

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.

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)

- Director of Student Wellness, Rochester – (77)5-3612
- Associate Director of Student Wellness, Arizona – (79)1-5891
- Associate Director of Student Wellness, Florida – (78)3-8403

Office of Student Wellness, Student Services

- Mental Health Clinician, Arizona – (79)1-6068
- Mental Health Clinician, Rochester – (77)4-6877
- Florida students can contact either Arizona or Rochester clinicians at this time.

Student Assistance Program

- Arizona - & Florida (800) 638-3327 or www.feieap.com (username: feieap)
- Rochester - (77) 6-3330 or [RST-EAP Intranet Page](#)

External Sources for Assistance

- [Anonymous](#)
- [Arizona](#): (480) 834-9033
- [Florida](#): (904) 399-8535
- [Rochester](#): (507) 281-1747
- [Anonymous](#)
- [Arizona](#): (800) 698-5148
- [Florida](#): (866) 623-5776
- [Rochester](#): (507) 281-2227

Related Procedure(s)

N/A

Related Document(s)

[Alcohol, Drug and Chemical Abuse Policy](#)

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

Warning, Probation, Dismissal and Appeals Policy (TBD)

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 Drug Free Schools](#)

Approved by

MCCMS Policy Work Group, 1/10/2017

Owner

Deb Lafferty, Operations Manager, on behalf of the MCCMS Policy Workgroup

Contact

Dave Dahlen, Director of Financial Aid and the Registrar

Revision History

Date	Synopsis of Change
12/28/2016	Updated school names and internal resources. Updated to new Policy Template.
12/17/2013	Corrected Biennial Review paragraph-previously missed changing annual to biennial in the 2nd to the last sentence of this paragraph
12/16/2013	Added back again link corrections made prior to COM policy group approved policy updates made on 12/12/2013 for Occupational Health links, Employee Assistance links/phone numbers, and Florida Narcotics Anonymous link;
12/12/2013	Added text related to process for students/tainees who may also be employees; updated references throughout policy using Mayo Clinic instead of just Mayo; revised 2nd to last section to indicate biennial review instead of annual review of policy;
12/6/2013	Link corrections for Mayo drug abuse policy links, Occupational Health links, Employee Assistance links/phone numbers, and Florida Narcotics Anonymous link;

Content Information

Contact: Dahlen, David L.

Content ID: DOCMAN-0000146102

Release Date: 01/10/2017

Site(s): Arizona, Florida, Rochester

Workflow Reviewer Name(s): Amundson, Travis J.

Workflow Approver Name(s): Lafferty, Debra S. (Deb), M.S.

Next Review Date: 01/07/2019

Comments: JAN102017: Updated school names and internal resources. Updated to new Policy Template.
DEC172013: corrected Biennial Review paragraph-previously missed changing annual to biennial in the 2nd to the last sentence of this paragraph; DEC162013: Added back again link corrections made prior to COM policy group approved policy updates made on 12/12/2013 for Occupational Health links, Employee Assistance links/phone numbers, and Florida Narcotics Anonymous link; DEC 12 2013: added text related to process for students/tainees who may also be employees; updated references throughout policy using Mayo Clinic instead of just Mayo; revised 2nd to last section to indicate biennial review instead of annual review of policy; DEC 6 2013: link corrections for Mayo drug abuse policy links, Occupational Health links, Employee Assistance links/phone numbers, and Florida Narcotics Anonymous link;

COPYRIGHT © Mayo Foundation for Medical Education and Research. This information is intended for use by employees of Mayo Clinic and its subsidiaries only. It is confidential and no part of it may be transmitted in any form by electronic, mechanical, photocopying, or any other means to anyone outside Mayo Clinic without the prior permission of Mayo Foundation for Medical Education and Research. Inappropriate use or dissemination of this information may result in disciplinary action.

Master copies are retained on-line. Printed copies are considered current only on the date printed.