



## **Policy Statement on Alcohol Consumption and Drug Use**

College and university campuses may be particularly vulnerable to the abuse of alcohol and other drugs. As members of the Pacific community we must share in the work of solving this problem. The following is a summary of University of the Pacific's policies and programs relating to the use of alcohol and other drugs on our campus. This information is sent to you annually as a requirement of the Drug-Free Schools and Campuses Act of 1990, and the Drug-Free Workplace Act of 1988. Universities that receive federal/state funds in any form are required to comply with the above acts. We must take affirmative steps to prohibit the unlawful possession, use, and/or distribution of illicit drugs and alcohol.

Should you have any questions, students should call the Office of Student Life (209) 946-2365; faculty and staff should call the Department of Human Resources (209) 946-2124.

### **STANDARDS OF CONDUCT**

Students, faculty and staff will comply with federal, state and local laws governing the use of alcohol and drugs on University property or at any activity or event on and off the campus sponsored by Pacific.

It is the responsibility of every student, faculty and staff member to report incidents involving infractions of federal, state and local drug and alcohol laws on campus, or at officially sponsored off-campus activities, to the Director of Human Resources or Vice President for Student Life.

### **DESCRIPTION OF HEALTH RISKS**

The University recognizes the legitimate use and need for drugs prescribed by authorized and licensed medical personnel. However, possession of illegal drugs is prohibited, and includes, but not limited to, barbiturates, tranquilizers, mescaline, peyote, LSD, marijuana, hashish, heroin, cocaine, amphetamines, hallucinogens, opium, morphine, methadone, and other customarily legal, prescription drugs that are abused or misused.

The use of illicit drugs and abuse of alcohol can result in overdose death, violence, incarceration, loss of a drivers license, damaged fetuses, failed relationships, petty property crime, school dropout, lowered productivity and quality, increased absenteeism and tardiness, serious psychobiological and neurobiological problems, reduced concentration, impaired judgment, loss of short term and long term memory, diminished reasoning skills, strained family relationships, and other serious life altering affects.

### **ILLEGAL DRUGS AND OTHER SUBSTANCES**

Criminal penalties for trafficking are dependent upon several conditions including the substance, amount, and whether the matter is a first offense or repeated offense for an individual or other legal entity. The California Alcoholic Beverage Control Act protects the safety, welfare, health, peace, and morals of Californians, eliminates the unlicensed and unlawful manufacture, sale and disposal of alcoholic beverages, and promotes temperance in the consumption and use of alcoholic beverages. A person convicted of a violation of this act is guilty of a misdemeanor or felony depending upon the violation.

**STATEMENT OF DISCIPLINARY SANCTIONS**

Students who have violated laws governing the use of alcohol and illicit drugs will be subject to sanctions ranging from probation up to and including expulsion from the University. Incidents involving students, against whom charges have been filed, will be processed in accordance with the Student Disciplinary Procedure, a copy of which may be obtained in the Office of Student Life.

Employees of the University may be demoted, suspended or dismissed for violation of this policy. Staff challenging the imposition of such sanctions may appeal through the Grievance Procedure as outlined in the University of the Pacific Staff Handbook, a copy of which may be obtained from the Department of Human Resources. The appeal process for faculty is outlined in the Faculty Handbook.

**RESOURCES FOR ASSISTANCE**

University of the Pacific students are encouraged to seek assistance for drug and alcohol problems at the Cowell Wellness Center. Pacific also maintains an Employee Assistance Program (EAP) to help employees and their dependents with problems of alcohol and drugs [Confidential Telephone 1-800-293-6948]. Additionally, the Yellow Pages of the telephone directories under the headings *Alcoholism Information & Treatment Centers* or *Drug Abuse & Addiction Information & Treatment Centers* contain numerous agencies and practitioners specializing in the treatment of alcohol and drug problems.

Alcohol Abuse 24 Hr Action Helpline	800-234-0420
Alcoholics Anonymous	209-464-1594
Alcohol & Drug Treatment Center 24 Hr Helpline	800-711-6375
Cowell Wellness Center	209-946-2315
Narcotics Anonymous	209-464-9262
Employee Assistance Program	888-293-6948

January, 2006