

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

## Scope

Applies to learners within the Mayo Clinic College of Medicine and Science (MCCMS).

## Purpose

To foster a learning environment free from the influence of alcohol and illegal drugs.

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

To comply with the Drug-Free Schools and Community Act of 1989.

## Policy

- The possession, distribution or consumption of alcoholic beverages is prohibited on the campus of Mayo Clinic, unless specifically authorized for special occasions (e.g., graduation parties, recognition dinners).
- Consumption of alcohol by those less than 21 years of age is strictly prohibited.
- Consumption of alcohol immediately before, during, or between scheduled periods of school/work is prohibited.
- Reporting to school/work with the odor of alcohol on one's breath or appearing to be under the influence of alcohol or any drug that may impair judgment or work performance is prohibited.
- Learners who violate the DFSCA policy, or other Mayo Clinic policy regarding alcohol and illegal drugs, will be subject to applicable [state and federal laws](#) and/or the Mayo Clinic College of Medicine and Science's policy on Probation and Dismissal.
- Employees will be subject to Corrective Action under the Corrective Action Policy for either allied health staff or consulting staff.
- All learners will be notified of the policy on an annual basis. This notice will be sent annually to all learners via e-mail by October 1st.
- The Mayo Clinic College of Medicine and Science will review, on a biennial basis, the effectiveness of the Drug Free Schools and Community Act policy. Changes will be made to the policy if they are needed in accordance with the Drug-Free School and Communities Act amendments of 1989 (Public law 101-226). The review will be conducted by the Mayo Clinic College of Medicine Policy Workgroup. Upon completion of the biennial review, a report will be submitted to the Executive Dean for Education. This report will be submitted no later than December 31st following the biennial review.

## Policy Notes

### DFSCA Assistance

Mayo Clinic has resources available to learners and employees who may be experiencing issues with alcohol and drugs. Learners and employees who believe they need assistance with an alcohol and/or chemical use problem are encouraged to seek professional care and treatment.

## **Internal Sources for Assistance:**

### **HR Employee & Occupational Health (Residents and Fellows only)**

- Arizona - (480) 342-2304
- Florida - (904) 953-2431 or (800) 327-9757
- Rochester - (507) 284-5300

### **Section of Occupational Medicine (Students)**

- Regional Director of Student Health and Disability, Arizona – (79)6-4800
- Regional Director of Health and Disability Wellness, Florida – (78)3-7095
- Director of Student Wellness, Rochester – (77)5-3612

### **Office of Student Wellness, Student Services**

- Mental Health Clinician, Arizona – (79)1-4738
- Mental Health Clinician, Florida - (78)6-3210
- Mental Health Clinician, Rochester – (77)6-6603

### **Student Assistance Program**

- Arizona and Florida - (800) 638-3327 or [www.feieap.com](http://www.feieap.com) (username: feieap)
- Arizona and Florida - (800)383-1908 or <http://vitalworklife.com/> (username = Mayo Clinic, password = Member)
- Rochester - (77) 6-3330 or [Employee Assistance Program - RST](#)

## **External Sources for Assistance**

### Alcoholics Anonymous

- [Arizona](#): (480) 834-9033
- [Florida](#): (904) 399-8535
- [Rochester](#): (507) 281-1747

### Narcotics Anonymous

- [Arizona](#): (800) 698-5148
- [Florida](#): (866) 623-5776
- [Rochester](#): (507) 281-2227

## **Related Procedure(s)**

N/A

## **Related Document(s)**

[Mayo Clinic College of Medicine Alcohol, Drug and Chemical Abuse Policy](#)

[Substance Abuse and Alcohol/Drug Testing Policy](#) (Allied Health)

[Warning, Probation, Dismissal and Appeals Policy](#)

## **Definitions**

**State and Federal Law:** Under both state and federal law, possession or sale of illegal drugs can result in lengthy prison terms and large fines. Underage drinking, supplying alcohol to underage persons and drinking and driving also can result in criminal prosecution, prison sentences and fines.

## **References**

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

## **Effective Date Current Version**

01/10/2017