



**LUNDS**  
UNIVERSITET

DECISION

*Reg. no* STYR 2023/1843

*Date* 30 November 2023

Vice Chancellor

## **Guidelines regarding risky and harmful substance use at Lund University**

According to Lund University's work environment policy, the work environment is to be enriching, stimulating, safe and secure for all those active at the University. This requires that the work environment is free from risky and harmful substance use. Lund University has a zero-tolerance policy towards all unauthorised and illegal handling and use of drugs by employees and students.

At Lund University, no one is permitted to be under the influence of alcohol or other drugs at work or in connection with teaching. The use of alcohol, other drugs or other risky or harmful use away from the workplace or studies must not affect security and wellbeing at work and in study situations. For employees, such usage must not affect their ability to carry out their work, damage confidence between the employee and Lund University, or damage the reputation of Lund University.

Lund University is to work to prevent risky and harmful substance use among staff and students.

The University has a responsibility for job modification and rehabilitation when it comes to employees. This means that employees engaging in risky or harmful substance use are to be offered relevant support, combined with requirements. Employees have a duty to engage in their job modification and rehabilitation. Lund University does not generally take responsibility for job modification and rehabilitation when it comes to unauthorised and illegal drug use.

Alcohol may be present at staff parties or other internal or external entertainment, in accordance with the University's rules on entertaining. The consumption of alcohol at such events is to be handled with judgment and always approved by a manager in advance. Alcohol-free alternatives must always be available, and no one is to be questioned about why they choose to abstain from alcohol.

When it comes to students, Lund University has a responsibility to inform them of relevant support in cases of risky or harmful substance abuse. Lund University is to work to promote a healthy culture around alcohol among students.

Managers and those in leadership positions are responsible for ensuring that guidelines and associated procedures relating to risky and harmful substance abuse are known and followed by both employees and students.