[Drug and Alcohol Abuse Prevention Policy](http://www.umb.edu.pl/photo/pliki/Dziekanat-WL-pliki-tymczasowe/ed/drug_and_alcohol_abuse_prevention_policy%281%29.pdf" \o "Link otwierany w nowym oknie" \t "_blank)

MEDICAL UNIVERSITY OF BIALYSTOK  
FACULTY OF MEDICINE WITH THE DIVISION OF DENTISTRY  
AND DIVISION OF MEDICAL EDUCATION IN ENGLISH  
ul. Kilińskiego 1, 15-089 Białystok  
Drug and Alcohol Abuse Prevention Policy  
Effective: 2 September, 2014

1. Health Risks

Substance abuse can lead to a variety of serious consequences such as: substandard academic performance, deficient decision making, low morale, unsatisfactory work quality, wasted time and materials, damage to equipment, theft, accidents affecting the consumer or putting other students or staff members at risk of injury. Substance abuse may lead to disciplinary action, prosecution, illness, and even death. Consumers may experience depression, isolation, memory loss, deficiency of body coordination, impaired judgment, reduced morale, anxiety, paranoia and low self-esteem.  
2. Philosophy

Use of illegal drugs or abuse of legal substances is considered unacceptable conduct by members of the University community. The University is committed to building and maintaining a drug-free environment on  campus, where substance abuse is prohibited and there is a drug and alcohol abuse prevention policy in place, available to all members of the academic community. The university is committed to continuously improve the policy and promote drug awareness among members of the university community.

3. Policy

It is the University policy to prohibit illicit drug use, specifically any manufacture, sale, distribution, possession or use of illegal drugs in the workplace, on  campus, or in any other circumstances in the University setting.  
According to this Policy, anyone under the influence of alcohol, illegal or controlled substances is not allowed on any University site or at any event endorsed by the University. Below is a list of sanctions for Policy infringement.

4. Applicability of the Policy

For its endorsement of the Policy , the University:  
  
A. Has implemented a drug and alcohol abuse awareness program to communicate the hazards of drug and alcohol abuse in the workplace to the faculty, staff and students, to communicate the University's drug- and alcoholfree work environment policy, , available counseling, rehabilitation and other assistance programs, and penalties that may apply to faculty and staff members for drug-related violations.  
B. This Policy will be communicated to all faculty, staff and students in writing and online.. A copy of this Policy will be available to every student or employee upon request. The University communicates the requirement to follow the Policy as a condition of employment. Anyone in employment is required to report to their superior and to the Human Resources Office any criminal drug/alcohol statute conviction for an infringement occurring at the University site.  
C. The University will impose sanctions subsequent to disciplinary proceedings, or require the defaulting staff or faculty member to participate in a drug abuse assistance or rehabilitation program. The following sanctions can be imposed on employees for violating this Policy: reprimand; reprimand with a warning; suspension of certain student rights for up to one year; reprimand with withdrawal of the right to be appointed to superior positions at the university for up to five years; withdrawal of the right to engage in an academic profession, permanently or for a specified time; termination of employment/expulsion from the University;  
D. The University will make every effort in good faith effort to continuously maintain a drug-free environment for work and study;   
E. Every two years, the University will review its programs to determine their performance and need for improvement if any, and to make sure sanctions are imposed fairly on employees and students

5. Implementation

Implementation of this policy is a joint responsibility of the Rector, the Deans, the Chancellor, the Student Ombudsman in charge of disciplinary proceedings, Heads of  Departments and the Department of Student Affairs.  
6. Penalties for Violation of the Policy  
The University policy against unlawful possession, use or distribution of illegal drugs and alcohol on  campus or at University-sponsored events held off campus is an aid and protection measure for the Medical University of Bialystok staff and students. Every staff member/student may be required to duly participate in a drug and alcohol assistance or rehabilitation program. Therefore, any employee or (PhD) student legally convicted for unlawful possession, use or distribution of prohibited substances will be subject to disciplinary proceedings on the basis of  disciplinary responsibility regulations applicable to teachers, students and doctoral students. A Head D epartment suspecting a staff member or a (PhD) student of a drug-related offence or  being under the influence of intoxicants shall report it to the Occupational Health and Safety Inspectorate (BHP) of the Medical University of Bialystok. More details for staff about disciplinary action and applicable procedures are available from the Department of Employees Affairs; students and doctoral students can receive this information from the Dean's Offices of the respective Departments of the Medical University of Bialystok, or from the Department of Student Affairs.  
Detailed disciplinary procedures are set out in Regulation of the Ministry of Science and Higher Education, of 6 December, 2006, on the detailed procedure of  investigation and disciplinary action against students (Journal of Laws No. 236, item1707); Regulation of the Ministry of Science and Higher Education of 14 March, 2007, on the detailed procedure of  investigation and disciplinary action against teachers (Journal of Laws No. 58, item 391).

Drug Convictions and Student Aid (for U.S. students)  
The Higher Education Act of 1965 suspends aid eligibility for students who have been convicted under federal or state law for the sale or possession of drugs, if the offense occurred during a period of enrollment for which the student was receiving Federal Student Aid (grants, loans).

More info : http://studentaid.ed.gov  
Counselling Services for Students  
Students who seek or are advised to pursue counselling are referred to a local facility that can offer them the assistance they need. They can be referred by:  
E-mail: student.counselling@umb.edu.pl  
School counsellor: Barbara Polityńska–Lewko PhD, a fully trained clinical psychologist

More info at: <http://www.umb.edu.pl/en/s,7751/Student_counselling>

Disciplinary procedures:  
- A complaint must be  in writing.  
- A complaint should specify the nature of the infraction, the date, time, location,  
names of students, faculty and/or staff or witnesses should be included.  
- Complaints should be submitted in a timely manner, not later than 5 days after the alleged infraction, unless more time is needed for reason of certain important circumstances, which should be documented.