

Alcohol, Drugs, and Tobacco Policy

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100.00 Introduction and Purpose

Montana State University is committed to ensuring the health, safety, and well-being of its students, employees and visitors. To support these values, the University fosters a campus environment where individuals can thrive academically, socially, and personally. In alignment with this commitment, the University has established policies that regulate the use of tobacco, alcohol and other drugs, in compliance with state and federal laws, including the [Drug-Free Schools and Communities Act](#). The unlawful possession, use, or distribution of these substances is prohibited on campus, except in the limited circumstances where alcohol may be permitted under the guidelines outlined in this policy.

The University is committed to helping individuals make healthy choices and to fostering a culture of responsibility. While the University enforces state and federal laws, it also provides educational and counseling resources to support individuals in need. In the event of a medical emergency related to the use of alcohol or drugs, the [University's Medical Amnesty Policy](#) ensures that students can seek help without fear of punitive consequences.

The Montana University System Board of Regents has adopted [Policy 503.1](#), Alcoholic Beverages, which outlines specific guidelines for the limited use of alcohol on campus, in accordance with University regulations.

Violations of this policy may result in disciplinary action through appropriate employee or student conduct processes. Sanctions may include probation, suspension, or expulsion for students, and progressive discipline up to and including dismissal for employees. Visitors, guests, or contractors refusing to comply with this policy may be asked to leave campus.

200.00 Tobacco-Free Environment

This policy aligns with the University's commitment to reducing the health risks associated with tobacco use, and promoting a clean, healthy campus environment. The University prohibits the use of all tobacco products, including cigarettes, cigars, pipes, e-cigarettes, vaping, smokeless or chewing tobacco, and any other nicotine-delivery device on University property.

The following limited exceptions to this policy may be allowed:

1. Research, Classroom Instruction, and Artistic Purposes: The use of tobacco products may be permitted for research, educational experiments, or artistic purposes within specific laboratory or classroom settings. Any such use must be approved in

advance by the Provost or designee, and reasonable advance notice must be given to the public.

2. Cultural Activities by American Indians: In accordance with the American Indian Religious Freedom Act (42 U.S.C. §§ 1996 and 1996a), tobacco may be used for purposes consistent with the cultural beliefs and practices of American Indians, including for religious and ceremonial activities. The University is committed to respecting and supporting the rights of American Indians to freely practice their religious and cultural traditions, and to creating an environment where all students, regardless of background, feel valued and supported. To ensure that tobacco use in cultural and ceremonial contexts aligns with the University's policies while honoring these traditions, the use of tobacco for such purposes must be approved in advance by the President or their designee. This approval process is intended to be a one-time requirement, unless there are changes in the practice, location, or other factors that may require further consideration or approval. The University's goal is to minimize barriers while ensuring these practices are respected and conducted safely, in a manner that supports a healthy and safe campus environment for all members of the University community.
3. Nicotine Replacement Therapies and Devices: Products such as nicotine patches, gum, lozenges, or other FDA-approved nicotine replacement therapies may be used on campus and are not considered tobacco products for purposes of this policy. These products are intended to support individuals in reducing or quitting tobacco use.

300.00 Drug-Free Environment

The University is committed to maintaining a campus environment that supports academic achievement, personal development, and overall well-being. The use, possession, manufacture, sale, or distribution of illegal drugs, including mind-altering drugs, designer drugs, synthetic substances used as a substitute for a controlled substance, as well as cannabis/marijuana (whether for medical or recreational purposes), is strictly prohibited on University property or at University-sponsored events or activities. This prohibition extends to cannabis/marijuana use, which remains banned despite state-level legalization under Montana law, due to federal laws prohibiting such activities on educational institution properties. Additionally, the abuse, distribution, or improper use of prescription drugs is not permitted on campus.

The University expects all members of its academic community to uphold high standards of conduct to protect the learning and working environment. The fundamental purpose of the

University is to foster an atmosphere that promotes academic achievement and personal growth. Drug use undermines this mission and compromises the safety, health, and productivity of the University community. Therefore, all members of the academic community share the responsibility to protect this environment by exemplifying high standards of professional and personal conduct.

400.00 Alcohol and Limitations of Use

The University generally prohibits the use, possession, consumption, sale or distribution of alcohol or intoxicants on University property or at University-sponsored events. Alcohol may be allowed in specific circumstances (or locations) as outlined herein. Individuals seeking to serve alcohol on campus must follow the process outlined in the Facilities Use Manual. The University is committed to maintaining a safe and supportive environment and any alcohol-related activities must comply with University policies, state law, and federal regulations.

Alcohol may be permitted on campus and University property, including for research, academic and other purposes, where such use is consistent with the University's educational mission and needs. Any such use must be approved in advance in writing by the President or designee.

410.00 Specific Location and Group Guidelines

To ensure the responsible and safe consumption of alcohol, the University has established specific guidelines for various locations and groups on campus. These guidelines address the unique needs and responsibilities of different campus settings and groups. Each group and location must comply with these policies to maintain a safe and respectful environment for all members of the University community.

1. University Student Housing:

As a general rule, alcohol is prohibited in University Student Housing, except as allowed under the specific policies and guidelines outlined in the University Student Housing policies and Community Standards. Additional restrictions and guidance are included below:

- Student Responsibility & Enforcement: Students are responsible for their own behavior, their guests, and upholding University Student Housing Community Standards. Students who choose to remain at the scene of a policy violation may be held accountable through the student conduct process.

- Private Rooms and Apartments: The possession and consumption of alcohol are allowed in the privacy of a student's room or individual University Student Apartment, provided: i) alcohol is permitted in the specific residence hall under University Student Housing policies; ii) all individuals consuming alcohol are over the age of 21; iii) the consumption does not interfere with the rights of other residents or disrupt the normal operations of the residence halls or student housing; and iv) the activities do not violate University policies or state or federal law.
- Large Social Gatherings: Regardless of age, parties or activities involving large amounts of alcohol are prohibited in University Student Housing. University Student Housing will determine whether an event constitutes a large social gathering requiring compliance with University policies.
- University Student Housing Events: Approved functions or events in University Student Housing involving alcohol must adhere to state law, University policies, and University Student Housing policies and guidelines. If a public area, such as a lounge, is used for an event where alcohol will be available, the event sponsor must follow the requirements of any applicable University policies.
- Social Fees: Student social fees may not be used to purchase alcoholic beverages.

2. Fraternity and Sorority Life Organizations:

Fraternity and Sorority Life organizations are responsible for ensuring the appropriate and safe consumption of alcohol at their events and for maintaining compliance with this policy. These organizations must uphold University policies, state laws, and international chapter regulations to foster a responsible environment. They must also ensure that all events with alcohol are conducted in a manner that prioritizes the safety and well-being of all participants and adheres to established guidelines.

- Alcohol cannot be served or consumed at new member joining process events (recruitment, intake, rush, activities, meetings, initiation, etc.).
- Open parties (those with unrestricted access) with alcohol consumption are prohibited.
- Social events with alcohol must be registered with the Office of the Dean of Students at least six (6) days in advance. The Office of Dean of Students will notify the University Police Department, Interfraternity Council, University

Student Housing, and Campus Civil Rights of these events. Members of the Interfraternity Council will conduct a walkthrough of events with alcohol.

- All fraternity events with alcohol require a chapter safety and risk team, including a minimum of four members of the fraternity.
- All sorority events with alcohol must follow all university policy and state law. Events must be approved by each member organization and follow all required policies and procedures.

3. **ASMSU, Registered Student Organizations (RSOs), and Other University-Affiliated and Employee Groups:**

ASMSU, Registered Student Organizations, and other University-affiliated and employee groups are responsible for ensuring the appropriate and safe consumption of alcohol at their events, and for ensuring compliance with this policy. These groups must adhere to all University policies, state laws, and relevant regulations while organizing events involving alcohol, ensuring that all activities are conducted responsibly and in a manner that prioritizes the safety and well-being of all participants.

- Any event involving alcohol must be approved in accordance with the guidelines in the Facilities Use Manual.
- Alcohol cannot be purchased using organizational or ASMSU funds.
- Organizational funds of employee groups shall not be used to purchase alcohol.
- Events held off-campus by student organizations where alcohol is served must comply with this and all other applicable University policies.

4. **Events at Sports Facilities, Stadiums, and Events Facilities:**

The University recognizes the importance of creating a safe and enjoyable environment for all attendees at University-sponsored events held at sports facilities and stadiums. The consumption of alcohol at these events is subject to specific guidelines to ensure responsible service and compliance with University policies, state law, and safety protocols. These guidelines apply to both University-managed events and those hosted by external groups using University facilities, with a focus on maintaining a positive experience for all participants and spectators.

- Private parties who rent University facilities for an event must request approval to serve alcohol at the event in accordance with the Facilities Use Manual.
- Alcohol concessions at events are managed by a licensed vendor contracted by the University.
- Tailgating is subject solely to the University's discretion and any other applicable policies and guidelines.

420.00 Requirements for Events Serving Alcohol

The following requirements apply to all events where alcohol is served or available on University property. These guidelines are designed to ensure the safety and well-being of all participants, prevent underage or excessive consumption, and maintain compliance with University policies and state law:

1. The event must be approved pursuant to the guidelines in the Facilities Use Manual.
2. The consumption of alcohol by individuals under age 21 is prohibited. A system must be in place to prevent underage drinking and service to intoxicated persons.
3. Access to the event must be controlled to ensure compliance with policies.
4. All alcohol sales and service must comply with Montana state laws.
5. No consumption of alcohol is permitted by individuals serving or selling alcohol at the event.
6. Valid photo identification must be requested from individuals ordering alcohol to verify they are over the age of 21.
7. Alcohol may only be purchased or obtained by the individual ordering it; alcohol cannot be purchased or obtained for others who are not present with the purchaser to ensure the vendor can verify the age of the recipient.
8. Alcohol sales must be conducted by an authorized vendor with a valid liquor license.
9. Alcohol consumption and possession must be confined to the designated and monitored area(s) for the event.
10. Reasonable quantities of food and non-alcoholic beverages must be available throughout the event.
11. Alcohol service must not exceed the duration of the event.
12. Competitive drinking games or activities are prohibited.
13. Carpooling, bus, and/or designated driver options must be strongly encouraged by the event sponsor.

500.00 Alcohol, Drug, and Tobacco Marketing

The University is committed to maintaining a safe and responsible environment on campus, which includes regulating the marketing and promotion of alcohol, drugs and tobacco products. To protect the well-being of our community and maintain compliance with legal and health standards, the following rules apply to the marketing and advertising of alcohol, drugs, and tobacco on University property:

1. The advertising, promotion, or sale of alcohol, tobacco, and drugs, including marijuana, is prohibited on campus, regardless of their legality under state law. This includes any promotion, sale, or endorsement of illegal substances.
2. Alcohol, tobacco or drug products — or companies associated chiefly with those products — may not be sponsors of University events, groups, programs or promotions, unless an exception is granted by the President or their designee.
3. On-campus advertising must not promote or encourage the consumption of tobacco, drugs or alcoholic beverages, whether directly or indirectly. Advertisements should emphasize the event or activity itself. Promotion of free alcoholic drinks, multiple-drink specials, competitive drinking games, or drinking contests is prohibited.
4. Any advertising of events and activities that serve alcohol must include a responsible drinking message such as “Drink Responsibly,” “Don’t Drink and Drive,” or “Do Not Allow Your Friends to Drink and Drive.” The availability of food and non-alcoholic beverages must be clearly and prominently displayed in all advertisements.

600.00 Additional Employee-Specific Guidelines on Alcohol and Drugs

The University is committed to ensuring a safe and healthy environment for all employees and the broader University community. As part of this commitment, employees are expected to remain free from impairment while performing their duties, no matter the location, supporting a productive and responsible workplace. This policy helps maintain a work environment that prioritizes health, safety, and personal accountability.

Employees are prohibited from performing their duties while impaired by drugs or alcohol, including any substances that may impair their ability to perform their job responsibilities. This policy also extends to any employees who operate heavy machinery, vehicles, or engage in activities where the consumption of alcohol or drugs may pose risks to

themselves or others. In such cases, the University may prohibit alcohol consumption while on duty, regardless of whether impairment is evidence, to ensure safety.

This policy does not apply to employees who are taking legally prescribed medication, provided the medication does not impair their ability to perform their duties. Employees are encouraged to consult with their healthcare provider and inform the ADA and Leave Coordinator if they believe their medication may impair their work performance.

The University also prohibits the use of drugs or alcohol by employees who are required to operate heavy machinery, equipment, or University vehicles, or who engage in other activities where the consumption of drugs or alcohol could result in injury to themselves or others. This includes any situation where the consumption of substances may impair an employee's ability to safely perform these tasks.

If a supervisor reasonably believes an employee is impaired, the supervisor may require the employee to leave campus and make arrangements for appropriate transportation in coordination with University Human Resources. In this context, "supervisor," includes the immediate supervisor as well as any individual in a higher level within the employee's supervisory chain.

Compliance with this policy is a condition of continued employment. Violations may result in disciplinary action, up to and including termination of employment. In cases where termination is not imposed, an employee may be required to successfully complete a drug or alcohol rehabilitation program before returning to work.

700.00 Education and Prevention

Montana State University is committed to fostering a campus environment that promotes wellbeing and healthy decision-making. As part of this commitment, the University offers a variety of educational programs and resources aimed at preventing substance misuse and supporting individuals who may be at risk. Through proactive prevention strategies and intervening programs, the University works to educate students, employees and the wider community on the risks associated with substance use and provides pathways to support for individuals in need. These efforts are designed to ensure a healthy, safe, and responsible campus environment where individuals can thrive both academically and personally.

710.00 Student Education and Support Services

The University offers a variety of substance use education and prevention programs to support the health and well-being of students. Student Wellness staff provide classes on prevention, harm reduction, health risks, and dependency, as well as resources for support and treatment. Additionally, Counseling and Psychological Services integrates substance misuse prevention within their mental health, suicide prevention, and wellness programming.

As part of its commitment to wellness, the University requires all students to participate in the Thriving Together program, which includes nine modules related to health, safety, and overall well-being. One of these modules focuses on substance misuse, covering topics such as recognizing the signs of intoxication, misuse, dependency, and bystander intervention.

In addition to educational programming, the University offers early intervention, treatment, and counseling services for students with substance use-related concerns. Health education staff in Student Wellness provide substance misuse screening and intervention. Students can also access clinical support through Student Health Services and Counseling and Psychological Services, which provide assessment, screening, treatment, and referrals to off-campus treatment options for those needing more intensive care.

Additional information about prevention, education, training, and intervention resources can be found at <https://www.montana.edu/wellness/health-ed-and-promotion/prevention-education.html>

720.00 Employee Resources

University employees have access to the Employee Assistance Program (EAP), which provides counseling and referrals for substance use treatment. Employees can access the EAP by visiting the EAP website at <https://choices.mus.edu/eap-work-life.html> Additionally, Health Educators in Student Wellness are available to provide consultation and guidance on community referral options.

For additional information, contact Employee and Labor Relations by email at: msuhumanresources@montana.edu

730.00 Tobacco Use Cessation

Students and employees seeking to quit tobacco can access the following resources:

- Montana Tobacco Quit Line: 1-800-QUIT-NOW (1-800-784-8669)
- Visit QuitNowMontana - <https://quitnowmontana.com/>

- MUS Employee Benefits (for MUS medical plan participants): 1-877-501-1722 or visit www.mus.edu/choice for cessation benefits.