

Annually, institutions of higher learning are responsible for notifying employees of the university's drug and alcohol policies. A summary of the RSU policy is included in this email. You may also access this policy within the [Human Resources Policies and Procedures Manual](#).

ALCOHOL/DRUG-FREE CAMPUS POLICY

PURPOSE AND SCOPE

The abuse of alcohol and other drugs interferes with the processes of learning, teaching, and public service, which are the functions of Rogers State University. In order to accomplish its mission, and further to comply with the Drug Free Schools and Communities Act Amendment of 1989, Rogers State University has promulgated policies and directed its distribution to each of its employees.

POLICY

Pursuant to local, state and federal laws, and its own rules and regulation, Rogers State University prohibits the unlawful possession, use and manufacture, or distribution of alcohol and controlled substances by employees on university owned or controlled premises, as a part of any university sponsored activities, or in the work place.

INTERNAL SANCTIONS

Any employee who violates this policy shall be subject to disciplinary action, including, without limitation, probation or termination of employment; may be required to participate satisfactorily in an appropriate rehabilitation program at the employee's expense; or may be referred for prosecution.

EXTERNAL SANCTIONS

Violation of applicable local, state, and federal laws governing the possession, use, manufacture, or distribution of alcohol and controlled substances may subject employees to fines, imprisonment, and/or community service requirements. Convictions become part of an individual's criminal record and may prohibit certain career and professional opportunities.

HEALTH RISKS

Abuse of drugs and alcohol can result in behavioral changes; impairment of judgment and coordination; elevated or lowered blood pressure; depression; anxiety; hallucinations; convulsions; temporary and permanent loss of memory; damage to the heart, lungs, liver and brain; sterility; lowered immune system and increased infection; cancer; emphysema; chronic bronchitis, and death.

ALCOHOL/OTHER DRUG ASSISTANCE PROGRAMS

Since drug and alcohol abuse constitute a major problem in today's society, Rogers State University will make special efforts to educate and assist employees concerning both areas. Federal laws ensure all persons seeking help for alcohol and/or other drug problems will be treated with respect and in a confidential manner. The following is a summary of the programs available:

- **Student Affairs – Centennial Center:** Provides referral to appropriate off-campus agencies, which include medical treatment.
- **Off Campus Resources:**
 - Rogers County Drug Abuse Program
1010 E Will Rogers Blvd

Claremore, OK 74018
918-342-3334

- Human Skills & Resources, Inc.
408 East Will Rogers Blvd
Claremore, OK 74017
918-283-1423
- Pushmataha Counseling Services
[Website](#)
205 South Adair St
Pryor, OK 74361
918-825-4872
- Center Point, Inc. Women's Residential Program
3637 North Lewis Street
Tulsa, OK 74110
918-425-7500
- Family & Children's Services – Substance Abuse Services
[Website](#)
3604 N. Martin Luther King Dr.
Tulsa, OK 74106
918-587-9471
- Youth and Family Services of Washington County
2200 SE Washington Blvd.
Bartlesville, OK 74006
918-335-1111
- Resonance Tulsa
[Website](#)
1608 S. Elwood Ave.
Tulsa, OK 74119
918-587-3888

- **Hotlines and Information Lines**

- 211 Helpline (918) 836-4357: Information on Mental Health and Substance Abuse Services available in any area of Oklahoma
- 12 & 12 (Alcohol and Substance Abuse Information): 918-664-4224 or 1-800-680-8979

Thank you,

Lynsey Simmons
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