



सत्यमेव जयते

अखिल भारतीय आयुर्विज्ञान संस्थान , बिलासपुर

हिमाचल प्रदेश - १७४०३७

All India Institute of Medical Sciences, Bilaspur

Himachal Pradesh-174037

<https://aiimsbilaspur.edu.in>



All India Institute of Medical Sciences, Bilaspur

Institute Alcohol, Narcotics Drugs and Substance Abuse Policy

POLICY STATEMENT

AIIMS Bilaspur values the health and safety of its patients, staff, students and public at large. Abuse of Alcohol/narcotic drugs and substances can adversely affect the educational environment and prevent a person from achieving personal, social and educational goals. Substance abuse imposes a burden on those caught up in the abuse, but also on their co-workers and society. It may lead to poorer job performance and accident risks. To mitigate these risks, the Institute has developed Alcohol and substance abuse policy to prohibit the use, possession, or sale of alcohol and illegal drugs on the Institute premises. As per the policy of the institute, no one shall manufacture, use, possess, sell, attempt to sell, any form of illicit substance, and strictly prohibit the consumption of illegal drugs, liquor/alcohol, possession, transfer, dispensing, use or be under the influence of alcohol, inhalants or illegal drugs or distribute illegal drugs, controlled substances, alcohol or be under the influence of any intoxicant, while on his/her duties in the institute, or otherwise present in public places of the Institute premises. The Policy is a safeguard against drug and alcohol abuse to ensure a safe and healthy working environment. This policy applies to all bonafide students (UGs/PGs) and employees of the institute, whether regular, contractual, staff engaged as outsourced, staff of contractor, facility providers, vendors, medical representatives, and visitors while on institute's premises. This policy focuses on compliance with applicable laws in the Union of India and the State of Himachal Pradesh.

DEFINITIONS: In this Policy, unless the context otherwise requires,

"Institute" means All India Institute of Medical Sciences, Bilaspur (H.P.) represented by its Executive Director

"Illegal drugs" means drugs and substances included in the NDPS Act of 1985

"Alcohol / liquor" means as defined in The Himachal Pradesh Excise Act, 2011

"Public place" means any place includes a building, shop, tent, enclosure, booth, or premises (including a conveyance) to which the public have, or are permitted to have, access, whether on payment or otherwise of the Institute.

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“Employee” means any person employed by the Institute as regular, contractual, deputation, tenure or outsourced staff or staff of contractor engaged by the Institute.

“Student” means any person studying in the institute either as Undergraduate, Postgraduate, PhD Scholar etc and trainees to the Institute.

The Salient Points of the Policy are:

1. This prohibition applies to the unlawful manufacture, possession, distribution, sale, or use of illegal narcotics, prescription drugs, and other illegal drugs and alcohol in the institute.
2. Institute students and employees are also prohibited from misusing legally prescribed or over-the-counter (OTC) drugs. It shall be violation of the policy for any student or employee to use prescription drugs illegally, i.e., to use prescription drugs that have not been legally obtained or in a manner or for a purpose other than as prescribed. However, nothing in this policy precludes the appropriate use of legally prescribed medications.
3. This also applies to lawfully prescribed medication if such use may impair the ability to perform a job or poses a direct threat to the person or others in the workplace or Institute premises.
4. The employee or any one of aforesaid believed to be under the influence of alcohol or drugs will not be permitted to work/attend classes until free of such influence.
5. Institute employees with a license to operate specialized vehicles or equipment (e.g., commercial driver’s license) must follow all applicable rules prohibiting the use of drugs before and/or while operating the vehicle/equipment.
6. Any illegal drug and/or alcohol related problem noticed in the employee or student will be reported to the controlling officer. After confirmation of the report, the institute shall provide treatment and/or counselling under medical supervision. However, he/she shall also be dealt with as per disciplinary action under this Policy.
7. Anyone suspected of possessing alcohol, an illegal drug or a controlled substance during working hours is subject to inspection and search, with or without notice.
8. The institute reserves the right to demand / compel a drug or alcohol test of any employee or student based upon reasonable suspicion. Reasonable suspicion includes but is not limited to, physical evidence of use, involvement in an accident, abnormal behavior or a substantial drop in his / her work performance.
9. When reasonable suspicion for drug or alcohol testing is warranted, employee or student will be explained the observations and the requirement to undergo a drug and/or alcohol test within two hours. Refusal by an employee will be treated / presumed as a positive drug test result and adverse inference shall be drawn against him which will result in immediate departmental action as per rules.

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REPORTING

10. Any incident of violation of this policy shall be reported to the On Duty security who shall inform the same to his supervisor immediately or incident can be reported via email to security@aiimsbilaspur.edu.in. On receipt of any incident of violation of this policy, the security Incharge shall report to the spot immediately. The reports received either orally or in writing shall be further forwarded to the concerned competent authority i.e. in case of employees to Deputy Director (Admin), in case of students to Dean (Academics) and in case of any patient or visitor to the hospital to Medical Superintendent within 24 hours.

DISCIPLINARY ACTION

11. In the case of institute employees either regular or contractual or on deputation, non-compliance of this policy and/or failure to take a requested test may lead to disciplinary action under rule 22 of CCS (conduct Rules 1964).
12. The employees working under outsource service providers shall be dealt with as per relevant clause mentioned in the NIT /contract agreements with the service provider and may include termination and legal action as per law.
13. In the case of the students, violation of this policy shall attract Disciplinary proceedings by the Institute Disciplinary Committee. Possible penalties vary from written warning with conduct probation to suspension. It may also lead to expulsion from the institute if the student is found in repeated violation of the policy.
14. Visitors to the Institute who violate this policy may be removed from Institute property and Institute events and prosecuted if required.
15. In addition to the above, the institute also reserves the right to involve law enforcement agencies as the situation warrants to initiate legal action as prescribed under the law.

AMENDMENTS

16. The Institute reserves the right to modify/amend the policy from time to time.

