

DRUG-FREE CAMPUS

RESPONSIBLE OFFICIAL: CHIEF HUMAN RESOURCES OFFICER (FOR EMPLOYEES);
VICE PRESIDENT FOR STUDENT AFFAIRS (FOR STUDENTS)

MOST RECENT REVISION: JUNE 5, 2025

NEXT REVIEW DATE: MOST RECENT REVISION PLUS FOUR (4) YEARS – JUNE 5, 2029

BOARD OF REGENTS REPORTING: PRESIDENTIAL REPORT

I. POLICY STATEMENT & APPLICABILITY

Northern Kentucky University is a drug-free campus and workplace. The unlawful possession, use, distribution, dispensation, and manufacture of controlled substances is prohibited on the University's campus and any other property it controls, in its programs and activities, and by employees performing University responsibilities on and off campus. University employees are prohibited from performing those responsibilities under the influence of controlled substances.

As used in this policy, "controlled substances" refers to controlled substances in Schedules I through V of Section 202 of the [Comprehensive Drug Abuse Prevention and Control Act of 1970](#).

This policy does not prohibit the responsible use of prescribed medicines in a manner that is legal under both federal and state law.

II. EDUCATION PROGRAMS

The University will maintain drug-free awareness programs to educate students and employees about the dangers of drug abuse, the availability of counseling, rehabilitation and assistance programs, and the requirements of this Drug-Free Campus policy and relevant laws.

III. FEDERALLY REQUIRED REPORTING

Supervisors who have reasonable cause to believe that an employee has possessed or used controlled substances while on campus, is under the influence of controlled substances while performing University responsibilities, or has otherwise violated this policy must immediately refer the matter to the Chief Human Resources Officer.

Federal law requires reporting of any instance in which a University employee is convicted of violating a criminal statute involving controlled substances for conduct occurring in the workplace. An employee who is subject to such a criminal conviction must notify their University supervisor within five (5) days of the conviction. Thereafter, the University will notify relevant federal contracting and granting agencies within ten (10) days after receiving such notice.

IV. ENFORCEMENT

Criminal laws relating to controlled substances are enforced on campus by the Northern Kentucky University Police Department.

In addition, this policy is enforced by the following officials:

- For students, by the Vice President for Student Affairs or designee;
- For faculty, by the Provost and Executive Vice President for Academic and Student Affairs or designee, in consultation with the Chief Human Resources Officer; and
- For non-faculty employees, by the Chief Human Resources Officer or designee.

Violations of this policy by an employee will subject the employee to appropriate disciplinary action, up to and including termination, in accordance with applicable processes. The employee also may be required to participate in an appropriate employee assistance program.

Students and student organizations who violate this policy are subject to disciplinary action according to the [Community Standards and Student Rights](#) and the [Registered Student Organization Handbook](#).

Other individuals and entities who violate this policy may be removed from campus and are subject to criminal prosecution and other penalties.

V. RELATED POLICIES AND DOCUMENTS

[Community Standards and Student Rights](#)

[Registered Student Organization Handbook](#)

[Omnibus Transportation Act – Alcohol and Controlled Substances Policy](#)

[NKU Faculty Handbook – Sec. 16.19](#)

REVISION HISTORY

REVISION TYPE	MONTH/YEAR APPROVED
Supersedes Alcohol and Drugs Policy Faculty Senate Approved Update to Faculty Handbook Sec. 16.19 “Drug Free Workplace” (April 28, 2025)	June 5, 2025
Minor Editing and Formatting	January 31, 2020
Alcohol and Drugs Policy	August 1, 2012

DRUG-FREE CAMPUS

PRESIDENTIAL APPROVAL

PRESIDENT

Signature

Cady Short-Thompson

Date

6/5/25

Cady Short-Thompson

BOARD OF REGENTS APPROVAL

BOARD OF REGENTS (IF FORWARDED BY PRESIDENT)

- ☐ This policy was forwarded to the Board of Regents on the ***Presidential Report (information only)***.
Date of Board of Regents meeting at which this policy was reported: ____/____/____.
- ☐ This policy was forwarded to the Board of Regents as a ***Presidential Recommendation (consent agenda/voting item)***.
 - ☐ The Board of Regents approved this policy on ____/____/____.
(Attach a copy of Board of Regents meeting minutes showing approval of policy.)
 - ☐ The Board of Regents rejected this policy on ____/____/____.
(Attach a copy of Board of Regents meeting minutes showing rejection of policy.)

BOARD OF REGENTS REPORTING

Board of Regents Meeting Date:

Board of Regents Materials Page #: