



Notification to Michigan Tech Employees Regarding University Alcohol and Other Drugs Policies

I. Introduction

Michigan Technological University recognizes that the misuse and abuse of alcohol and other drugs can erode the foundation of the University's goals and objectives and can diminish the attainment of intellectual, social, physical, and moral growth and development. The risks of substance abuse and misuse include negative impact on current and future career prospects, poor social interactions, and unwanted and inappropriate sexual activity. All University members are adults who will make personal choices about their use of alcohol and other drugs, but those choices must not disrupt the living or learning environment of others.

It is the University's mission to influence alcohol and substance abuse when such behavior has a negative effect on any segment of the University community or violates any city, state, or federal law or ordinance. The University highly values responsible bystander behavior and timely reporting.

The University will attempt to provide, for all its community, educational activities and information concerning the responsible use of alcohol and other drugs, including wellness programs to support a healthy lifestyle.

Neither University policy nor the University's consent to the use of alcoholic beverages at certain locations and under certain circumstances constitutes University sponsorship or approval of such use, but reflects its desire to permit freedom of choice where such choice does not endanger life or violate existing law.

II. University Policies

All employees are expected to read and be familiar with the policies related to alcohol and other drugs. Please refer to Board of Trustees Policy 12.4 (Alcoholic Beverages).

All federal, state, and local laws governing the use of alcohol and other drugs are applicable to all activities at Michigan Technological University.

Alcohol is not allowed to be advertised at official University events, nor advertised in official University publications.

Social events are to conform to recognized standards of good taste and conduct.

The possession, sale, or use of any drugs in violation of federal, state, or local law while on University property, or at University sponsored events, or while on University business, is strictly prohibited.

Possession and use of alcoholic or intoxicating beverages is prohibited except in the following circumstances:

1. At University-sponsored functions alcoholic beverages may be served to non-paying guests with the prior approval of the President.
2. The possession and use of alcoholic beverages is permitted for occasions and in facilities for which a valid liquor license has been obtained only in compliance with the license.
3. Occupants of residence halls and University apartments may possess and use alcohol in approved rooms if such persons are of legal drinking age.
4. The use of alcohol is permitted in Michigan Technological University courses, workshops or seminars when under the supervision of a professional staff member and the purpose is solely educational.

III. Disciplinary Action

Any university employee who violates federal, state or local laws, and/or University rules regarding use, possession, sale, or furnishing of alcohol or other drugs while on University property, or at University sponsored events, or while on University business is subject to disciplinary actions, up to and including dismissal or discharge. For

additional information, please refer to
<<http://www.mtu.edu/hr/current/employees/discipline.html>>

IV. Prevention and Assistance

Michigan Tech is committed both to prevention of alcohol and drug abuse, and assistance to employees who need help with substance abuse issues. Accordingly, in addition to the discipline procedures mentioned earlier, the University will also offer support, rehabilitation, and/or counseling services to any employee who makes a request. Prevention and assistance resources include:

Department of Public Safety and Police Service

Emergency? Dial 911

206 MacInnes Drive (Widmaier House)

(906) 487-2216

<http://www.mtu.edu/publicsafety/>

Anonymous, online tip form: www.mtu.edu/tips

Anonymous phone tip line: 487-0TIP (487-0847)

For Employees: Northstar Employee Assistance Program (EAP)

906-225-3145 or www.northstareap.com

Counseling Services

(906) 487-2538

<http://www.mtu.edu/counseling/>

Dial Help

Helpline: (906) 482-HELP (4357)

24/7 Victim Services (866) 661-5589

Text Us: (906) 35-NEEDS (63337)

www.dialhelp.org

Portage Health University Center

600 Macinnes Drive

Houghton, MI 49931

(906) 483-1860

http://www.portagehealth.org/University_Center.aspx

Institutional Equity and Inclusion

308 Administration Building

(906) 487-3310

<http://www.mtu.edu/equity/>

Title IX Coordinators

For Staff/Faculty:

Beth Lunde, blunde@mtu.edu

For Athletics:

Suzanne Sanregret, srsanreg@mtu.edu

Title IX Deputy Coordinators

Kirsti Arko, karko@mtu.edu

Joe Cooper, jjcooper@mtu.edu

Susan Liebau, slliebau@mtu.edu

V. Summary of State and Federal Laws

A. Laws Relating to Use of Alcohol

All federal, state, and local laws governing alcohol use are application to all activities at Michigan Tech. These summaries are an educational tool and other provisions not included may also apply.

1. *Legal Age for Possession and Consumption of Alcohol*-it is illegal for a person under 21 years of age to purchase, consume, or possess alcoholic beverages.
2. *Transporting Alcoholic Beverages*-It is a misdemeanor for a person under 21 years of age to knowingly transport alcoholic beverages in a motor vehicle.
3. *Fraudulent Identification*-A person under 21 years of age who furnishes fraudulent identification, or who uses fraudulent identification to purchase alcoholic beverages is guilty of a misdemeanor.
4. *Regulation of Sale*-Under Michigan Law, the sale, trade, or giving away of alcoholic beverages, including alcoholic beverages for personal use, requires a license or other prior written authorization.
5. *Open Container Laws*-It is illegal to transport or possess any alcoholic beverages in a container that is open, uncapped, or upon which the seal is broken within a motor vehicle on the highways in the state of Michigan.

6. *City Ordinances*-The Cities of Houghton and Hancock prohibit the consumption of alcoholic beverages on any public street or sidewalk, in parks, or in any other public places.
7. *Liability*-In the state of Michigan, a person who is injured by a visibly intoxicated person has the right of action.
8. *Drinking and Driving*-Michigan has a “zero-tolerance” law permitting no blood alcohol for drivers less than 21 years of age.
9. *Alcohol and Sexual Assault*-Engaging in sexual activity with a person who is unable to consent is considered sexual assault and is punishable under Michigan law.
10. *Disorderly Conduct*-In the state of Michigan, a person who is intoxicated in a public place and who is a danger to themselves or others is defined as a disorderly person.

B. Laws Regarding Controlled Substances

Under Michigan and federal law, it is unlawful for any person to manufacture, deliver, possess, use, or inhale any chemical or controlled substance, unless authorized.

Controlled substances are determined by the federal government. Certain drugs are categorized according to Schedules, which depend on the drug's known or potential medical value, its potential for physical or psychological dependence, and its risk, if any, to public health.

The penalty for the illegal possession, use, sale, or delivery of controlled substances depends on the quantity of the drug, and to which Schedule it belongs, Schedule I drugs carrying the most severe penalty, and Schedule V drugs carrying the least severe penalty. If the sale or transport of drugs crosses interstate lines, federal law and penalties will apply. Federal drug trafficking penalties can be found at <http://www.justice.gov/dea/druginfo/ftp3.shtml>.