

Alcohol and Drug Free Campus

Annually, institutions of higher learning are responsible for notifying employees of the University's drug and alcohol policies. Cameron's policy is included below, as well as in the Employee Handbook Section 10.8 and on the Cameron University website. If you have any questions or need further clarification, please do not hesitate to contact Human Resources at 580-581-2245.

The federal Drug-Free Workplace Act enacted into law in 1988 requires that any entity seeking to be considered to receive a grant from any federal agency, and any entity seeking to be awarded a contract for the procurement of any property or services of a value of \$25,000.00 or more from any federal agency, certify to the Federal granting or contracting agency that it will provide a drug-free workplace.

The University recognizes its responsibility as an educational and public service institution to promote a healthy and productive work environment. This responsibility demands implementation of programs and services that facilitate that effort. The University is committed to a program to prevent the abuse of alcohol and the illegal use of drugs and alcohol by its students and employees. The University's program includes this policy, which prohibits illegal use of drugs and alcohol in the workplace, or as part of any University-sponsored activities. It is the Board of Regents' policy that:

- 1) All students and employees shall abide by the terms of this policy as a condition of initial and continued enrollment/employment.
- 2) The illegal use of drugs and alcohol is in direct violation of local, state, and federal law, as well as University policies governing faculty, staff, and student conduct. This policy strictly prohibits the illegal use, possession, manufacture, dispensing, or distribution of alcohol, drugs, or controlled substances in the workplace, on its premises, or as a part of any University-sponsored activities.
- 3) Violating this policy shall be a major offense, which can result in a requirement for satisfactory participation in a drug or alcohol rehabilitation program, at the employee's expense, referral for criminal prosecution, and/or immediate disciplinary action up to and including termination from employment and suspension or expulsion from the University. A criminal conviction is not required for sanctions to be imposed upon an employee or student for violations of this policy.
- 4) Violations of applicable local, state, and federal laws may subject a student or employee to a variety of legal sanctions including, but not limited to, fines, incarceration, imprisonment, and/or community service requirements. Convictions become a part of an individual's criminal record and may prohibit certain career and professional opportunities. A current listing of applicable local, state, and federal sanctions can be obtained through the Office of Public Safety.

- 5) An employee shall notify his/her supervisor in writing of a criminal conviction for drug or alcohol-related offenses occurring in the workplace no later than five calendar days following the conviction.
- 6) The University provides access to information about the dangers of drug and alcohol abuse. Voluntary participation in or referral to these services is strictly confidential.
- 7) An employee shall not perform safety sensitive functions while a prohibited drug is in his/her system.
- 8) The University may require drug testing of safety sensitive employees (as defined by federal law) prior to employment, when there is reasonable cause, after an accident, on a random basis, and before allowing the employee or student to return to duty after refusing to take a drug test or after not passing a drug test.
- 9) The University shall distribute this policy to all staff, faculty, and students.

Health risks generally associated with alcohol and drug abuse can result in, but are not limited to: a lowered immune system, damage to critical nerve cells, physical dependency, lung damage, heart problems, liver disease, physical and mental depression, increased infection, irreversible memory loss, personality changes, and thought disorders.

The chief fiscal officer is responsible for notifying Federal funding agencies within ten calendar days whenever an employee is convicted of a drug-related crime that occurred in the workplace. Decisions under this policy are subject to the grievance procedures stated elsewhere in the Board of Regents policy (University of Oklahoma Board of Regents Policy Manual CU/RSU 3.1.12).

ALCOHOL/OTHER DRUG ASSISTANCE PROGRAMS

Numerous programs are available in the Lawton area to help Cameron students and employees deal with substance abuse related issues. Federal laws ensure all persons seeking help for alcohol and/or other drug problems will be treated with respect and in a confidential manner.

Contacts:

On Campus:	
Student Wellness Center	(580) 581-6725
Outpatient:	
The Recovery Center, Lawton	(580) 355-0072
Roadback, Lawton	(580) 357-8114
Marie Detty Youth and Family Services, Lawton	(580) 248-6450
Detox:	
TRC, Oklahoma City: Referral System	(405) 525-2525
Roadback, Lawton	(580) 357-8114

Red River Hospital, Wichita Falls, TX: Insurance Only	(844) 289-8284
The Recovery Center, Wichita Falls, TX: Insurance Only	(940) 761-3034
Inpatient:	
Roadback, Lawton	(580) 357-8114
TRC, Oklahoma City: Referral System	(405) 525-2525
New Hope, Mangum	(580) 782-3337
The Lighthouse, Woodward	(580) 256-9700
Tulsa Women and Children's Center: Can take children with you	(918) 430-0975
Red River Hospital, Wichita Falls, TX: Insurance Only	(844) 289-8284
The Recovery Center, Wichita Falls, TX: Insurance Only	(940) 761-3034
Long Term Inpatient:	
First Step Men, Oklahoma City	(405) 799-7540
First Step Women, Oklahoma City	(405) 794-2834
Helplines:	
SAMHSA National Drug and Alcohol Helpline	1-800-662-4357
Lawton Helpline	(580) 355-7575
Employee Assistance Program:	
Magellan Healthcare	1-800-327-5043