The abuse of alcohol or illegal drugs will not be tolerated during the GEGN 316 Field Camp. The rules below reaffirm or are in addition to local State or County laws as well as the CSM alcohol policy and policy on maintaining a drug-free workplace (both attached).

In addition, students must be aware that Colorado School of Mines is a recipient of federal contracts and grants and is therefore subject to federal laws and regulations with respect to drug and alcohol use in the workplace. As part of this policy, Mines has committed to protecting the health, safety and well-being of all employees, students, and other individuals in our workplace and campus community. Field camp sites are considered an extension of Mines campus, and as such the rules below are designed to protect students and staff. Alcohol abuse and drug use can pose significant health, safety and well-being concerns within the Mines working and learning environment, therefore violations of this policy will be dealt with accordingly.

1) All illicit drugs, which based on current Federal Law includes marijuana and its derivatives, are illegal. Therefore, the use and/or possession of illicit drugs are banned from field camp.

2) Any student consuming alcohol during Field Camp must be of legal age (21 years old) to do so.

3) Purchase, transport and consumption of alcohol must also comply with local State and County laws. Students are reminded that purchase of alcohol for persons that are under 21 is illegal. In addition, alcohol cannot be transported across state lines into Utah, and in Utah it is illegal to have kegs within camper vans or other vehicles.

4) Driving while under the influence of alcohol at limits exceeding those prescribed by statute is illegal. In Colorado you are classified as Driving While Ability Impaired for a Blood Alcohol Content (BAC) of between 0.05 and 0.08%, and as Driving Under the Influence (DUI) for a BAC above 0.08%. In Utah, you are classified as DUI for a BAC above 0.08%. It is the responsibility of the individual student to be considered legal to drive under state alcohol laws.

5) Within the above statements, consumption of alcohol is only allowed after class has been dismissed for the day. No consumption of alcohol is permitted before or in the field, or in vehicles traveling from the field area.

6) No consumption of alcohol is permitted after midnight in the camp.

Safety and professionalism are prime directives and requirements of all fieldwork. Violation of any of the above directives will result in immediate dismissal from field camp and a grade of "F" for the course. Any students believed to have violated this policy will be referred to the Vice President for Student Life and Dean of Students for appropriate disciplinary action.
I have read this document, and I fully understand the consequences of violating the policy:

________________________________________
Print Name

________________________________________
Signature

________________________________________
Date

Witnessed by:

________________________________________
Signature

________________________________________
Date
1.0 STATEMENT OF AUTHORITY AND PURPOSE

This policy is promulgated pursuant to the authority conferred by 23-41-104(1), C.R.S. (2010) in order to set forth an official policy regarding alcohol at the Colorado School of Mines ("the school" or "Mines").

2.0 OBJECTIVE

The school is committed to maintaining an environment that supports and promotes healthy lifestyles including the academic and personal development of all members of the university community. The unlawful presence and irresponsible use of alcohol impacts the health and development of the community as a whole and its individual members. The objectives of this policy are to ensure compliance with applicable federal, state, and local laws, and school regulations regarding alcohol, and to set forth the position of the Mines Board of Trustees on alcohol and the university community.

3.0 POLICY STATEMENT

All members of the Mines community, including but not limited to employees, students, and contractors, must adhere to applicable federal, state, and local laws and school regulations related to the possession, consumption, distribution, and sale of alcoholic beverages. Members of the Mines community are accountable for their actions and judgment and are expected to make responsible decisions regarding alcohol.

4.0 ENFORCEMENT

Violations of this policy are subject to appropriate institutional and legal sanctions.

5.0 IMPLEMENTATION

The Mines Board of Trustees authorizes and directs the President or delegate to develop, administer, and maintain the appropriate administrative policies, procedures, and guidelines to implement this policy. The President will apprise the Board of Trustees regarding major changes or additions to the administrative policies, procedures and guidelines associated with the institutional alcohol policy.

Related Administrative Policies and Procedures:

A. Student Alcohol Policy & Procedures
B. Alcohol Purchase Policy (in Financial Policies, Chapter 2, Policy 2-9)
1.0 BACKGROUND AND PURPOSE

Mines is committed to protecting the health, safety and well-being of all employees, students, and other individuals in our workplace and campus community. Alcohol abuse and drug use can pose significant health, safety and well-being concerns within the Mines working and learning environment.

1.1 There are many risks associated with the use of illicit drugs and the abuse of alcohol, including physical and mental impairment, emotional and psychological deterioration, and devastating effects on family, friends, and co-workers. Obvious risks include being charged with driving under the influence, sustaining or causing personal injury, and suffering immediate health risks (hangovers, incapacitation, overdose, convulsions and death). A number of less obvious risks include poor job performance, jeopardizing future career prospects, unwanted and inappropriate sexual activity, slowed reaction times, short-term memory impairment, irritability and depression, and mental confusion. Information about the known effects of alcohol and specific drugs is available from many on-line sources, the Mabel M. Coulter Student Health Center, and the Colorado State Employees Assistance Program (C-SEAP).

1.2 As a recipient of federal contracts and grants, Mines is subject to federal laws and regulations with respect to drug and alcohol use in the workplace. The Drug-Free Workplace Act of 1988 requires that Mines establish drug and alcohol policies and programs. In addition, former Colorado Governor Roy Romer issued Executive Order D000291 regarding Substance Abuse by State Employees¹. In accordance with the above, Mines has enacted the following policy applicable to all employees and certain other covered individuals.²

2.0 POLICY

It is the policy of Colorado School of Mines to maintain a drug-free workplace and campus. The unlawful possession, use, manufacture, or distribution of illicit drugs on the campus, in the workplace, or as part of any School activity is prohibited. In addition, the illegal use of alcohol or misuse of alcohol on the campus, in the workplace, or as part of any School activity is also prohibited.³ The campus and workplace includes all Mines premises and any premises where Mines activities are conducted.

¹ This Drug-free Workplace Policy is also intended to comply with the Drug Free Schools and Communities Act of 1989. Additional information about maintaining a drug free campus community may be found here: AOD Education and Prevention Policy.
² As described below including campus volunteers, contractors, and visitors.
³ Except as authorized under the Board of Trustees Institutional Alcohol Policy.
2.1 The unlawful possession, use, or distribution of illicit drugs, and unlawful or unauthorized use of alcohol by employees will result in disciplinary action (consistent with Mines policies, and local, state and federal laws). While Colorado’s Constitution allows for the legal use of marijuana under certain circumstances, because of Mines’ status as a federal contractor and grant recipient, and because marijuana use is still prohibited under federal law, the use of marijuana at work, or outside of work if it impairs an employee’s ability to perform his or her job, constitutes a violation of this policy.

2.2 Discipline, depending upon the circumstances involved, may range from verbal warnings or counseling, written corrective action or disciplinary actions, up to and including termination of employment. In addition to discipline, or in lieu of it, employees may be referred to appropriate counseling or treatment programs (at the employee’s expense). Employees found to be in violation of this policy may be required to provide evidence of satisfactory participation in a substance abuse assistance or rehabilitation program.

2.3 Violators of the policy may also be referred to the appropriate authorities for prosecution depending on the circumstances of the violation.

2.4 It is not the intent of this policy to prohibit the possession or use of legally prescribed controlled substances for medical reasons by the individual for whom the medications are prescribed. Any employee taking prescribed or over-the-counter medications is responsible for consulting the prescribing physician or pharmacist to determine whether the medication may interfere with the safe performance of his or her job. It is the responsibility of the employee to use appropriate personnel procedures (e.g., proper use of sick leave as needed and appropriate, etc.) and to inform his/her supervisor if such medication may temporarily impair the employee’s ability to safely and satisfactorily perform assigned duties.

2.5 Irrespective of the use of legally prescribed drugs, controlled substances, and the lawful use of alcohol, it is a violation of workplace standards to be at work in an impaired status. If an employee is at work in an impaired status, Mines has the right to take such disciplinary action as Mines deems necessary to ensure work is safely and properly performed. Being unfit for work because of use of drugs or alcohol is strictly prohibited, and is grounds for termination of employment. While this policy refers specifically to alcohol and drugs, it is intended to apply to inhalants and all other forms of substance abuse.

2.6 In accordance with the specific requirements of the Drug-Free Workplace Act of 1988, employees who are convicted (including a plea of nolo
Drug-free Workplace Policy

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Responsible Administrative Unit: Human Resources

Policy Contact:  
Associate Vice President, Human Resources,  
mddougher@mines.edu

contendere) of a criminal drug statute violation occurring in the workplace must notify the Colorado School of Mines in writing of their conviction within five (5) days thereafter by informing their supervisors and the Associate Vice President of Human Resources.

2.7 Employees who are required to obtain Commercial Drivers Licenses in order to drive vehicles heavier than 26,000 pounds, vehicles placarded for the transportation of hazardous materials, and/or vehicles designed to carry sixteen (16) or more persons are subject to a protocol of testing for the use of drugs and alcohol.

2.8 As a condition of employment, all Colorado School of Mines employees are required to follow this policy.

3.0 REHABILITATION

3.1 Mines recognizes alcohol or drug dependency are treatable conditions. Employees who suspect they have an alcohol or drug dependency problem are encouraged to seek assistance. Successful completion of an appropriate rehabilitation program (including participation in aftercare) may be considered as evidence of eligibility for continued or future employment.

3.2 Employees who are concerned about substance use, abuse, and rehabilitation are strongly encouraged to contact their family physicians, their health plan, or the Colorado State Employees Assistance Program. (C-SEAP contacts are confidential and free of charge to the employee.) Health insurance plans may provide coverage for substance abuse programs that address substance abuse and rehabilitation. The Office of Human Resources has information about the health plans. Additionally, the health plan documents can be found at:  
http://inside.mines.edu/Employee_Benefits

4.0 OTHER COVERED INDIVIDUALS

4.1 Individuals who are not Mines employees, but who perform work at Mines for its benefit (e.g., independent contractors, temporary employees provided by agencies, visitors engaged in joint projects at Mines, volunteers, etc.) are required to comply with this policy. Mines expects personnel of contractors, common carriers, and vendors working on Mines premises to comply with this Drug Free Workplace Policy. Failure to cooperate with Mines in this regard may result in removal from Mines premises and denial of future entry.