



**Policy Title**

Drug Free Workplace

**Identifier**

UofSCSOMG – STAF – 8.01

<b>Prepared by:</b> Office for Student Affairs	
<b>Reviewed by:</b> Student Affairs Policy Committee	<b>Review Date:</b> 04/30/2018
<b>Approved by:</b> UofSCSOMG Policy Committee	<b>Approval Date:</b> 05/07/2018
	<b>Effective Date:</b> 07/16/2018

**LCME Standards**

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

**Scope**

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

**Policy Statement**

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

**Reason for Policy**

To provide UofSC 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:** The excessive and/or inappropriate use of any substances of abuse on or off campus which may influence the ability of students to safely or effectively perform, or which may jeopardize the safety of other students, faculty, staff, UofSC School of Medicine Greenville property, Partner Health System property, the public, or the UofSC School of Medicine’s relations with the community.

**UofSC School of Medicine Greenville Property:** Any building, grounds, parking lots, vehicles, equipment, supplies, or medications owned, managed or leased by UofSC School of Medicine Greenville; any privately-owned property housed on UofSC School of Medicine Greenville premises; and any location where the employee represents UofSC 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 occurrence which 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 may include indications of the chronic use or effects of withdrawal from controlled substances.

## **Procedures**

The UofSC School of Medicine Greenville adheres to the [UofSC Student Code of Conduct](#) and GHS Policy: S-106-5 Drug Free Workplace.

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

Suspected violations of the Drug Free Workplace policy will be investigated thoroughly by the UofSC 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 where suspicion is based upon any or a combination of the following observable phenomena:

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

## **Sanctions**

Students who violate this policy will face sanctions from the UofSC School of Medicine Greenville. Every student entering or continuing his/her studies in the School of Medicine 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**

UofSC School of Medicine Greenville Student Handbook  
[UofSC – STAF – 6.26 Student Code of Conduct](#)  
GHS Policy: S-106-5 Drug Free Workplace

### **History**

<b>Date of Change</b>	<b>Change</b>
July 2019	Editorial changes made due to branding updates and titles; formal approval not required.
July 2018	Policy formalized into standardized template, LCME CQI