



HOLMES UNIVERSITY FLORIDA

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PD60 – Drug and Alcohol Policy (Students)

Policy Code	PD60
Policy Title	Drug and Alcohol Policy (Students)
Domain	F – Health and Safety
Internal Ref	F.60
Jurisdiction	Florida, United States – Holmes University Florida (HUF)
Version	1.1
Policy Owner	Director of Risk and Compliance, Holmes University Florida
Approved By	Holmes University Florida Board of Directors

1. Related Policies

- PD39 – Code of Conduct (Florida)
- PD32 – Workplace Health and Safety (Florida)
- PD12 – Student Support (Florida)
- PD46 – Work Placement and Internships (Florida)
- PD31 – Student Academic Conduct and Integrity (Florida)

2. Background and Purpose

- 2.1** There is no clear, universal point at which drug and alcohol use becomes misuse, but any amount of drug or alcohol use can become harmful, problematic or dependent, and there is a higher risk of misuse in communities where use may have become normalized, such as student populations. Students who misuse drugs and/or alcohol are more likely to engage in illegal activities, come to physical or mental harm, and not attend learning events, and some are at risk of developing a dependency. As part of Holmes University Florida (HUF)'s commitment to a safe environment that fosters a supportive community for student wellbeing, this policy presents a harm-reduction approach to drug and alcohol use among students, while making clear that the unlawful possession, use or distribution of drugs and alcohol is prohibited. This policy forms part of HUF's Drug and Alcohol Abuse Prevention Program (DAAPP) under the Drug-Free Schools and Communities Act (DFSCA).

3. Applicability and Scope

- 3.1** This policy concerns the drug and alcohol use of all enrolled students, including undergraduate and graduate students. This policy refers to the use and misuse of legal and illegal substances by students both on and off premises. The supply of illicit substances on any campus or accommodation site is out of scope here and is addressed under the Code of Conduct (PD39);

the supply of illicit drugs will not be tolerated. This policy is not a condonation of misuse, does not supersede regulatory or legal responsibilities, and where disciplinary action is necessary is used alongside other frameworks (including fitness-to-practise procedures where applicable). It does not apply to the drug and alcohol use of staff.

4. Principles

- 4.1** HUF takes a harm-reduction approach to drug and alcohol misuse: students are treated with respect and dignity regardless of the level, quantity or nature of their use or their cultural background; are directed to suitable educational resources and advice about the risks and effects of use and misuse; and are directed to confidential support services, including counselling and health services, regardless of the nature of their use. Where specialist drug and alcohol services are required, students are signposted to appropriate external organizations. Consistent with the DFSCA, HUF also maintains standards of conduct that prohibit the unlawful possession, use or distribution of drugs and alcohol and provides for disciplinary sanctions for violations.

5. Response to Drug and Alcohol Misuse

- 5.1** In the event of law-enforcement intervention (for example, for possession of a controlled substance or disorderly conduct), the primary focus is the safety and wellbeing of the individual and of other students and staff. Where an offense is deemed to require further action, this is considered under the relevant framework (for example, disclosing criminal convictions and/or the Code of Conduct). Students and staff concerned about a student's drug or alcohol use should seek advice from the designated student-support service. Any witnessed or suspected incident of spiking is reported immediately to the appropriate authorities (for example, security staff and law enforcement) and through HUF's reporting channels for follow-up.
- 5.2** **On placements.** HUF is committed to the safety, wellbeing and professional development of students on placements. Students must not use drugs or alcohol during placement activities, other than medication prescribed by a licensed clinician; a student found in possession of, or under the influence of, illicit drugs or alcohol on placement is referred for investigation under the relevant policy (which may include fitness-to-practise or disciplinary procedures), including the possibility of termination from the placement and further academic consequences.

6. Education, Prevention and Responsibilities

- 6.1** As part of its DAAPP, HUF facilitates education and prevention aimed at raising awareness of substance use and misuse (including sessions, workshops and peer-led discussions); provides access to counselling, support groups and confidential resources, in partnership with external organizations where appropriate; maintains a dedicated web space with information and signposting; and, as required by the DFSCA, annually notifies students of its standards of conduct, the health risks, available support, and the sanctions for violations, and conducts a biennial review of the program. HUF may participate in relevant multi-agency groups to share anonymized information to identify patterns and improve services. All staff support student wellbeing, raise awareness and signpost support; HUF's role is one of education, support and signposting rather than treatment or formal referral, and students may be encouraged to self-refer to appropriate services. This policy is read with the academic regulations, the Code of Conduct, support-to-study and fitness-to-practise procedures, the privacy and data-protection policies (FERPA/FIPA), and the disclosing-criminal-convictions provisions.

7. Definitions

- **Drug use** - the consumption of drugs, legal and illegal, in a way not considered harmful, problematic or dependent.
- **Alcohol use** - the legal consumption of alcohol in moderation within healthy limits.
- **Drug/alcohol misuse** - drug or alcohol use that becomes harmful, problematic or dependent.
- **Spiking** - administering drugs or alcohol to another person without their knowledge, for example by adding to a drink or food.
- **Zero-tolerance** - a set of procedural consequences for any infraction of a law, regulation or code, regardless of extenuating circumstances or culpability.
- **Harm reduction** - an approach that reduces the negative consequences of behaviors such as misuse by focusing on positive change, without judgement, coercion or discrimination.

Document Control

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