

# Georgia Southwestern State University

## Study Abroad Employee Policy Regarding Alcohol and Drugs

The following policies seek to apply GSW policies in overseas settings. These policies are in addition to the policies outlined in the GSW Student Code of Conduct.

1. Georgia Southwestern State University has a zero-tolerance policy regarding the purchase, sale, possession or consumption of drugs other than those permitted in the program's host country and prescribed by a physician. Employees found to be in possession of or to have purchased, sold, or consumed any illegal drugs or to have misused any prescribed drugs may face disciplinary action, up to and including termination of employment.
2. Alcohol misuse or abuse also will not be tolerated and may lead to disciplinary action. Alcohol misuse is defined as alcohol consumption that is harmful or potentially harmful to the program participant or others. Alcohol abuse is misuse that is consistent and systematic. Alcohol misuse may include but is not limited to any of the following behaviors caused by alcohol consumption:
  - a. Absence from academic activities or events;
  - b. Illness or incapacitation;
  - c. Loud, abusive, inappropriate or disrespectful behavior;
  - d. Destruction of property;
  - e. Disobeying the host countries' laws and regulations.
3. GSW employees traveling abroad are expected to abide by the alcohol and drug laws of the country or countries where they are traveling. It is their responsibility to learn and understand the laws and regulations of their host country or countries. Regulatory information for various countries is available at the U.S. State Department's "Consular Information Sheets"  
(<https://travel.state.gov/content/passports/en/country.html>)
4. In contracting with in-country providers for meal services or other activities, program directors should avoid including any alcohol with those services. If a student is able to purchase alcohol on his/her own during a program activity, that purchase should only be allowed if the participant is legally eligible. Directors should also ensure that other options are available besides alcoholic beverages.
5. Even when the program has not contracted for services directly, directors should avoid encouraging students to visit locales or establishments where excessive drinking is known to be common or encouraged.
6. Program directors, site directors, and faculty members should not provide alcohol to or purchase alcohol for any students participating in a study abroad program.
7. Although not directly responsible for students' decisions to consume alcohol, directors should monitor students' consumption and remind them of possible consequences for misuse or abuse.
8. Because the directors and faculty members are role models and their behavior sets the standard for the program, when participating in program functions directors and faculty members should take particular care to avoid any appearance of excessive alcohol consumption.

All Directors must sign this form.

SIGNATURE:  
PRINTED NAME:  
DATE:

SIGNATURE:  
PRINTED NAME:  
DATE: