

## **SMOKE FREE CAMPUS**

The Amridge University facilities are all smoke free. Smoking is permitted only outside the buildings.

## **DRUG-FREE WORKPLACE POLICY**

The Drug-Free Workplace Act imposes special requirements upon this institution and its employees. Appropriate disciplinary action will be taken against any employee or student who is in violation of this act.

Pell Grant recipients must certify that they will not engage in the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance during the period covered by the Pell Grant. Any student convicted of a drug-related offense committed during that period will be reported to the U.S. Department of Education, Washington, DC, within five days after the conviction.

Employees and students of Amridge University who violate the drug-free policy are subject to suspension and/or dismissal. Those who have a substance abuse problem are invited to use the services of a competent therapist and treatment facility. As a starting point, the following websites may be useful in locating someone to provide the necessary help:

- American Association of Pastoral Counselors: [HTTP://WWW.AAPC.ORG](http://www.aapc.org)
- American Association for Marriage and Family Therapy: [HTTP://WWW.THERAPISTLOCATOR.NET](http://www.therapistlocator.net)

As a condition of employment, employees must agree to notify the President of Amridge University of any criminal statute conviction of a violation occurring in the workplace, no later than five (5) days after the conviction. Within 30 days after the employee notifies the institution, the employee must have been terminated or have entered into a drug abuse assistance or rehabilitation program.

The National Institute on Drug Abuse provides an information and referral Hotline to direct callers to treatment centers in their local communities. The number is 1.800.662.HELP.

## **SEXUAL HARASSMENT POLICY**

Amridge University reaffirms the principle that its students, faculty, staff, or campus visitors have a right to be free from sex discrimination in the form of sexual harassment by any member of the academic community in person or through electronic means such as email and the University's distance learning systems.