

ST. JOHN'S NATIONAL ACADEMY OF HEALTH SCIENCES

Bengaluru - 560 034



INSTITUTIONAL POLICY For SUBSTANCE-FREE CAMPUS

	NAME	TITLE	SIGNATURE	DATE
Author	Dr. Johnson Pradeep	Professor & Head, Psychiatry Department, SJMC & Head, Division of Mental Health and Neurosciences, SJRI		29/06/26
Review	Dr. Jaya Kumari. S	Professor, Biochemistry Department, & Vice Dean, Undergraduates, SJMC		2/7/26.
	Dr. Mary Dias	Professor & Head, Department of Microbiology, SJMC		29/06/26.
	Dr. Farah Naaz Fathima	Professor, Community Medicine Department & Vice Dean, Distance Education, SJMC		26/6/26.
	Dr. Thomas Mathew	Professor, Department of Neurology & Vice Dean, Postgraduates, SJMC		29/6/26
	Dr. Binu T. Kurian	Professor, Department of Orthopaedics & Vice Dean, Outreach, SJMC		29/6/26
Authoriser	Dr. George D'Souza	Dean, SJMC		29/6/26
Authoriser	Rev. Fr. Jesudoss Rajamanickam	Director, SJNAHS		2/7/2026

Effective Date	02/07/2026
Review Date	25/06/2026

In exercise of the powers conferred by the Executive Committee St. John's National Academy of Health Sciences (SJNAHS), and in compliance with applicable laws of India, including the Narcotic Drugs and Psychotropic Substances Act, 1985, this policy is hereby adopted and shall be enforced across all constituent units of the institution with immediate effect.

1. PREAMBLE

St. John's National Academy of Health Sciences (SJNAHS), comprising its constituent institutions, is committed to maintaining a safe, healthy, ethical, and drug-free environment for patients, students, faculty, staff, and the community.

This policy is framed in alignment with Indian laws, particularly the Mental Health Care Act (2017) and Narcotic Drugs and Psychotropic Substances Act, 1985, which prohibits the possession, consumption, sale, and trafficking of narcotic drugs and psychotropic substances except for legitimate medical and scientific purposes.

2. INTRODUCTION

Substance use poses serious risks to patient safety, academic integrity, professional conduct, and institutional reputation. As a premier healthcare and teaching institution, SJNAHS has a duty of care and legal obligation to prevent substance misuse, ensure early intervention, and enforce appropriate disciplinary measures where required.

3. SCOPE OF REFERENCE

This policy applies to all constituent units of SJNAHS, including

1. St. John's Medical College
2. St. John's Medical College Hospital
3. St. John's Research Institute
4. St. John's College of Nursing
5. St. John's College of Allied Health Sciences
6. St. John's Institute of Physiotherapy
7. St. John's Geriatric Centre
8. St. John's Medical College Hospital, Brigade Meadows

It applies to all students (undergraduate, postgraduate, and doctoral), faculty members, healthcare workers, administrative staff, contractual personnel, vendors, and visitors associated with the institution.

This policy applies to all campuses, hostels, and institutional premises, as well as outreach centers, field postings, institutional events (both on and off campus), and virtual academic environments where misconduct may affect institutional integrity.

SJNAHS shall take cognizance of complaints and incidents under the following circumstances: when a complaint is made by a member of SJNAHS against another member irrespective of where the alleged substance use occurred; when complaints arise between residents and members of SJNAHS; when complaints involve outsiders and members of SJNAHS with incidents occurring within campus; when an outsider is alleged to have supplied substances to a member of SJNAHS; and when any member or outsider is involved in possession, sale, purchase, transport, storage, or consumption of substances within premises owned or controlled by SJNAHS.

4. OBJECTIVES OF THE POLICY

1. To ensure a **drug-free campus and workplace**
2. To promote **awareness and prevention of substance use**
3. To enable **early identification and intervention**
4. To provide **access to treatment and rehabilitation**
5. To enforce **disciplinary and legal compliance**
6. To align with national policies on drug demand reduction

5. JURISDICTION

This policy shall be governed by and interpreted in accordance with the laws of India, and its jurisdiction shall extend to all campuses, facilities, hostels, outreach centres, and affiliated units of St. John's National Academy of Health Sciences located within Bengaluru. Any disputes, complaints, or legal proceedings arising out of or in connection with this policy shall be subject to the jurisdiction of the competent courts and statutory authorities in Bengaluru. This shall not preclude the institution from initiating action under applicable laws in other jurisdictions, where warranted by the nature of the offence.

6. DEFINITIONS

For the purposes of this policy, "substance" or "drugs of abuse" refers the consumption of any psychoactive substance—including alcohol, tobacco, or other drugs (illicit or prescribed such as opioids, cannabis, benzodiazepines and amphetamines)—that affects the central nervous system and alters mood, cognition, or behavior, regardless of frequency, quantity, or purpose. It also includes any narcotic drug or psychotropic substance as defined under the Narcotic Drugs and Psychotropic Substances Act, 1985.

"Illicit use" refers to consumption without valid medical prescription or authorization.

"Possession" refers to custody or control of any prohibited substance.

"Trafficking" includes production, sale, purchase, transport, storage, or distribution of such substances.

7. GUIDING PRINCIPLES

The policy on 'substance' abuse is guided by the principles of Prevention, Early identification and access to assistance, and Enforcement.

1. Substance abuse negatively impacts students and staffs, compromises the safety of the environment, and disrupts the educational process. Therefore, a zero-tolerance policy for illegal substances is enforced.
2. It is the obligation of the Institute (SJNAHS) to ensure a safe environment to staff and students and to protect them from abuse.
3. That the best way to maintain an appropriate campus environment with respect to drugs is through preventive education about the dangers and ill-effects of drug abuse and compassionate attention to the needs of those who may require help with drug-related problems.
4. Any member of the institution (staff or student) suspected of substance use shall be offered appropriate care and support. Their confidentiality and dignity shall be strictly maintained and shall not be compromised under any circumstances.
5. Emphasis on rehabilitation of persons affected by drug abuse rather than use of punishment.
6. Recognizing the combined role of teachers, parents and care-givers in mentoring the student population and their overall development.

8. PREVENTION STRATEGIES

All the units of the institutions (SJNAHS) shall do the following:

1. Conduct an orientation/talk at the time of admission, to educate and sensitize parents/guardian on:
 - Drugs and other external influences on young adolescents in general and students in particular.
 - What can and cannot be done with regards to monitoring of the students.
 - Role of parents especially in following up with their children and institution with regards to their academic performance, attendance, discipline, attitudes etc.
2. Conduct orientation class for the staff and students on drugs and other 'substance' use at the time of admission. This has to be followed by periodical sessions at an interval of six months following admission.
3. Organize role plays, skits, display posters, screen short documentary movies, etc., to educate and sensitize the students on the use and ill-effects of drug and 'substance' use. These programs may be conducted through the students' associations of the institutions.

4. At the time of admission, the institution shall obtain written consent from both the Staff, student and their parent/guardian for conducting regular or random urine drug screening, using the prescribed format provided in the **Annexure-1**
5. SJNAHS will take all necessary measures, including seeking assistance from law enforcement agencies, to ensure that the campus remains safe and free from substance abuse

9. EARLY IDENTIFICATION AND ACCESS TO ASSISTANCE

Early identification of substance use is essential to ensure timely support and intervention. Any faculty or staff member who observes or suspects substance use, possession, or distribution must promptly report the matter to the Head of the Institution or a designated authority.

The following signs may raise concern for possible use or possession of substances among students:

1. A noticeable decline in academic performance.
2. Irregular or poor attendance as per the University norms.
3. Behavioural changes such as indiscipline, withdrawal, or violent/disruptive conduct reported by peers, faculty, or staff.
4. Repeated or habitual lateness to classes or academic activities.

Staff or Students identified as being at risk will be referred for appropriate support services, including medical evaluation, counselling, or educational interventions. Participation in these interventions will be mandatory as part of institutional policy.

At the same time, the institution encourages a supportive approach. Staff or students who voluntarily seek help for substance use concerns—either on their own or through a member of the SJNAHS community—will be provided access to appropriate support services. In such cases, confidentiality will be strictly maintained in accordance with SJNAHS policy.

10. ENFORCEMENT

SJNAHS recognizes that disciplinary measures may act as a deterrent in cases of substance abuse. At the same time, the institution views the use or abuse of alcohol and other drugs as an issue of both personal and community well-being, requiring firm and appropriate intervention.

Staff and students are expected to uphold principles of personal responsibility, respect for institutional norms, and consideration for the rights and safety of others. They are accountable for their actions and the consequences arising from them. Staff and students are also encouraged to be informed about the social, physiological, and psychological impacts of substance use.

Accordingly, SJNAHS adheres to the following guidelines regarding the unlawful possession, use, or distribution of substances:

1. The unlawful possession, use, or distribution of substances is strictly prohibited on the SJNAHS campus and in all premises under its control.
2. Any student found to be in unlawful possession, use, or distribution of substances will be subject to disciplinary action, which may include but not limited to, probation, suspension, or expulsion.
3. Any faculty or staff member found to be unlawfully using, possessing, or distributing substances on campus will face disciplinary action in accordance with established institutional procedures, which may include termination of employment.

11. SJNAHS INTERVENTIONS

The SJNAHS views the use/abuse of ‘substance’ as a matter of both personal and community wellness and believes that any such behavior warrants decisive intervention.

To facilitate the identification of cases, receipt of complaints, management of substance abuse incidents, and provision of access to support services, dedicated committees—such as the Nasha Mukth Taskforce, student wellbeing committee—have been established across SJNAHS.

The ‘SJNAHS Substance (Drugs of Abuse) Free Institutional Policy’ will available on the SJNAHS website (www: <https://www.stjohns.in>). An email id xxxxxxxxxxxxxxxx has been created in the SJNAHS website, for communication if any, from teachers, students, staff and parents / guardians of students.

12. CONFIDENTIALITY

All matters related to drug use involving staff and students shall be handled with strict confidentiality.

SJNAHS will make every effort to protect the identity of the complainant while ensuring a fair and thorough investigation. However, complete anonymity cannot be guaranteed, particularly when information is shared with non-confidential authorities or when there is a significant risk to the safety of an individual or the wider SJNAHS community.

Members of SJNAHS and all individuals involved in addressing such matters are required to maintain confidentiality and must not disclose any information to the general public, including print or electronic media.

All records pertaining to these cases shall be maintained securely under the custody of the Chairperson of the designated committee. Access to these records will be restricted and permitted only with prior written approval from the Head of the Institution.

Confidentiality may be breached under exceptional circumstances, including but not limited to situations involving risk to patient safety, criminal offences, or where disclosure is required by law.

13. Mechanism for Voluntary Disclosure

Any student or staff member who voluntarily discloses their use of substances and seeks assistance prior to being identified through institutional processes or complaints shall be eligible to access support services without immediate disciplinary action for personal use. Such disclosure shall be made to a designated authority, including the Head of the Institution, the Nasha Mukth Taskforce, or authorized mental health professionals within SJNAHS.

Upon disclosure, the individual shall be referred for confidential assessment and appropriate intervention, which may include counseling, psychiatric evaluation, or de-addiction and rehabilitation services. Participation in the recommended treatment plan shall be mandatory, and the individual may be placed under a structured monitoring and follow-up program for a specified duration.

Conditional immunity from disciplinary action shall apply only to cases involving personal use and shall not extend to activities involving possession of commercial quantities, distribution, trafficking, or any behavior that compromises patient safety, institutional functioning, or violates applicable laws. Immunity shall also be contingent upon the individual's adherence to the prescribed treatment and rehabilitation plan.

Confidentiality shall be maintained throughout the process, subject to limitations in situations involving risk to self or others, legal obligations, or institutional safety concerns.

Repeated self-disclosures following prior intervention, non-compliance with treatment, or relapse associated with misconduct may result in withdrawal of immunity and initiation of disciplinary proceedings in accordance with institutional policy.

This mechanism aims to create a supportive environment that encourages early intervention while maintaining accountability, safety, and compliance with legal and institutional standards.

14. DISCIPLINARY PROCEDURES

All disciplinary proceedings under this policy shall adhere to the principles of natural justice, including the right to be heard and the requirement for evidence-based decision-making and will be initiated within a week of complaint or notification to competent authorities.

Possession of even a **small quantity** for personal consumption is punishable under law, though it may attract relatively lesser penalties compared to intermediate or commercial quantities. Possession involving **commercial quantities** attracts stringent penalties, including rigorous imprisonment and fines.

Accordingly, within SJNAHS, **any unauthorized possession, irrespective of quantity, shall constitute a violation of this policy**, and appropriate institutional and legal action shall be initiated based on the nature and severity of the offence.

First Time Offence

1. In cases of first-time offenses involving personal use of small quantities, The Head of the institution will give a written warning to the staff or student, required to undergo mandatory counselling, and placed under monitoring for a specified period for one month.

2. A notification will be sent to parent/guardian of the student summoning him/her for a meeting with the Head of the institution, and Mentor
3. The staff or student will be referred for counselling

Second Time Offence

1. The Head of the institution will notify the staff or the parent/guardian of the student and call him/her for a meeting with the Mentor.
2. The staff or student will be suspended from academic activities for a minimum period of one week. During the period of suspension, the student will not be eligible for any privileges and will have no access to any facilities or services, including the use of library facility.
3. The staff or student will attend counselling sessions along with his/her parent/ guardian or a deaddiction process as applicable during the period of suspension. The rules of attendance will be applied with respect to eligibility to appear for SJNAHS examinations.
4. The staff or student will resume regular classes on satisfactory report of the Mentor and any condition put forth by the institution, on him/her.

Third Time Offence

1. The Head of the institution will notify the parent/guardian summoning him/her for a meeting with the Head of the institution
2. Suspension from the institution for one term/semester with academic work. During the period of suspension, the student will not be eligible for any privileges and will have no access to any facilities or services including residing in the hostel of the SJNAHS. The rules of attendance will be applied with respect to eligibility to appear for university examinations.
3. The staff or student will have to go through more intense de-addiction process in a recognized deaddiction centre for counselling and rehabilitation. On the completion of the suspension period, in order to obtain permission to resume the classes, a wellness and fitness certificate of the student from authorized person should be submitted to the Vice Dean / Principal or Dean for Review
4. The staff or student will have to attend the counselling sessions arranged by the institution, for regular follow-up.

Subsequent Violations

In case of any subsequent violation, the student will be dismissed from the institution. Such students will be subject to the rules of the SJNAHS in the matter of fees payable by him/her. In addition to the above disciplinary actions decided by SJNAHS, as required by law, the SJNAHS will also cooperate with law enforcement authorities in referring for prosecution the unlawful possession, use, or distribution of alcohol and illicit drugs by students or employees on SJNAHS premises

15. OFFENSES RELATED TO DISTRIBUTION

Any involvement in the sale, supply, or distribution of substances shall be treated as a grave offense. Such acts shall result in immediate suspension pending inquiry, followed by expulsion or termination upon confirmation of the offense. The institution shall mandatorily report such cases to law enforcement authorities, and individuals shall be subject to penalties as prescribed under Indian law, including imprisonment and fines.

16. LEGAL COMPLIANCE

This policy is aligned with the provisions of the Narcotic Drugs and Psychotropic Substances Act, 1985, the Drugs and Cosmetics Act, 1940, and other applicable laws and regulations governing the control and prevention of substance use in India. In the event of any conflict between this policy and statutory provisions, the latter shall prevail.

17. MONITORING AND REVIEW

The implementation of this policy shall be subject to periodic monitoring and annual review by designated institutional authorities. Reports on policy implementation, including incidents and interventions, shall be submitted to the Governing Board. Amendments may be made as necessary to ensure continued relevance and effectiveness.

CONCLUSION

St. John's National Academy of Health Sciences reaffirms its commitment to maintaining a drug-free institutional environment that upholds the highest standards of healthcare, education, and ethical conduct. This policy intends to provide a balanced framework integrating prevention, care, and enforcement to ensure the well-being of individuals and the integrity of the institution.

ANNEXURES

1. Anti-Drug Declaration Form to be signed by UG, PG, and PhD students

REFERENCES

1. State level guidelines (SOP) - Framework For Evidence Based Management Of Addictive Disorders In Karnataka.
2. State level guidelines (SOP) – Screening, education, drug testing and capacity building for prevention of substance use in educational institutions, Karnataka.


Dr. George D'Souza
Dean

St. John's Medical College


Rev. Fr. Jesudoss Rajamanickam
Director

St. John's National Academy of Health Sciences

DIRECTOR
ST. JOHN'S NATIONAL ACADEMY OF HEALTH SCIENCES
SARJAPURA ROAD, BENGALURU - 560 034