

HUMAN RESOURCES

Effective Date:
September 1, 2016

Date Revised: May 17, 2022

Supersedes:
Policy on Drug-Free
Workplace

Related Policies:
Code of Ethical Conduct

**Responsible
Office/Department:**
Human Resources
Management

Keywords: Drug-Free
workplace; controlled
substances; illegal
drugs; drug abuse;
alcohol abuse

Policy on Drug-Free Workplace (CAN)

I. Purpose and Scope

Northeastern University strives to maintain a working, living, and learning environment that is free from the negative effects that alcohol and other drug use can create. Additionally, the university is committed to enforcing policies and laws relating to alcohol and other drug use. This policy applies to all campuses and university-owned or leased property, and to university-sponsored events off campus. It does not apply to the utilization of alcohol and drugs in approved research studies.

II. Definitions

N/A

III. Policy

Northeastern University works to provide drug-free campuses and workplaces for all university employees and students.

The university supports the observance of all laws and regulations governing the use, purchase, and sale of alcohol. The unauthorized distribution, sale, or consumption of alcohol on university-owned or leased property is prohibited. Only legally authorized persons expressly permitted by the university may serve alcohol on campus.

The university strictly prohibits the manufacture, distribution, dispensation, possession, or use of illegal or unauthorized drugs in or on any Northeastern University property.

Educational programs and resources for faculty and staff, managers, and students are available through Human Resources.

No employee may report to work while under the influence of illegal drugs, non-prescribed drugs or alcohol or other intoxicants. In response to a breach of this policy by employees, the university will take appropriate action up to and including termination for just cause and/or require participation in an approved abuse assistance or rehabilitation program, subject to applicable human rights laws.

IV. Additional Information

Federal laws consider possession, use, manufacture, distribution, and sale of illegal drugs and drug paraphernalia to be serious crimes. Depending upon the offence, conviction can lead to imprisonment, fines, and assigned community service.

Any university employee determined to have violated this policy may, subject to applicable human rights laws, be subject to disciplinary action up to and including termination for just cause. Violation of the policy by employees directly engaged in the performance of a grant or contract can result in suspension of payments and/or termination of the contract, in addition to suspension or termination.

V. Contact Information

HR: Customer Service Center, 617-373-2230, HRST@northeastern.edu