

## **HARVARD BUSINESS SCHOOL DRUGS & ALCOHOL POLICY**

Harvard Business School's policy on drugs and alcohol—adapted from and in accordance with, other similar policies at Harvard University—reflects our concern for the health and well-being of our students,\* faculty, and staff, and is designed to ensure that we comply with the federal Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act Amendments of 1989.

The unlawful possession, use, or distribution of illicit drugs and alcohol by students, faculty, and staff or their guests on Harvard property or as a part of any Harvard activity are violations of HBS policy as well as the law. Possession, use, or distribution of certain non-prescription drugs, including marijuana, amphetamines, heroin, cocaine, and non-prescription synthetics; procurement or distribution of alcohol by anyone under 21 years of age; and provision of alcohol to anyone under 21 years of age are violations of the law and of HBS policy. Harvard Business School's policies and procedures also reflect additional expectations for student conduct based on concerns about high-risk drinking behaviors, such as binge drinking and the rapid or competitive consumption of alcohol, and their many adverse consequences for students' health and lives. For faculty and staff, all University employees are prohibited from consuming alcohol or being under the influence of a controlled substance or alcohol during work hours or in the workplace (except that it will not be a violation of this policy to engage in the responsible consumption of alcohol at approved social functions held during work hours or in the workplace, provided that the use of alcohol has been permitted in these circumstances).

All members of the HBS community are expected to comply with the laws of the Commonwealth of Massachusetts and with all HBS rules governing possessing or serving alcohol.\*\* HBS holds its students, faculty, and staff responsible for the consequences of their decisions to use or distribute illicit drugs or to serve or consume alcohol. Additionally, the misuse of prescription drugs (sharing, buying, or using in a manner different than prescribed) is a violation of HBS policy.

Although Massachusetts law now permits adults aged 21 or older to possess and consume marijuana under certain circumstances, federal law prohibits the possession, use, or distribution of marijuana on Harvard property or as part of a Harvard activity. Thus, even if possession or use of marijuana would be permitted under Massachusetts law, it remains prohibited on campus.

### **HEALTH CONCERNS**

Substance abuse is potentially harmful to health. In particular, synthetically-produced drugs often have unpredictable emotional and physical side effects that constitute an extreme health hazard. Students, faculty, and staff should also weigh the seriousness of potential loss of function that may come from using illicit drugs or drinking too much alcohol. Because of the considerable health risks involved in drug and alcohol use, resources are available to assist the community in understanding and dealing with drug and alcohol abuse problems. Help for students having alcohol or other drug problems is available on a confidential basis from the Office of Alcohol & Other Drug Services (AODS) and other departments within Harvard University Health Services (HUHS).

Faculty and staff members can learn about the dangers of substance abuse and get information about treatment and counseling options available to the Harvard community through Harvard University Health Services, and Harvard's Employee Assistance Program (EAP). The Harvard University Police Department brochure

Playing It Safe contains helpful information as well. Additionally, any member of the University may make use of the Health Services on an emergency basis, day and night. (See a full listing of resources at the end of this document.)

## **ILLEGAL ACTS**

Careful note should be taken that Harvard Business School should not be considered a protector or sanctuary from the existing laws of the city, state, or federal government. A social host may under certain circumstances be held liable for injuries caused by a guest who, having consumed alcohol on the host's premises, does harm to himself or herself or to a third party. In addition, a social host will be liable for injuries to third parties if the host knew or should have known that the guest was intoxicated, but nevertheless gave him or her, or permitted him or her to take, an alcoholic drink. Massachusetts law prohibits the sale, delivery, or furnishing of alcohol to persons under the age of 21.

Community members are reminded that there are heavy penalties, including imprisonment, for possession or distribution of illicit drugs. There are also serious penalties for anyone who operates a motor vehicle under the influence of alcohol or drugs, or with an open container of alcohol.

## **RESPONSIBLE SOCIAL EVENTS**

Harvard Business School expects students, faculty, and staff in leadership roles (e.g., club presidents or program directors) to create safe and responsible social environments. The unlawful possession, use, or distribution of illicit drugs is strictly prohibited on campus or at any gathering. Alcohol may be permitted pursuant to the following policies. Those hosting events must take reasonable steps to ensure that the acquisition, distribution, and consumption of alcohol otherwise complies with applicable law and University policy.

### **A. General Campus Alcohol Policy**

- No alcoholic beverages may be brought into, served, or consumed at any time in any academic space on campus, including classrooms, hives, and project rooms.
- Only beer and wine is permitted at HBS events, whether formal or informal. Distilled or hard liquor may be consumed only in private living spaces—within a resident's room or living group. It may not be brought into, served, or consumed in any public areas on campus, including residence hall common rooms, main lounges, and other shared spaces.

### **B. Alcohol Policy for Campus Events**

- Restaurant Associates (RA) holds and manages the Liquor License for the Harvard Business School campus. Under the terms of this license, all alcoholic beverages for all on-campus events must be provided and served by RA.
  - Self-supplied or donated alcohol is not permitted.
  - Food and non-alcoholic beverages must also be served when alcohol is being served.
  - An RA attendant must be present at any event where alcohol is served.
  - RA will serve alcoholic beverages to guests at a rate of approximately one drink per hour.
  - State law requires all guests be prepared to show valid photo identification to be served.
  - HBS does not permit scheduling of back-to-back events where alcohol will be served to the same target audience.

- Security personnel may be required for events with a large expected attendance and/or where alcohol will be served.
- Events with alcohol are limited to four (4) hours in duration.

See also: [Campus Events Policy](#), [Self-Catering Policy](#)

### **C. Alcohol Policy for Campus Residential Facilities**

Residence hall common rooms, main lounges, and other shared spaces—including the immediately adjacent outdoor gathering areas—may be used by their respective residents and invited guests for small, informal social gatherings that include responsible alcohol consumption.

- Alcohol consumption must be in adherence with the laws of the Commonwealth of Massachusetts.
- Only beer and wine are allowed in these common spaces (no distilled or hard liquor), and only in reasonable quantities (i.e., cans or bottles) intended for personal consumption. Large quantities of alcohol (i.e., kegs or cases) are not permitted.
- Residents and guests participating in social gatherings must be mindful of noise and impact to neighbors and other community members.
- Residents and guests are responsible for leaving any common space clean after their gathering, including disposing of empty cans, bottles, or cups appropriately (e.g., by recycling).
- Harvard Business School, via HBS Security, HUPD, or other authorized personnel, reserves the right to shut down or break up a gathering if it is determined to be a disruption or hazard (e.g., too large, too noisy, or disorderly conduct).

See also: [Harvard University Alcohol Policy](#)

### **DISCIPLINARY ACTION**

Harvard Business School may take disciplinary action against violators, consistent with HBS policies and its community values, and federal, state, and local laws. Such disciplinary action may include loss of room reservation privileges; involuntary withdrawal or suspension; termination of employment; and referral for prosecution. Disciplinary action may also include satisfactory participation in a substance abuse treatment or counseling program. For students, HBS has adopted an Amnesty Policy as outlined below.

### **AMNESTY POLICY**

Any student may bring an intoxicated or drug-impaired friend to Harvard University Health Services or to a hospital, or seek assistance from their Program or HUPD, and by doing this, neither they nor the friend will face disciplinary action at HBS for having used or provided alcohol or drugs.\*\*\* Any student involved in an alcohol or drug-related event for which amnesty is granted may be referred to a substance abuse education program.

### **ADDITIONAL RESOURCES & LINKS**

- [Playing It Safe: A Guide for Keeping Safe at Harvard](#)
- Staff Personnel Manual: [Drugs and Alcohol in the Workplace](#) (requires PIN login)
- MBA Program [Alcohol Policy](#)

- [Employee Assistance Program](#) (requires PIN login)
- [Office of Alcohol & Other Drug Services](#)
- Harvard University Health Services: [Substance Abuse](#)

[\*] Students include Doctoral students, MBA students, and Executive Education participants.

[\*\*] Members of the community with affiliations at Harvard that extend beyond HBS—including PhD students, joint degree students, and joint faculty appointments—are responsible for understanding and abiding by the policies at each department or School.

[\*\*\*] Students with affiliations at Harvard that extend beyond HBS—including PhD students and joint degree students—should be sure they understand the amnesty policy at each School.