



Committee Meeting: Policy & Governance Committee	Date: January 11, 2019
Committee Chair: Kathleen Masiello - members present page 8	
New or Edited: Edited: Replaces VI-A-13 Alcoholic Beverages and VI-A-14 Drug Free Institution	

POLICY NAME: Drug and Alcohol Free Workplace Policy

POLICY TYPE: Managerial

SUBMITTED BY: Human Resources

ISSUE OR STATEMENT OF PURPOSE:

It is federally mandated by The Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act of 1989 (the “Acts”) that SUNY Erie Community College (hereinafter “SUNY Erie”) publish its policies regarding the possession, use, or distribution of illicit drugs and alcohol by students, employees and guests on campus and at college events held off campus.

In conformity with the Acts, as an institution of higher education, SUNY Erie sets forth this policy that will:

- Set standards of conduct that clearly prohibit the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees;
- Describe the legal sanctions under local, state, or federal law for the unlawful possession or distribution of illicit drugs and alcohol;
- Describe drug or alcohol counseling, treatment, or rehabilitation or re-entry programs that are available to employees and students; and
- Clarify that the institution will impose sanctions on students, guests and employees and define those sanctions, up to and including expulsion or termination of employment, and give notice that the College will refer violators for prosecution.

This policy will be reviewed biennially by designated SUNY Erie personnel from the Campus Security, Human Resources and Student Affairs departments for effectiveness and consistency in application and to ensure conformance with current laws and regulations.

NEW OR EDITED POLICY: Edited. Replaces VI-A-13 Alcoholic Beverages and VI-A-14 Drug Free Institution

Overview

This policy applies to all SUNY Erie Community College employees, students, and guests (including vendors). Any violation of this policy will result in disciplinary action, up to and including termination and/or expulsion, and may have legal consequences.



The unlawful manufacture, distribution, dispensation, possession, or use of illegal drugs, controlled substances or alcohol on all College campuses and work locations, or in the course of performing duties of employment with the College, is absolutely prohibited.

All provisions herein also apply to off-campus activities that are sponsored by the institution, student-sponsored social activities (including activities that are funded wholly or in part by student fees), or professional meetings attended by employees that the campus authorizes and/or which use any campus resources.

The only exception to what follows in this policy will be for alcoholic beverages for College-sanctioned special events. Alcoholic beverages are only allowed on College premises for special events when expressly approved in writing in advance by the President's Office, and with the acquisition of a New York State Liquor License through College Food Service.

Lawful and appropriate use of alcoholic beverages by employees at social events shall be permitted during events sponsored and/or approved by the College.

Alcohol:

Prohibited behaviors involving alcohol:

1. Alcohol use, sale/distribution, and possession.
2. Impairment/Behavior: Use of alcohol that leads to impairment which causes an inability to perform in an academic setting, disorderly, destructive, or violent behavior to self or to the community.
3. Misrepresentation: A person may not misrepresent their age, or in any way alter, deface or falsify their identity as offered as proof of age, with the intent of purchasing alcoholic beverages, whether for their own use or the use of any other person.

Drugs & Controlled Substances:

"Controlled substances" refers to the hundreds of chemicals listed in the Controlled Substances Act by the federal government. All so-called "street drugs" (heroin, cocaine, crack, marijuana, speed, acid, etc.) are controlled substances.

Prohibited Behaviors Involving Drugs:

1. Illegal drugs and controlled substances, as well as drug paraphernalia, may not be possessed, used, or distributed on campus.
2. Consumption, being under the influence, displaying, selling, distributing, possessing unlawful controlled substances, and/or synthetic materials.
3. Drug Paraphernalia: Use, display or possession of any paraphernalia associated with unlawful drugs and/or controlled substances, or synthetic materials. This includes altered or constructed devices used to conceal or consume illegal drugs and controlled substances.



4. Look-alike Drugs: Possession, consumption, distribution, use of and/or forcing another to ingest “imitation drugs” or synthetic materials that are either not intended for human consumption or used to elicit effects similar to an illegal drug or a substance or drug being used for an unintended purpose (i.e. synthetic cannabis, herbal incense, and or herbal smoking blends, Whip-it and other similar products).

Policy

- Alcohol and other controlled substances shall not be consumed or ingested by any student on campus or a campus-sponsored event/activity.
- Alcohol or other controlled substances shall not be consumed or ingested by any employee while on duty, while conducting College business, while assigned to drive a College vehicle or while driving a personal vehicle for College business.
- No employee (which includes student employees throughout this policy) will report for work or will work impaired by any controlled substance, alcohol or lawful prescription or over-the-counter medication. “Impaired” shall be defined as under the influence of a substance when an employee’s motor senses (i.e. sight, hearing, balance, reaction or reflex) or judgment are, or may be reasonably be presumed to be, materially affected, impacting the employee’s ability to perform job functions.
- Employees and students will be subject to criminal, civil and disciplinary penalties if they use, distribute, sell, attempt to sell, possess or purchase controlled substances while on any SUNY Erie property, are performing in a work-related or student/academic capacity, or attending any campus activity.
- An employee should contact the immediate supervisor or Human Resources in advance to review any circumstance when the employee believes (or reasonably should be expected to know) that his/her job performance may be affected by use of a lawful prescription or over-the-counter medication. In those work locations where it is permitted, an employee may possess and use a controlled substance which is properly prescribed for him or her by a physician. While prescription drugs are not prohibited, they should not render an employee unfit for duty. These situations are to be addressed confidentially, on a case-by-case basis. It may be necessary for the employee to provide certification from the physician that the prescribed substance does not adversely impact his/her fitness to perform his/her job.
- New York State prohibits on-the-job use and impairment due to alcohol and/or controlled substances. Under Section 72 of the Civil Service Law, an employee may be required to undergo medical testing if a supervisor has a reasonable suspicion that the employee is unable to perform his or her job duties caused by the use of drugs or alcohol (which includes addiction to or misuse of prescribed drugs), under New York State's policy governing alcohol and/or substance abuse in the workplace.
- Employees may also be required to undergo appropriate drug or alcohol testing when the College has reason to believe that such employees have used or may be under the influence of alcohol, illegal drugs or controlled substances (“reasonable suspicion”).



- Employees who experience significant work performance problems or who become involved in significant incidents or accidents which are reasonably believed to be caused by substance abuse may be required to undergo appropriate drug testing.
- The College will comply with all applicable laws regarding drug and alcohol use and testing, including regulations regarding drug testing for persons who hold a Commercial Driver's License (CDL) or who operate College vehicles. All drug and alcohol testing will be conducted by appropriate personnel and submitted to an independent laboratory for analysis.
- Exhibit 1 and Exhibit 2 summarize Federal and New York/Local laws, respectively, which may apply where there is an unlawful possession and/or distribution of illicit drugs and alcohol.
- Violation of this policy may result in:
 - Referral to an appropriate alcohol or drug treatment program;
 - Application of disciplinary procedures consistent with applicable laws, rules, regulations and collective bargaining agreements. Violations will constitute severe misconduct and may result in immediate termination, violators may be subject to referral for criminal prosecution to the fullest extent of applicable, federal, state and local laws.
 - Student violations will be referred to the Dean of Students for disciplinary action up to and including dismissal and/or legal action.

I. Legal Sanctions

Attached **Exhibit 1** summarizes Federal Laws and attached **Exhibit 2** summarizes New York/Local laws which may apply to the unlawful possession or distribution of illicit drugs and alcohol.

II. Disciplinary Sanctions

It is the policy of SUNY Erie that employees, students, and visitors (in appropriate circumstances) will be subject to criminal, civil and disciplinary penalties if they use, distribute, sell, attempt to sell, possess or purchase controlled substances while on any SUNY Erie property, while performing in a work-related or student/academic capacity or while attending any campus activity.

Employees who violate this policy may be referred to an appropriate alcohol or drug treatment program, and will be subject to disciplinary procedures consistent with applicable laws, rules, regulations and collective bargaining agreements. Violations of this policy will be considered severe misconduct and may result in immediate termination, as well as subject the violator to criminal prosecution, SUNY Erie will pursue sanctions for violations of this policy to the fullest extent of applicable, federal, state and local law.

New York State prohibits on-the-job use of or impairment from alcohol and controlled substances. An employee may be required to undergo medical testing if a supervisor has a reasonable suspicion that the



employee is unable to perform his or her job duties due to the use of drugs or alcohol (which includes addiction to or misuse of prescribed drugs), under New York State's policy governing alcohol and substance abuse in the workplace.

SUNY Erie will make every effort to maintain a drug and alcohol-free workplace. That effort will include drug and alcohol awareness education programs, an Employee Assistance Program and the implementation and strict enforcement of this policy.

Employees who discover a violation of any provision of the Policy, have a duty to notify their supervisor and/or Human Resources immediately.

Students who discover a violation of any provision of the Policy, have a duty to notify the Dean of Students.

Pertaining to student violations, SUNY Erie's regulations regarding drug violations are categorized according to levels and violations range from level 1-4. Students who are charged with a violation of the Code of Student Conduct will be processed through the conduct system and will be reviewed on a case-by-case basis to determine responsibility and disciplinary action. Simultaneously, a student may be charged criminally and prosecuted, independent of action taken by the College.

Questions concerning this policy should be referred to Human Resources (employees) or the Dean of Students (students). Individuals who discover illegal activity should contact Campus Security immediately.

Employees who refuse to consent to drug and alcohol testing will be charged with gross misconduct, which may result in disciplinary action, up to and including termination.

III. Employees are expected to:

- Acknowledge and consent to this policy, which is a term and condition of continued employment.
- Abide by the terms of this policy.
- Notify Human Resources of any criminal drug statute conviction for a violation occurring at the workplace or at a work site, no later than five (5) working days after such conviction., as required by the Federal Drug-Free Workplace Act of 1988,
- As a term and condition of employment, those employees holding a CDL as a requirement of their position must notify Human Resources of any violations, including violations that occur on personal time. Such a violation may impact an employee's CDL and his/her continued employment at SUNY Erie.



IV. Health Risks Associated with Drug and Alcohol Abuse

SUNY Erie is committed to supporting an environment which fosters academic success and continual learning, as well as the health and well-being of the members of its community. The use and/or abuse of illegal drugs and alcohol carries possible health risks to the individual user as well as the campus community and the community at large. Health risks associated with use and abuse of alcohol and illegal drugs may include damage to major organs such as the brain, heart, lungs and liver, as well as medical problems such as high blood pressure, cancer, heart attack, or stroke.

Listed below are some of the health risks associated with using/abusing alcohol and various drugs. (Please note that the dangers associated with substance abuse are not limited to the conditions listed below.)

Alcohol and illicit drugs are toxic substances that affect the mind, body and spirit. Excessive drinking causes health risks including damage to your organs (liver, heart and digestive tracts), impaired physiological responses (decreased brain activity, digestion and blood circulation), and mental and emotional disorders (loss of memory, impaired judgment and personality changes). Very high doses cause respiratory depression and may result in death.

Alcohol consumption has been demonstrated to be a contributing factor in instances of violent crimes and deaths from drunk driving. Mothers who drink alcohol during pregnancy may give birth to infants with fetal alcohol syndrome leading to irreversible mental and physical abnormalities. In addition, research indicates that children of alcoholic parents are at greater risk than other children of becoming alcoholics.

Drug abuse is dangerous and can lead to death. An overdose can cause psychosis, convulsions, coma and death. Continuous use of drugs can lead to organ damage, mental illness and malnutrition. Drugs consumed via injection increase the risk of AIDS, hepatitis and other diseases. Drug abuse can also contribute to aggressive and violent behavior, mental illness, and exacerbate suicidal tendencies.

V. Resources Available

A. Employees:

The College offers prevention education programs designed to increase awareness of the dangers of drug and alcohol abuse, including annual online compliance training, and available support services.

Any employee who seeks rehabilitation through an inpatient program may be eligible for an unpaid leave of absence, in accordance with the Family and Medical Leave Act.

1. An Employee Assistance Program (“EAP”) is available for employees who wish to seek assistance in addressing drug or alcohol related problems, as well as other personal and family matters. All new employees are provided with information regarding the EAP upon



hire during their onboarding (orientation) session. EAP information is posted on the myecc.ecc.edu – HR - Wellness portal. An EAP representative also attends on site events and offers regular “orientations” on campus for employees. EAP is free and confidential to all employees and members of their household. The most current EAP provider information will be attached as **Exhibit 3** to this policy.

2. The health insurance plans offered to employees may also provide coverage for drug and alcohol treatment programs.

B. Students:

Exhibit 4 lists a number of services and support for both students and employees in need of assistance.

VI. Policy Distribution:

This policy will be annually distributed to students and staff in the following ways:

- Written policy will be emailed to SUNY Erie email addresses
- Posted on the College Catalog online
- Distributed in the Code of Student Conduct and yearly Student Planner publications
- Distributed through New Student Orientation Student sessions-Support Through Advisement, Registration, Transition (START)
- Posted on the SUNY Erie website – MyECC portal
- Distributed for acknowledgment signature to new employees as part of the new employee onboarding process
- Annual compliance re-circulation via any and all methods above.

CONTACTS

Questions regarding the terms of this policy should be directed to:

Human Resources

Deans of Students

Campus Safety

DOES IT SUPERCEDE A POLICY/WHICH ONE: Yes, supersedes VI-A-13 Alcoholic Beverages and VI-A-14 Drug Free Institution policies.

POLICY & GOVERNANCE COMMITTEE RECOMMENDED ACTION:

Policy & Governance Committee recommends the Board of Trustees accept the Managerial policy under Committee Briefings, Policy and Governance Committee. This Policy supersedes all prior policies/procedures and practices related to Drug and Alcohol Free Workplace Policy.



POLICY & GOVERNANCE COMMITTEE MEMBERS PRESENT:

Trustee Len Lenihan, Trustee Kathleen Masiello, Student Trustee Tokunbo Adebayo, Provost and Executive Vice President Douglas Scheidt, Executive Vice President for Administration and Finance Penelope Howard, Director of Human Resources Tracey Cleveland, Vice President of Enrollment Management Steven Smith, Vice President of Student Affairs Nora Clark, Director of Human Resources Maria Carroll, Director of Registrar Paul Lamanna, Dean of Liberal Arts and Sciences Joanne Colmerauer, Dean of Liberal Arts and Sciences Jamie Smith and College Senate Representative Michael Delaney

DATE OF BOARD ACCEPTANCE: February 7, 2019

POLICY & GOVERNANCE COMMITTEE TEAM FOLLOW-UP: Following Trustee acceptance, this Managerial policy will be included in the SUNY Erie Community College Board of Trustees Managerial Policy Manual and distributed as described above.

INFORMATION/INPUT CONSIDERED DURING POLICY & GOVERNANCE COMMITTEE DELIBERATIONS:

SUNY Guidance on Complying with the Drug-Free Schools and Campuses Regulations; Policies of SUNY Plattsburgh, SUNY Stonybrook, SUNY New Paltz, SUNY Rockland, Onondaga Community College, and Monroe Community College.

The proposed policy is in agreement with the Code of Student Conduct Policy approved by the Board of Trustees, September 27, 2018, and is in agreement with the drug and alcohol procedures as documented in the Code of Student Conduct Manual for 2018.

Reviewed by Erie County Attorney.

The Policy has been reviewed and discussed at the Policy & Governance Committee meeting of December 14, 2018 and January 11, 2019.

Exhibit 1: Sample - Summary of Federal Drug Law ²

Federal Trafficking Penalties for Schedules I, II, III, IV, and V (except Marijuana)				
Schedule	Substance/Quantity	Penalty	Substance/Quantity	Penalty
II	Cocaine 500-4999 grams mixture	First Offense: Not less than 5 yrs. and not more than 40 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine of not more than \$5 million if an individual, \$25 million if not an individual. Second Offense: Not less than 10 yrs. and not more than life. If death or serious bodily injury, life imprisonment. Fine of not more than \$8 million if an individual, \$50 million if not an individual.	Cocaine 5 kilograms or more mixture	First Offense: Not less than 10 yrs. and not more than life. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine of not more than \$10 million if an individual, \$50 million if not an individual. Second Offense: Not less than 20 yrs, and not more than life. If death or serious bodily injury, life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual. 2 or More Prior Offenses: Life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.
II	Cocaine Base 28-279 grams mixture		Cocaine Base 280 grams or more mixture	
IV	Fentanyl 40-399 grams mixture		Fentanyl 400 grams or more mixture	
I	Fentanyl Analogue 10-99 grams mixture		Fentanyl Analogue 100 grams or more mixture	
I	Heroin 100-999 grams mixture		Heroin 1 kilogram or more mixture	
I	LSD 1-9 grams mixture		LSD 10 grams or more mixture	
II	Methamphetamine 5-49 grams pure or 50-499 grams mixture		Methamphetamine 50 grams or more pure or 500 grams or more mixture	
II	PCP 10-99 grams pure or 100-999 grams mixture		PCP 100 grams or more pure or 1 kilogram or more mixture	
Substance/Quantity		Penalty		
Any Amount Of Other Schedule I & II Substances		First Offense: Not more that 20 yrs. If death or serious bodily injury, not less than 20 yrs. or more than Life. Fine \$1 million if an individual, \$5 million if not an individual.		
Any Drug Product Containing Gamma Hydroxybutyric Acid		Second Offense: Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if not an individual.		
Flunitrazepam (Schedule IV) 1 Gram				
Any Amount Of Other Schedule III Drugs		First Offense: Not more than 10 yrs. If death or serious bodily injury, not more that 15 yrs. Fine not more than \$500,000 if an individual, \$2.5 million if not an individual. Second Offense: Not more than 20 yrs. If death or serious injury, not more than 30 yrs. Fine not more than \$1 million if an individual, \$5 million if not an individual.		
Any Amount Of All Other Schedule IV Drugs (other than one gram or more of Flunitrazepam)		First Offense: Not more than 5 yrs. Fine not more than \$250,000 if an individual, \$1 million if not an individual. Second Offense: Not more than 10 yrs. Fine not more than \$500,000 if an individual, \$2 million if other than an individual.		
Any Amount Of All Schedule V Drugs		First Offense: Not more than 1 yr. Fine not more than \$100,000 if an individual, \$250,000 if not an individual. Second Offense: Not more than 4 yrs. Fine not more than \$200,000 if an individual, \$500,000 if not an individual.		

² Available at http://www.dea.gov/druginfo/ftp_chart1.pdf.

Exhibit 2: Sample - Summary of State Alcohol Law³

<p><u>NYS ABC Law</u> Special Provisions Relating to Liquor</p>	<p>Specifics</p>	<p>Sentence</p>
<p>§ 65-a. Procuring alcoholic beverages for persons under the age of 21 years</p>	<p>Any person who misrepresents the age of a person under the age of 21 years for inducing the sale of any alcoholic beverage, as defined in the alcoholic beverage control law, to such person.</p>	<p>A fine of not more than \$200, or imprisonment up to five days, or both.</p>
<p>§ 65-b. Offense for one under age of 21 years to purchase or attempt to purchase an alcoholic beverage through fraudulent means.</p>	<p>No person under the age of 21 years shall present or offer to any licensee, or to the agent or employee of such licensee, any written evidence of age, which is false, fraudulent, or not actually his own, for the purpose of purchasing or attempting to purchase any alcoholic beverage.</p>	<p>1st violation: a fine of not more than \$100 and/or up to 30 hours of community service. Also may order completion of an alcohol awareness program.</p> <p>2nd violation: a fine of \$50 to \$350 and/or up to 60 hours of community service. Also shall order completion of an alcohol awareness program if not previously completed.</p> <p>3rd and subsequent violations: a fine of \$50 to \$750 and/or up to 90 hours of community service, shall order evaluation by an appropriate agency to determine whether the person suffers from the disease of alcoholism or alcohol abuse. Payment for such evaluation shall be made by such person. If person elects to participate in recommended treatment, the court shall order that payment of such fine and community service be suspended pending the completion of such treatment.</p> <p>In addition to these penalties, the court may suspend such person's license to drive a motor vehicle and the privilege of an unlicensed person of obtaining such license: 1st violation: a three month suspension; 2nd violation: a six month suspension; 3rd or subsequent violation: a one year suspension or until the holder reaches the age of 21, whichever is the greater period.</p>
<p>§ 65-c. Unlawful possession of an alcoholic beverage with the intent to consume by persons under the age of 21 years.</p>	<p>No person under the age of 21 years shall possess any alcoholic beverage with the intent to consume such beverage.</p>	<p>A fine up to \$50 and/or completion of an alcohol awareness program and/or up to 30 hours of community service.</p>

³ Available at SUNY Policies & Procedures website: https://www.suny.edu/sunypp/documents.cfm?doc_id=440.



In 2018, all employees of SUNY Erie may take advantage of your no-cost Employee Assistance Program (EAP) benefit offered through our new provider, Child and Family Services EAP.

You and anyone in your household can receive FREE and CONFIDENTIAL consultation and counseling for a wide range of personal and family problems, including but not limited to:

- depression
- concerns about your children
- gambling problems
- concerns about caring for or supporting an ill or aging relative
- personal budgeting problems
- nutritional concerns
- marital difficulties
- alcohol and drug abuse
- work stress
- concerns or questions about child care options
- legal concerns
- smoking cessation

EAP has multiple, convenient office locations, and daytime as well as evening appointments are available in order to accommodate your work schedule. Visit the EAP website for a description of EAP Services and to request an appointment at EAP.cfsbny.org

- Click on Employees
- Your User Name is: **EAP4U**
- Your Password is: **716employee**

Contact EAP for more information or to make an appointment.



- **No Cost to You**
- **Confidential**
- **Covers anyone in your household, not just you**

Counseling

You are eligible to meet with an EAP Counselor for *up to four consultation visits per problem* at no cost to you. If your problem requires further or more specialized services, the EAP staff can refer you to other appropriate resources in the community.

24/7 Crisis Counseling Hotline

If you are experiencing a non-emergency concern, call our general number to receive assistance at anytime. For emergencies, dial 911.

Work-Life Services

EAP will connect you to consultation and referral assistance for the following work-life concerns:

- Nutrition Services
- Financial Services
- Child Care Consultation
- Elder Care Consultation
- Legal Consultation
- Mediation and Conflict Resolution
- Smoking Cessation

Buffalo/Erie County: (716) 681-4300
Outside of Erie County: (800) 888-4162



SUNY ERIE COMMUNITY COLLEGE DRUG AND ALCOHOL PROGRAM AND SERVICES

Internal SUNY Erie resources

SUNY Erie Student Support Center

City Campus 45 Oak Street, Room 150 (716) 851-1188	North Campus Building S, Room 213 (716) 851-1488	South Campus Building 5, Room 5200 (716) 851-1653
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SUNY Erie College Safety and Security

Emergency: 911

Dispatch Center: 270-6600

City Campus Post Building, Room 102 (716) 851-1133	North Campus Building S, Room 115 (716) 851-1433	South Campus Building 5, Room 5223 (716) 851-1633
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Changing College Student Alcohol Behavior (CCSAB) Grant

Dr. Marvin Wilson – CCSAB Project Director, SUNY Erie, (716) 270-6439

Petrina Hill-Cheatom – SUNY Erie, Dean of Students II, City Campus, (716) 851-1120

Alcohol echeckup To Go: <https://interwork.sdsu.edu/echeckup/usa/alc/coll/index.php?id=ecc>
to enable students to screen for early intervention of alcohol use.

Education to Recovery

SUNY Erie, City Campus, 45 Oak Street, Room 153, (716) 270-5393

SUNY Erie Health Offices

City Campus Post, Room 228 (716) 851-1199	North Campus Building S, Room 152B (716) 851-1499	South Campus Building 5, Room 5109 (716) 851-1699
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Dean of Students Offices

City Campus Post, Room 167 (716) 851-1120	North Campus building G, Room 157 (716) 851-1420	South Campus Building 5, Room 5212 (716) 851-1620
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External SUNY Erie resources

Erie County Council for Prevention of Alcohol & Substance Abuse (ECCPASA)

1625 Hertel Avenue

Buffalo, New York 14216

Robin Mann, Executive Director, robin@eccpasa.org, (716) 831-2298 x102

Horizons Health Services for Mental Health and Substance Abuse Services

www.horizon-health.org

(716) 831-1800, as per the SUNY Erie agreement with Horizon's employee and/or student must identify themselves when making a referral.

NYS Office of Alcoholism and Substance Abuse Services

<http://www.oasas.ny.gov>

Need help? Looking for a treatment provider or treatment facility? If you or someone you care about needs help contact 1-877-8-HOPENY (1-877-846-7369)

NYS Office of Alcoholism and Substance Abuse Services

<http://www.oasas.ny.gov>

Need help? Looking for a treatment provider or treatment facility? If you or someone you care about needs help contact 1-877-8-HOPENY (1-877-846-7369)

Exhibits: A description of the applicable legal sanction under local, State or Federal law for the unlawful possession or distribution of illicit drugs and alcohol are provided:

Exhibit 1: Federal Trafficking Penalties

Exhibit 2: NYS Penal Law: Controlled Substances Offenses, Offenses Involving Marijuana and Criminal Diversion of Prescription Medications and Prescriptions.

Additional Resources & Hotlines:

- Start Your Recovery, StartYourRecovery.org
- CAGE Questionnaire, A Screening Test for Alcohol Dependence, <https://counsellingresource.com/quizzes/drug-testing/alcohol-cage/>
- College Drinking- Changing the Culture, <https://www.collegedrinkingprevention.gov/>
- National Helpline for Substance Abuse Referral Services 1-866-684-6303
- NYS AIDS Hotline 1-800-541-AIDS (2437), en espanol 1-800-344-7432
- NYS AIDS Counseling & Testing (free and anonymous) 1-800-828-0064
- NYS Alcohol and Substance Abuse Hotline 1-800-522-5353
- National Clearinghouse for Alcohol and Drug Info 1-800-SAY-NO-TO (729-6686)
- Referral Services 1-877-726-4727
- Poison Control Info 1-800-336-6997

Alcohol Use and Your Health CDC publication

<https://www.cdc.gov/alcohol/pdfs/alcoholyourhealth.pdf>

Related Information:

SUNY Drug-Free Schools and Communities Act/Drug-Free Work Place Act Compliance

SUNY Policy for Alcohol and/or Drug Use Amnesty in Sexual Violence Cases

SUNY Policies on Sexual Violence Prevention and Response