

September 21, 2018

*Please Post/Circulate*

**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), which receive federal financial assistance establish a drug and alcohol abuse prevention program, and provide an annual substance notice to all students and employees.

This annual notice provides guidance on relevant standards of conduct that clearly prohibit unlawful possession use and distribution of drug and alcohol substances on campus. Additionally, it provides a description of the applicable legal sanctions, health risks and treatment available to those with substance abuse problems.

### ***University Policies and Sanctions***

UC and UCR 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, up to and including dismissal. Additional information may be found in the [UC Policy on Substance Abuse in the Workplace](#), the campus [Substance Abuse in the Workplace policy](#) (650-53), which apply to faculty and staff, and the [Student Conduct and Discipline policy](#) (sections 102.17 & 102.18), which governs students.

### ***Federal Laws and Sanctions***

Under Federal law, it is a felony offense to sell or intend to sell, manufacture, or distribute Drug Enforcement Administration (DEA) scheduled drugs or mixtures containing them (e.g., cocaine, methamphetamines, heroin, Ecstasy, GHB, Ketamine, LSD, PCP and “designer drugs”, as well as counterfeits purported to be such drugs), or to traffic in marijuana. Depending upon the quantity of drugs involved, penalties for first offenses range from five (5) years to life (20 years to life if death or serious injury is involved) and fines up to \$10 million or more, and for second offenses from 10 years to life (life if death or serious injury involved) and fines up to \$20 million.

### ***California Laws and Sanctions***

California law prohibits furnishing and selling alcoholic beverages to underage (younger than 21) or obviously intoxicated individuals. Underage persons may not buy alcoholic beverages or possess them on campus, in public, or in places open to public view; the penalties for violations of these laws may include substantial fines and jail. Sale or possession for sale of controlled substances is a felony with terms of three (3) years or more; manufacture results in terms of three (3) years or more; possession alone is punishable by up to four (4) years in prison.

### ***Health Risks***

Substance abuse can cause serious health and behavioral problems, including short-and long-term physiological and psychological effects), as well as impairment of learning ability, memory, and performance. The harmful effects of substance abuse can create difficulties in personal and

work relationships, decreased productivity, workplace accidents and diminish the quality of campus life.

Chronic health problems may arise from long-term abuse, and acute, traumatic reactions may arise even from one-time or moderate use.

**Assistance Services and Resources**

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](#) (FSAP), which is a confidential program that is available to faculty, staff and their dependents at no charge. UCR’s Counseling and Psychological Services offers students walk-in service for consultations, same-day appointments for crisis situations and access to counselors 24 hours a day by calling (951) UCR-TALK.

Faculty, staff and students are encouraged to direct questions that pertain to this notice to the following:

Category	Contact	Phone Number	Email
Academic	Nick Weston-Dawkes Academic Personnel	(951) 827-2935	Nicholas.weston-dawkes@ucr.edu
Staff	Alex Najera Employee and Labor Relations	(951) 827-4721	Alex.najera@ucr.edu
Academic and Staff	Faculty & Staff Assistance Program	(951) 781-0510 (800) 266-0510	eap@pro-resources.org
Students	Kyle McStay Student Conduct	(951) 827-4208	Conduct@ucr.edu
Students	Counseling and Psychological Services	(951) 827-5531 (951) UCR-TALK	<a href="#">Not Available</a>