

Drug-Free Workplace

Scope: Who is Covered by this Policy?

Employees, Students, Visitors and Vendors

Purpose

Miami University is dedicated to providing a safe, healthy, and efficient work place for its employees and for the entire University community. ~~Therefore, Miami University recognizes that one of its most important obligations to its employees and students is to maintain a completely alcohol- and drug-free workplace.~~

Policy

1. The illegal use of drugs or alcohol in the workplace or on University property or as part of any University activity is strictly prohibited.
2. Employees may not be under the influence of drugs or alcohol in the workplace.
3. The unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance on University property or as part of any University activity is strictly prohibited.
4. Students and employees must notify Miami University of any criminal drug statute conviction for a violation occurring on University property no later than five (5) days after such conviction.

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5. Any student who violates any portion of this policy will be subject to disciplinary action, including suspension or dismissal, under the *Code of Student Conduct*. Any employee who violates any portion of this policy will be subject to disciplinary action up to and including discharge under the appropriate disciplinary procedures.
6. The University reserves the right to include completion of an appropriate rehabilitation program as a disciplinary sanction.

For a description of the applicable legal sanctions under local, state, or federal law for the unlawful possession, use, or distribution of illicit drugs and alcohol, the health risks associated with the use of illicit drugs and the abuse of alcohol or a description of drug and alcohol counseling, treatment, rehabilitation, or reentry programs that are available to employees or students, please consult Miami's Annual Security Report.

Medical Marijuana

As a recipient of federal funding, such as student financial aid and federal grants and contracts for research, Miami University is required to follow federal law including the Safe and Drug Free Schools and Communities Act and the Drug Free Workplace Act. In order to comply with these laws, Miami University prohibits the manufacture, dispensation, possession, use, or distribution of marijuana in any form on any University-owned property, in the conduct of University business or as part of any University activity. Beginning September 8, 2016, Ohio law will allow certain activities related to the possession and use of medical marijuana. However, using and possessing marijuana continues to be prohibited by and a violation of University policy and remains a crime under federal law.

This prohibition applies even when the possession and use would be legal under the laws of the State of Ohio. As a result, those with medical marijuana prescriptions/cards are not permitted to use medical marijuana on campus, in the conduct of University business or as part of any University activity. Sanctions for students and employees who are found to be in possession of or using marijuana include suspension, dismissal and/or termination of employment.

This prohibition does not extend to research related to marijuana that is approved by:

1. The Agency for Health Care Research and Quality;
2. The National Institutes of Health;

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3. The National Academy of Sciences;
4. The centers for Medicare and Medicaid services;
5. The United States Department of Defense;
6. The Centers for Disease Control and Prevention;
7. The United States Department of Veterans' Affairs;
8. The Drug Enforcement Administration;
9. The Food and Drug Administration;
10. Any board recognized by the National Institutes of Health for the purpose of evaluating the medical value of health care services.

The University will accommodate students who are legally authorized Ohio medical marijuana users. These students may submit a letter asking to be released from their University housing and dining obligations to the Dean of Students at DeanofStudents@miamioh.edu.

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Related Form(s)

Not Applicable.

Additional Resources and Procedures

Not Applicable.

FAQ

Not Applicable.

Policy Administration

Next Review Date

7/1/2023

Responsible Officers

- Associate Vice President for Human Resources
- Assistant Provost for Academic Personnel
- General Counsel

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Legal Authority

Drug Free Schools and Workplace Act

Compliance Policy

Yes

Recent Revision History

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[Edited August 2023](#)

Reference ID(s)

- MUPIM 3.18
- OAC 3339-3-18

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Reviewing Bodies

- Associate Vice President for Human Resources
- Assistant Provost for Academic Personnel
- General Counsel

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