

# Drug-Free Schools and Community Act (DFSCA) Policy

## Scope

Applies to Mayo Clinic College of Medicine and Science (MCCMS) students and employees when fulfilling the requirements of the Drug-Free Schools and Community Act.

## Purpose

To comply with Drug-Free Schools and Community Act (DFSCA) (as articulated in the Education Department General Administrative Regulations, 34 C.F.R. Part 86).

To outline the standards of conduct regarding the use, sale, or distribution of alcohol and illegal drugs on Mayo Clinic property.

## Policy

- Mayo Clinic College of Medicine and Science (MCCMS) is committed to providing a drug and alcohol free environment for students and employees.

## Notification of DFSCA Policy

- All MCCMS students and employees will be notified of this policy on an annual basis via the MCCMS *Annual Security Report*. The *Annual Security Report* will be distributed on or before October 1 of each year. All students and employees are encouraged to review the *Annual Security Report* and the information within this policy.

## Standards of Conduct

- In keeping with the mission, vision, core values of Mayo Clinic, and in recognition of its obligation to protect the safety, health, well-being of its students and employees, MCCMS:
  - prohibits the unlawful distribution, dispensing, usage, sale, storage, and/or possession of illegal drugs on Mayo Clinic property or while performing MCCMS activities or business.
  - prohibits the distribution, dispensing, usage, sale, and/or possession of alcohol on Mayo Clinic property or while performing MCCMS activities or business.
- A student is not allowed to use or be under the influence of medical marijuana while at work or at school on any Mayo Clinic campuses regardless of whether or not student has been issued a medical marijuana card.

## Disciplinary Action - Students

- Students who violate the standards of conduct will be subject to disciplinary action in accordance with MCCMS policies.
  - [Substance Abuse and Drug/Alcohol Testing Policy](#)
  - [Warning, Probation, Dismissal, and Appeal Policy](#)

## Disciplinary Actions - Employees

- Employees who violate the standards of conduct will be subject to disciplinary action in accordance with Mayo Clinic Human Resource [Substance Abuse and Drug/Alcohol Testing Policy](#).

## Drug and Alcohol Legal Sanctions

- Students and employees who violate this policy may also be subject to criminal prosecution under federal, state, and local laws that specify imprisonment, fines, and loss of federal benefits for conviction of alcohol and drug-related offenses.
  - Below is a list of applicable federal and state laws regarding the unlawful possession or distribution of illicit drugs and alcohol.
    - [Provisions of the federal Controlled Substances Act, 21 U.S.C 801 et al](#)
    - [Federal trafficking penalties](#)
    - [Arizona Law – controlled substances and sanctions](#)
    - [Arizona Liquor Laws](#)
    - [Florida controlled substances laws and sanctions](#)
    - [Florida Liquor Laws](#)
    - [Minnesota controlled substances laws and sanctions](#)
    - [Minnesota law – underage alcohol offenses](#)
    - [Minnesota law – violations and penalties related to liquor laws](#)
    - [Minnesota law – driving while impaired, including underage drinking and driving](#)

## Health Risks Associated with the Abuse of Alcohol or Use of Illicit Drugs

- The consumption of alcohol and illegal drugs may have serious health risks and may result in changes in behavior including: impaired judgment and coordination, increased incidences of a variety of aggressive acts, impairment in higher mental functions, risk of dependence, and in high doses, respiratory depression and death. Long-term use can lead to permanent damage to vital organs. For more information about health risks associated with alcohol and particular types of drugs, see [National Institute of Health \(NIH\) on Drug Abuse](#).

## Wellness and Treatment Assistance Programs and Contacts

- MCCMS and Mayo Clinic have resources available for students and employees who may be experiencing drug and/or alcohol issues. Students and employees who believe they need assistance with an alcohol and/or drug problem are encouraged to seek professional care and treatment.
- As follows is a list of resources available to students and employees seeking assistance:
  - **Employee and Occupational Health**
    - [Occupational Health, Arizona](#) - (480) 342-2304

- [Employee Health, Florida](#) - (904) 953-2431 or (800) 327-9757
- [Occupational Health, Rochester](#) - (507) 284-5300
- **Office of Student Wellness and Academic Success**
  - [Regional Medical Director of Student Services, Arizona campus](#)-480-426-4800
  - [Regional Medical Director of Student Services](#), Florida campus - 904-953-7094
  - [Medical Director of Student Services, Minnesota campus](#) - 507-255-3612
  - [Mental Health Clinician, Arizona campus](#) – 480-301-4738
  - [Mental Health Clinician, Florida campus](#) - 904-956-3210
  - [Mental Health Clinician, Minnesota campus](#) – 507-266-6603
- **Employee Assistance Program (EAP)**
  - Arizona campus and Florida campus – Employee Assistance Program (800) 383-1908 or [Vital Work Life](#) (username= Mayo Clinic, password= Member)
  - Rochester, Minnesota campus Employee Assistance Program- (507-266-3330) or [Mayo Clinic EAP](#) (no login required)
- **Student Assistance Program**
  - Arizona, Florida, and Minnesota campuses - [FEI Workforce Resilience](#): (800) 638-3327 or [FEI](#) (username: feieap)
- **Alcoholics Anonymous**
  - [East Valley Intergroup of Alcoholics Anonymous, Arizona](#): (480) 834-9033 – 24 hour AA hotline
  - [Northeast Florida Intergroup Services, Florida](#): (904) 399-8535 – 24 hour AA hotline
  - [Alcoholics Anonymous Minnesota](#): (507) 281-1747 – Alcoholics Anonymous rehabilitation center
- **Narcotics Anonymous**
  - [Arizona Region of Narcotics Anonymous](#): (800) 698-5148
  - [Florida Region of Narcotics Anonymous](#): (866) 623-5776
  - [Minnesota Region of Narcotics Anonymous](#): (507) 281-2227

## Policy Notes

N/A

## Related Procedures

N/A

## Related Documents

[Substance Abuse and Alcohol/Drug Testing Policy](#) (Human Resources - Employees)

[Substance Abuse and Drug/Alcohol Testing Policy](#) (Mayo Clinic College of Medicine and Science - Students)

[Warning, Probation, Dismissal and Appeals Policy](#) (Mayo Clinic College of Medicine and Science – Students)

## **Definitions**

N/A

## **References**

[Drug-Free Schools and Community Act of 1989](#)

[Drug Free Workplace Act of 1988](#)

[Education Department General Administrative Regulations](#) (EDGAR)

[US Department of Education, Office of Safe and Healthy Students](#)

## **Effective Date of Current Version**

August 28, 2020