owned, managed, or leased by the partner health system; any privately owned property housed on partner health system premises; and any location where the employee represents partner health system in any capacity.

Particularized Suspicion: The presentation of observable behaviors or occurrences that suggest difficulties in movement, speech, demeanor, or behavior; body odors; or other appearance of notable indicators of unsafe practices suggestive of impairment or being under the influence of substances of abuse. The observations include but are not limited to indications of the chronic use or effects of withdrawal from controlled substances.

Procedures

The USC School of Medicine Greenville adheres to the [USC Student Code of Conduct](#) and Drug Free Workplace: Human Resources – Prisma Health- Version 6.

The unlawful use, possession, manufacture, sale, distribution, or dispensation of any substances of abuse/misuse and associated paraphernalia on USC School of Medicine Greenville or Partner Health System property is prohibited. A student will be considered under the influence of controlled substances if the student tests positive for illegal drugs or their metabolites are at or above the established cut-off levels.

Suspected violations of the Drug Free Workplace policy will be investigated by the USC School of Medicine Greenville. Screening including, but not limited to, blood test, breathalyzer, urine drug screen or other scientifically accepted methods will occur if there is a particularized suspicion that a student is under the influence of substances of abuse/misuse where suspicion is based upon any or a combination of the following observable phenomena:

- Direct observation of use of substances of abuse/misuse
- Physical symptoms of substance abuse/misuse
- A pattern of abnormal or erratic behavior or absenteeism suggestive of substance abuse/misuse
- Being identified as the subject of criminal investigation regarding possession and/or use of illegal substances
- Reliable information from independent sources reporting substance abuse/misuse
- Arrest or conviction of a drug related offense
- Evidence of drug-tampering or misappropriation
- Accidents suggestive of substance abuse/misuse
- Documented deterioration/declining work performance

Sanctions

Students who violate this policy will face sanctions from the USC School of Medicine Greenville. Every student entering or continuing their studies at the School of Medicine Greenville acknowledges and consents to taking a drug screen administered for probable cause or as a requirement for a rotation or educational activity. Impaired students who fail to cooperate with appropriate treatment programs are subject to disciplinary actions up to and including dismissal.

Additional Contacts

Office for Student Affairs

Honor and Professionalism Council (HPC)

Student Evaluation and Promotion Committee (SEPC)

Related Information

History

Date of Change	Change
February 2025	Revised to strengthen the language; provide clarity.
July 2024	Updates to branding and titles, formal approval not required.
July 2019	Editorial changes made due to branding updates and titles; formal approval not required.
July 2018	Policy formalized into standardized template, LCME CQI