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SUBSTANCE ABUSE P 108R

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Fundamental to the achievement of community among the members of the University is the recognition that all members and guests share a responsibility to observe University regulations, applicable laws and statutes. This obligation, which is an extension of the citizen's responsibility to observe the law is an essential corollary to participation in the benefits afforded to those who live, work and visit at the University.

An individual's conduct becomes a proper concern of the University if it adversely affects the other members of the University community or the pursuit of its missions. The University reserves authority to regulate conduct that affects its particular interests as an academic community. Violations of Federal or State laws, or of local ordinances that occur within the jurisdiction of the University may be subject to University sanctions.

The Alcohol and Drug Abuse Advisory Panel, comprised of faculty, staff and students jointly appointed by the President and the University Senate, researches and develops policy and procedures. It promotes the development of educational programs on alcohol awareness and substance abuse for the campus community. Information related to substance abuse, including campus and legal sanctions, possible health risks, referral services and assistance programs, is dispensed regularly to all students and employees.

ALCOHOLIC BEVERAGES

New York State Law and the campus policy for Sales, Service and Consumption of Alcoholic Beverages prohibits the sale, giving and serving of alcoholic beverages to those persons under the age of 21. It further prohibits the possession and consumption of alcoholic beverages by persons under the age of 21. The consumption of alcohol or possession of an open container of alcohol is prohibited in all campus public areas. Specific campus regulations regarding the sales, service and consumption of alcoholic beverages are contained in the campus Alcohol Policy in the University Student Conduct Code.

Illegal Possession, Sale, and Use of Drugs and Drug Paraphernalia

No student, staff or faculty member will illegally manufacture, sell, possess or use controlled substances as defined by New York State or Federal Law. The introduction and/or possession of drug paraphernalia including, but not limited to: bongos, water pipes roach clips or hypodermic needles (not specifically for the administration of prescribed medications) is specifically prohibited on campus.

Counseling Services

Employees and students are encouraged to participate in such activities as Alcohol and Drug Awareness Week, campus work- shops and lectures to be fully informed as to the detrimental physical and psychological side effects of these substances.

The University recognizes the need for assistance, intervention and educational programs related to the abuse of alcohol and drugs. The Counseling Center and the Employee Assistance Program provide confidential assessment and referral services for students and employees, respectively.

Use of Controlled Substances in Research Projects

Controlled substances may be used in accordance with New York State and Federal laws and regulations in University approved research projects and instructional activities. The University Coordinator for Research Compliance should be contacted for further information on these requirements.

PROCEDURE: SANCTIONS IMPOSED FOR NON-COMPLIANCE

Employees who unlawfully manufacture, distribute, dispense, possess or use a controlled substance will be subject to disciplinary procedures consistent with applicable laws, rules, regulations and collective bargaining agreements. Any illegal activity involving drugs or alcohol on the campus grounds is considered "misconduct". Penalties sought under these provisions are independent of sanctions imposed by Federal and State laws and may include termination of employment.

Employees are obligated to notify the Human Resources Department (Labor Relations) of any criminal drug statute conviction for a violation occurring in the workplace or at the worksite no later than five days after such conviction.

Students who are suspected of violating Federal, State or local controlled substance statutes are subject to the campus Judicial Process. If found guilty, a student will ordinarily be suspended from the University. In certain cases the exceptional procedure of Executive Suspension (i.e., immediate suspension) may also be invoked. Penalties imposed by the University are independent of sanctions prescribed by Federal and State laws.

Intoxication and/or substance abuse does not excuse individuals from the legal or disciplinary consequences of disorderly or inappropriate conduct. Restitution for the cost of damages to University property resulting from such misconduct will be the responsibility of the individual.

REQUESTS/INQUIRIES:

Employee Assistance Program (Employees)
Room 105, Nassau Hall
632 - 6085

University Counseling Center (Students)
2nd Floor, Infirmary
632 - 6720

Office of the Vice President for Student Affairs
Room 347, Administration Building
632 - 6705

Office of the University Coordinator for Research Compliance
Room W5510, Ward Melville Library
632 - 9036

RELATED DOCUMENTS:

[University Student Conduct Code and Alcohol Policy](#)

Memorandum to Presidents (9/21/90): 89-17

[NYS Alcohol Beverage Control Act: Article 5.65\(a\)\(b\)\(c\)\(d\)](#)

[NYS Public Health Law 3306](#)

[Narcotic Penalties & Enforcement Act of 1986](#)

[PL 100-690, The Drug Free Workplace Act of 1988](#)

[PL 101-226, The Drug Free Schools and Communities Act Amendments of 1989](#)

[State of New York Codes, Rules and Regulations, Chapter II Title 10 Part 80: Rules and Regulations on Controlled Substances](#)

[Code of Federal Regulations, Title 21](#)

[Laws of New York 1972, Chapter 878, Article 33: Controlled Substances](#)