



July 27, 2016

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To: Faculty and Staff

Re: Annual Notices – Substance Abuse:

1. Drug-Free Schools and Communities Act of 1989
2. UCR Campus Policy on Substance Abuse in the Workplace

The U.S. Department of Education (EDGAR Part 86) requires that all Institutions of Higher Education (IHE) who receive federal financial assistance to establish a drug and alcohol abuse prevention program, and provide an annual substance abuse notice to all students and employees.

UCR strives to ensure that our campus community is free of the problems of substance abuse and dependency. The harmful effects of substance abuse, which include health problems; difficulties in personal and work relationships; decreased productivity; and workplace accidents, diminish the quality of our campus life. In addition, UCR recognizes that substance abuse is treatable and offers confidential programs and services to assist those with substance abuse problems, including the [Faculty and Staff Assistance Program](#) – a confidential program available at no charge to faculty, staff and their dependents. Affected faculty and staff are encouraged to seek assistance.

UC campus policies prohibit the unlawful manufacture, sale, distribution, possession or use of controlled substances and alcohol on university property or at official functions. Any member of the campus community who violates these policies may be subject to disciplinary action. Additional information may be found in the [University Policy on Substance Abuse in the Workplace](#) and the [Campus Policy on Substance Abuse in the Workplace \[650-83\]](#), which govern faculty and staff, and the [Student Conduct and Discipline policy](#) (sections 102.17 & 102.18), which governs students.

Faculty, staff and students are encouraged to contact the individuals listed below or the Faculty and Staff Assistance Program if they have questions regarding policies or assistance programs.

Category	Contact	Phone Number	Email
Academic	Sara Umali Academic Personnel	(951) 827-5810	sara.umali@ucr.edu
Staff	Elizabeth Sanchez Employee and Labor Relations	(951) 827-1414	elizabeth.sanchez@ucr.edu
Students	Tasha Yules Student Conduct	(951) 827-4208	tasha.yules@ucr.edu

Jadie Lee
Associate Vice Chancellor, Human Resources