



MUASt

MARONDERA UNIVERSITY
OF AGRICULTURAL SCIENCES AND TECHNOLOGY

ANTI-DRUG AND SUBSTANCE ABUSE POLICY

POLICY NO. DSAP/17/25



MUAST

MARONDERA UNIVERSITY
OF AGRICULTURAL SCIENCES AND TECHNOLOGY

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| TITLE | MARONDERA UNIVERSITY OF AGRICULTURAL SCIENCES AND TECHNOLOGY ANTI-DRUGS AND SUBSTANCE ABUSE POLICY |
| POLICY NUMBER | |
| COMPILED BY | STUDENT AFFAIRS DEPARTMENT |
| APPROVED BY | |
| DATE | |

PREAMBLE

Marondera University of Agricultural Sciences and Technology (MUASt) is a modern and unique institution of higher learning established through an Act 25:29. The University is driven by the vision to be a leading global centre of excellence in the provision of technology driven sustainable green agricultural solutions". Underpinned by its unique Core Values: Excellence, Diversity, Innovation, Ethics, Ubuntu, Sustainability and Integrity. The University aims at producing globally acceptable and competent graduates grounded in agricultural, entrepreneurial and technological in recognition of the Education 5.0 pillars; teaching, research, community service, innovation and industrialization.

MUASt acknowledges that a safe and disciplined learning environment is a critical element to the successful delivery of quality education and the wholesome student concept. The University strives to ensure the best for all students under its care. The University recognises that there is likely to be a high correlation between drug and alcohol abuse and other anti-social high-risk behaviours. Drug and substance abuse is detrimental to individuals on social, physical, emotional and psychological levels. The University is committed to maintaining a drug and substance free environment, which is healthy and safe, and will apply a Zero-Tolerance to the use of illegal substances.

This policy ensures that MUASt adheres to anti-corruption circulars, policies and measures as directed to the attention of the University by other agencies of the State. The policy shall also abide to the growth prosperity and inclusive development to the country in prompting good governance buttressed by transparency, accountability, integrity and rule of law. This policy also acknowledged the responsibility to lead by example in the fight against corruption and to ethically render services with integrity.

DEFINITION OF TERMS

Abuse: the improper use of a drug or substance.

Alcohol: an intoxicating ingredient in alcoholic drinks such as beer, wine, spirits that cause drunkenness.

Drug: any substance, including controlled dangerous substances but excluding alcohol, that when taken into the body may impair one's mental faculties or cause changes in mood and/or physical performance.

Illegal drug: a substance whose use or possession is controlled by law but that is not being used or possessed under the supervision of a licensed health care professional.

Legal drugs: prescribed drugs and over-the-counter drugs which have been legally obtained and are being used for the purpose for which they were prescribed or manufactured.

Refuse to cooperate: to obstruct the collection or testing process; to submit an altered, adulterated or substitute sample; to fail to show up for a scheduled test; to refuse to complete the requested drug testing forms; or to fail to promptly provide specimen(s) for testing when directed to do so, without a valid medical basis for the failure.

Substance: alcohol and any intoxicating stuff which is not classified under drugs.

Substance Abuse: a pattern of intentional and inappropriate use of any substance, legal or illegal, that interferes with any of several major life functions, including an individual's educational and/or job performance.

Under the influence of alcohol: actions, appearance, speech or bodily odours that reasonably persuade a supervisor/lecturer to conclude that an employee/student is impaired because of alcohol use or a confirmed positive alcohol Breathalyzer test.

Under the influence of drugs: a confirmed positive test result for illegal drug use per this Policy or the misuse of legal drugs (prescription and possibly Over the Counter (OTC)) when there is no valid prescription from a Registered Medical Personnel for the lawful use of a drug in the course of medical treatment.

University premises: include all buildings, farms, offices, facilities, grounds, parking lots, places and vehicles owned, leased or managed by MUASt or any site on which the University is conducting business.

SECTION A

1.0 PURPOSE

The purpose of this policy is to ensure that MUASt employees, students, and all stakeholders visiting the University are free from the effects of drugs and substance abuse.

1.1 SCOPE

This Policy applies to all MUASt students on-campus or off-campus whilst on tours, camps or any occasion where they represent the University. It also applies to staff, contractors, part-time employees and all stakeholders engaged in business with the University.

1.2 REGULATORY FRAMEWORKS

The policy is informed and directed by the following National Acts, Statutory Instruments and University Policies.

1.2.1 Zimbabwe National Drug Master Plan (2020 - 2025).

1.2.2 Zimbabwe Liberties and Drugs Network (2020).

1.2.3 Zimbabwe Drugs Act (Chapter 15:02).

1.2.4 MUASt Act 25:29

1.2.5 MUASt Student Conduct Ordinance 5.

1.2.6 MUASt Code of Conduct

1.2.7 MUASt Anti-Sexual Harassment Policy

1.2.8 MUASt Health and Safety Policy.

1.2.9 MUASt Risk & Safety Policy.

1.2.10 MUASt Security Policy

1.2.11 Criminal Law Codification and Reform Act [9:23]

1.3 POLICY OBJECTIVES

The objectives of the policy are to:

1.3.1 promote the well-being of MUASt community members by providing a safe and healthy environment which is free from drug and substance abuse.

- 1.3.2 foster positive health behaviours through information and awareness programmes.
- 1.3.3 provide strategies for prevention of drugs and substance abuse within the University community.
- 1.3.4 outline procedures of handling drug and substance abuse incidents in the University, should any arise.
- 1.3.5 identify and assist individuals with possible drugs and substance abuse tendencies at an early stage.
- 1.3.6 proffer guidelines and information for staff members and students in attending to problems of drugs and substance abuse.
- 1.3.7 ensure policy compliance with national statutes and laws in the prevention of drugs and substance abuse.

SECTION B

2.0 DRUGS AND SUBSTANCE ABUSE RELATED SCENARIOS

2.1 Drugs and substance abused -related scenarios may include but not limited to any of the following:

- 2.1.1 Any MUASt community member, engaged stakeholder or visitor who is suspected and exhibiting signs of being under the influence of a drug or alcohol.
- 2.1.2 Findings of drugs or related stuff on university premises.
- 2.1.3 Possession of drugs by a MUASt employee or student on university premises or university business.
- 2.1.4 Use of drugs on or outside university premises by staff members or students.
- 2.1.5 Staff member(s) or student(s) disclosing information about his/her drug abuse practices.
- 2.1.6 Reports of drug possession, supply or use by staff member(s) or student(s).
- 2.1.7 Selling, buying, transferring or distributing drugs or information that entice the abuse of drugs by staff member or student.
- 2.1.8 Intoxication or unusual behaviour by a staff member or student.

2.2. RESPONSIBILITIES IN DRUGS AND SUBSTANCE ABUSE MITIGATION MEASURES

2.2.1 University Council shall be responsible for:

2.2.1.1 Promoting the development of policies on drug and substance abuse.

2.2.1.2 Approving drug and substance abuse policies

2.2.1.3 Monitoring and evaluating the implementation of drug and substance abuse policies.

2.2.2 MUASt Management shall be responsible for:

2.2.2.1 Offering drug and substance abuse awareness campaigns to staff and students on the impact of drugs and substance abuse.

2.2.2.2 Administering programmes that consider human rights, are positive in their intent and are within legal boundaries.

2.2.2.3 Supporting the establishment of programmes and facilities that assist students and staff members who have alcohol and other drug abuse or dependency problems.

2.2.2.4 Offering counselling services to victims/survivors of drugs and substance abuse or refer them to rehabilitation centres for further support.

2.2.2.5 Utilizing all channels and resources available in educating and increasing the anti-drugs awareness to students, staff and the general public.

2.2.2.6 Supporting the implementation of this policy through staff training and resources provision.

2.2.2.7 Supporting local and national efforts in combating alcohol and other drug abuse effects.

2.2.3 MUASt students or staff members shall be responsible for:

2.2.3.1 Availing oneself for work or lectures free of alcohol or drugs intoxication at all times.

2.2.3.2 Participating in and supporting the university-sponsored drugs and substance awareness programmes.

2.2.3.3 Seeking and accepting assistance for drugs and other substance abuse-related problems before job/academic performance is affected.

2.2.3.4 Supporting the university efforts to eliminate drugs and substance abuse among staff and students where it exists.

2.2.4 Collective responsibility

2.2.4.1 The entire MUASt community shall be responsible for adhering to this policy.

2.2.4.2 Relevant stakeholders shall be responsible for supporting the university's goals in educating students and staff members in drugs and substance abuse prevention.

2.2.4.3 MUASt community members shall utilize the Whistle Blowing policy to report suspected cases of drug and substance abuse.

2.3 DRUGS, SUBSTANCE AND ALCOHOL SCREENING

The University shall conduct drugs or substance/alcohol screening:

2.3.1 Through random testing at any work station where there is reasonable evidence to suggest that a person(s) is under the influence of alcohol or drugs, as part of a monitoring exercise.

2.3.2 At post-incident where MUASt employees or students are subject to testing when they cause or contribute to accidents that damage MUASt vehicle, machinery, equipment or property or that results in an injury to themselves or other employees or students.

2.3.3 Through voluntary testing where an employee or student is suspected of being intoxicated prior to entering the university premise, he/she shall be encouraged to voluntarily submit oneself to Security personnel for testing.

2.3.4 Where an employee or student has previously breached this policy, he/she may be subjected to periodic follow up testing.

2.3.5 Whenever an employee is working in a job classification which has been designated by the University as a "safety risk classification", he/she may be subjected to testing.

2.3.6 Employees or students shall be subjected to testing based on, but not limited to; observations made by at least two members of Management or Anti-Drugs and Substance Abuse Committee members.

2.4 POLICY DISSEMINATION

2.4.1 The policy shall be shared on student and staff portals.

2.4.2 A hard copy of the policy shall be distributed to all employees upon recruitment and to new students during orientation.

2.4.3 Employees and students shall sign an acknowledgement and consent form of this policy.

2.5 BREACH OF POLICY

2.5.1 Any employee or student who tests positive or breach any provisions of this Policy shall be in breach of MUASt Code of Conduct or the MUASt Student Conduct Ordinance 5.

2.5.2 External stakeholders who breach any provisions of this Policy shall be evicted from the University Premises immediately and reported to the police.

2.6 DISCIPLINARY PROCEDURES

2.6.1 Drug and substance abuse incidents are complex and in situations where the University rules regarding drugs are violated, sanctions and punishments shall be implemented depending on the nature of the offence.

2.6.2. Disciplinary hearing shall be conducted for reported drug and substance abuse cases.

2.6.3 The University may invoke disciplinary action up to termination where a student or staff member breaches this policy.

SECTION C

3.0 COMPLIANCE

Failure to comply with the policy is an act of misconduct which is subject to disciplinary action.

3.1 MONITORING AND REVIEW

This Anti-drugs and Substance Abuse Policy shall be reviewed as and when necessary.

Approved: Chigwamba

Mrs C. Chigwamba
(COUNCIL CHAIRPERSON)

Date: 27/08/2025