

DRUG AND ALCOHOL

The University seeks to promote individual wellness in as many ways as possible. Accordingly, in summary, the Policy prohibits the unlawful use, possession, sale, distribution, or manufacture of controlled substances, and generally prohibits the consumption of alcohol, on University property or at University-sponsored programs and activities.

Problems with alcohol and drug abuse are addressed most effectively through the coordinated efforts of peers, family members, counselors, and the University. To these ends, the University has identified several University departments with highly trained staff to assist students and employees. These services are provided at no cost to faculty and staff. The contact numbers for these departments, as well as additional off-campus resources, can be found under the “Counseling and Treatment” portion of the policy. We encourage you to read the Policy and its appendices carefully and thoroughly.

Should you have any related questions, please contact the University’s Employee and Labor Relations office at 212-346-1869 in New York or 914-923-2786 in Westchester.

Policy Statement

Pace University has a strong commitment to a healthy and safe environment for all members of the University community. Any use of alcohol and drugs that is illegal or violates this Policy will not be tolerated.

It is the policy of the University that the unlawful use, possession, sale, distribution, or manufacture of controlled substances and alcohol on University property or at University sponsored programs and activities are prohibited. Even though its possession or consumption may otherwise be lawful, alcohol, except in limited circumstances, is not permitted on University property or at University sponsored programs and activities.

There are two exceptions to the prohibition against the possession and consumption of alcohol on University property and at University sponsored programs and activities. One exception to this Policy is for the moderate possession and consumption of alcohol at University sponsored programs and activities by individuals legally permitted to possess and consume alcohol, provided prior written approval from the appropriate University representative has been granted. The second exception permits students, except for those who reside in Maria’s Tower, who are at least 21 years of age to possess and consume a moderate amount of beer or wine (not hard liquor) in their residential housing room.

This Policy applies to each member of the University community -- students, faculty, and staff -- as well as to contractors, vendors, licensees, invitees and visitors.

This Policy is in compliance with the Drug- Free Workplace Act and the Drug-Free Schools and Communities Act, and it is distributed to every student and faculty and staff member.

Health Risks Of Controlled Substances And Alcohol

The illegal use of controlled substances and alcohol and the abuse of alcohol and prescription drugs may lead to permanent health conditions including, but not limited to, disorders of the central nervous system, reproductive functioning, cardiovascular and pulmonary systems, and endocrine functioning. In addition, there may be both short-term and long-term effects on cognition, memory, retention, information processing,

coordination, athletic performance, academic performance, and the exercise of judgment.

Controlled Substances: All drugs, whether illegal or prescribed, alter the chemical balance of the body. The misuse of drugs may lead to addiction and even death. Drug addiction and abuse can cause serious damage to the brain, stomach, lungs, liver, kidneys, heart, and the immune and reproductive systems. The sharing of needles is a significant factor in the spread of HIV.

Alcohol: Inappropriate use and abuse of alcohol is often associated with lower academic performance and failures, sexually transmitted diseases and unplanned pregnancies, vandalism, aggressive behaviors including sexual assault and rape, injuries, death, and prosecution for crimes related to the consumption of alcohol. Even small amounts of alcohol may impair the ability to concentrate, as well as the judgment and coordination required to drive a car safely thus increasing the likelihood that the driver will be involved in an accident. Small to moderate amounts of alcohol may also increase the incidence of a variety of aggressive acts, including spousal and child abuse. Moderate to high doses of alcohol can cause marked impairments in higher mental functions, severely altering a person's ability to learn and remember information. Very high doses may result in respiratory depression and even death. When used in conjunction with other depressants of the nervous system, even a small amount of alcohol can result in these effects.

Repeated use of alcohol may lead to dependence or addiction. The sudden cessation of alcohol consumption produces withdrawal symptoms such as severe anxiety, tremors, hallucinations and convulsions, and can be life threatening. Long-term consumption of large quantities of alcohol, particularly when combined with poor nutrition, may also lead to permanent damage to vital organs such as the brain and liver.

Women who drink alcohol during pregnancy may give birth to infants with fetal alcohol syndrome. Infants with fetal alcohol syndrome have irreversible physical abnormalities and mental retardation. Further, research shows that children of alcoholic parents are at greater risk than other children of becoming alcoholics themselves.

Information regarding the possible effects of various controlled substances and alcohol, including the effects of an overdose and withdrawal, is available on the U.S. Department of Justice website indicated at the end of this policy.

Legal Sanctions

Possession Of A Controlled Substance. It is a crime under federal law to knowingly or intentionally possess a controlled substance unless the possession is otherwise permitted by law, *e.g.*, the controlled substance has been obtained pursuant to a valid prescription. The penalties for the conviction of the unlawful simple possession of a controlled substance, sometimes referred to as personal use amounts, are severe.

Trafficking In Controlled Substances. It is a violation of federal law to knowingly or intentionally manufacture, distribute, or dispense, or possess with the intent to manufacture, distribute, or dispense a controlled substance. Penalties for trafficking in controlled substances are considerably more severe than those for the possession of a personal use amount of a controlled substance. Information regarding these penalties is available at the website of the U. S. Department of Justice, Drug Enforcement Administration, "Federal Trafficking Penalties" Moreover, if a person 18 years or older

distributes a controlled substance to a person under 21 years of age, the penalties will be doubled for a first conviction and tripled for subsequent convictions. Similarly, penalties will be doubled for a first conviction and tripled for subsequent convictions of distributing, possessing with intent to distribute, or manufacturing a controlled substance in or within 1000 feet of an elementary or secondary school, college or university, playground, or public housing facility, or within 100 feet of a youth center, public swimming pool, or video arcade facility.

The website of the Drug Enforcement Administration, is a useful source of information about controlled substances.

Alcohol. The following actions violate New York State law with regard to the possession of alcohol by, or the provision of alcohol to, persons under 21 years of age:

1. It is a misdemeanor to sell or give, or cause to be sold or given, any alcoholic beverage to any person under the age of 21. A person convicted of selling or giving any alcoholic beverages to someone under age may be imprisoned for up to 1 year and fined up to \$1000.
2. Further, no person under the age of 21 may possess an alcoholic beverage with the intent to consume it. The penalties for possession of an alcoholic beverage with the intent to consume it include a fine not exceeding \$50, completion of an alcohol awareness program, and/or community service not to exceed thirty hours. -
3. It is a violation of New York law for a person under 21 years of age to present written evidence of age which is false, fraudulent or not his or her own, for the purpose of purchasing or attempting to purchase any alcoholic beverage. Such conduct is subject to payment of a fine of, depending on the number of prior violations, between \$50 and \$700, community service, or both, and completion of an alcohol awareness program or evaluation to determine whether the person suffers from alcoholism or alcohol abuse.
4. Using a false or fraudulent written instrument officially issued or created by a public office or governmental instrumentality (*e.g.*, a driver's license) to procure alcohol is also a crime. The penalties include imprisonment of up to seven years and a monetary fine.
5. It is unlawful to drive while intoxicated, *i.e.*, blood alcohol content of .08 and higher, or "in an intoxicated condition." It is also a criminal offense for anyone to operate a motor vehicle if the person's ability to operate the vehicle is impaired by alcohol or other drugs.
6. A person under 21 years of age who drives a motor vehicle and whose blood alcohol content is between .02 and .07, is subject to civil sanctions of monetary penalties and fees, and revocation or suspension of his or her driver's license.

The penalties for driving while intoxicated and driving while impaired, and the penalties for drivers who are under 21 and whose blood alcohol content is between .02 and .07, may be found on the New York State Department of Motor Vehicles website.

University Sanctions

Any violation of the University's Drug and Alcohol Policy may be disciplined in accordance with the University's disciplinary procedures for students and for employees. Further, the

University may refer the student or employee for criminal prosecution. Any sanction imposed by the University is independent of, and is in addition to, any penalty imposed in connection with a criminal conviction.

The sanctions that may be imposed on a student include, but are not limited to, probation, and suspension, dismissal and expulsion from University housing and/or the University. The sanctions imposed on an employee may include the termination of his or her employment.

The sanctions described below are illustrative of the range and severity of sanctions that may be imposed on a student, but they do not constitute a complete list of the possible sanctions. In determining a sanction, the University will consider the nature and severity of the violation, the impact of the transaction on the Pace community as well as on the community at large, and the student's disciplinary history.

Controlled Substances. Violations of the University's Drug and Alcohol Policy relating to the unlawful possession, use, or distribution of controlled substances, even if a first offense, are considered to be extremely serious. Such violations may result in more severe disciplinary sanctions, even if there is no harm to the student, others, or property, than if the violation related to the use of alcohol. In addition to probation, suspension, dismissal or expulsion, the student may be fined up to \$200, and referred to a drug use assessment and required to comply with any recommendations.

Alcohol. There are 3 levels of alcohol violations. Greater sanctions may be imposed for each successively higher level of violation:

Level 1. Generally, a first violation and there is no harm to the student, others, or property. Sanctions include, but are not limited to, an admonition; a probationary period; participation in an alcohol prevention program (*e.g.*, Alcohol 101); a fine of \$100 or, in lieu of a fine, submitting to an alcohol use assessment and complying with any recommendations; and, community service.

Level 2. Generally, a repeat violation or a first violation that caused harm to the student, others, or property. Sanctions include, but are not limited to, submitting to an alcohol use assessment and complying with any recommendations; a probationary period; suspension, dismissal or expulsion from the University and/or University housing; a \$200 fine; and, community service.

Level 3. Generally, a repeat violation indicative of a pattern of inappropriate behavior including disregarding previous admonitions, or a serious first or second violation involving harm to the student, others, or property. Sanctions include, but are not limited to, suspension, dismissal or expulsion from the University and/or University housing; a probationary period; a \$300 fine; community service; and, submitting to an alcohol use assessment and complying with any recommendations.

Reporting Requirements

Any employee, including a student employee, who works in any capacity under a federal grant or contract must notify his or her immediate supervisor of his or her conviction for a violation of any criminal drug statute (including misdemeanors) occurring in the workplace no later than 5 calendar days after such conviction. This applies to direct charge employees and to indirect charge employees who perform any support or overhead functions related to the grant. The supervisor must then promptly report the conviction to the Vice President for Human

Resources. Under the Drug-Free Workplace Act, the University is required by law to report the conviction to the federal funding agency within 10 days of receiving notice of the conviction from the employee or from any other source.

Parental Notification

If the University determines that a student under the age of 21 violated the Drug and Alcohol Policy, the University may disclose to a parent or legal guardian of the student, information regarding any violation of any federal, state, or local law, or of any rule or policy of the University, governing the use or possession of alcohol or controlled substances. If practicable, the student will be informed in advance that his or her parents or legal guardian are going to be given notice of the student's violation of the University's Drug and Alcohol Policy.

Counseling And Treatment

Students and employees who have concerns about their use of alcohol or other drugs are urged to seek assistance. Faculty and staff may obtain counseling or referrals from Human Resources (212-346-1630 in New York; 914-923-2730 in Westchester).

Aetna Resources for Living will be the Employee Assistance Program (EAP) provider for Pace effective January 1, 2022. You may contact Aetna's Employee Assistance Program at 1 (888) 238-6232. You can also visit the Resources For Living website at: <https://www.resourcesforliving.com/login> (Username: Pace University Password: EAP).

Resources for students who are seeking counseling or referrals include the Dean for Students (212-346-1306 in New York; 914-773-3351 in Westchester); Office of Residential Life (212-346-1295 in New York; 914-923-2791 in Westchester); and the Center for Student Development and Campus Activities (212-346-1590 in New York; 914-773-3767 in Westchester). Other resources available to all members of the University community include the Counseling Center (212-346-1526 in New York; 914-773-3710 in Westchester); and University Health Care (212-346-1600 in New York; 914-773-3760 in Westchester).

Organizations that provide support and assistance to individuals with substance abuse problems and to their families include:

Alcoholics Anonymous

212-870-3400
212-647-1680

475 Riverside Drive #11 New York, N.Y. 10115
307 7th Avenue #201 N.Y., N.Y. 10001

Al-Anon and Alateen

212-941-0094 (Greater New York)

350 Broadway, N.Y., N.Y. 10013-3911

Cocaine Anonymous

212-929-7300 or 212COCAINE (212-262-2463)

48 W. 21st Street #9 N.Y. N.Y. 10010

Covenant House Ninline
800-999-9999

460 West 21st Street N.Y, N.Y., 10036

"

Marijuana Anonymous
212-459-4423

250 West 57th Street N.Y., N.Y. 10107

Nar-Anon
1-800-477-6291

Narcotics Anonymous
212-929-6262 or 212-929-7117

154 Christopher Street N.Y., N.Y. 10014

Nicotine Anonymous
631-665-0527 or 877-879-6422

LIFENET Crisis Referral Hotline 800-543-3638 [1-800-LIFENET]

A list of NYC area substance abuse treatment facilities can be found in **Appendix A**.

APPENDIX A

SUBSTANCE ABUSE TREATMENT FACILITIES

<u>FACILITY</u>	<u>ADDRESS/PHONE</u>	<u>SERVICES</u>
<u>Manhattan</u>		
Beth Israel Stuyvesant Square Chemical Dependency	Bernstein Pavilion 1-9 Nathan D. Perlman Place New York, NY 10003 212.420.4220 (inpatient) 212.420.4545 (outpatient)	Inpatient Outpatient Substance Abuse Treatment Detoxification Methadone Maintenance
Gracie Square Hospital	420 East 76 th Street New York, NY 10021 212.988.4400 (general)	Inpatient Substance Abuse Treatment Detoxification Methadone Maintenance
Harlem Hospital	22-44 West 137 th Street New York, NY 10037 212.939.3030	Outpatient Substance Abuse Treatment Detoxification
Hazelden (Chelsea Facility)	322 8 th Avenue 12 th Floor New York, NY 10001 212.420.9520	Outpatient Substance Abuse Treatment
Hazelden (Tribeca Facility)	283 W. Broadway New York, NY 10013 212.226.1114	Outpatient Substance Abuse Treatment

FACILITY**ADDRESS/PHONE****SERVICES****Manhattan**

Bellevue Hospital Outpatient Clinic

462 1st Avenue / 27th Street
Administration Building
New York, NY 10016
212.562.4487 (Chemical Dependency)
212.562.3201 (Methadone Clinic)Outpatient Alcohol Clinic
Substance Abuse Treatment
Methadone Maintenance

Realization Center

25 East 15th Street
New York, NY 10003
212.627.9600Outpatient
Detoxification
Mental HealthSmithers Addiction Institute of New York
St. Luke's/Roosevelt Hospital1000 10th Avenue
New York, NY 10019
212.523.6491Inpatient
Substance Abuse Treatment
DetoxificationSt. Vincent's Hospital /
Alcoholism and Addiction Outpatient Program203 West 12th Street
New York, NY 10011
212.604.8273Outpatient
Substance Abuse Treatment
Detoxification**Brooklyn**Coney Island Hospital
(Behavioral Health)2201 Neptune Avenue
Brooklyn, NY 11224
347.671.8400
718.714.2900 (intake phone)Outpatient
Substance Abuse Treatment
Detoxification

Coney Island Hospital

2601 Ocean Parkway
Brooklyn, NY 11235
718.616.3000Inpatient
Substance Abuse Treatment
Detoxification
Methadone Maintenance

FACILITY

ADDRESS/PHONE

SERVICES

Brooklyn

Flatbush Addiction Treatment Center

1463 Flatbush Avenue
Brooklyn, NY 11210
718.951.9009

Outpatient
Evening Program (M,W,Th)

Interfaith Medical Center
Chemical Dependency Outpatient Services

1545 Atlantic Avenue
3rd Floor, South Building
Brooklyn, NY 11213
718.613.4450

Inpatient
Outpatient/CDOS
Substance Abuse Treatment
Detoxification
Methadone Detoxification

Kings County Hospital
Treatment Center

648 Albany Avenue
Brooklyn, NY 11203
718.245.2623

Outpatient
Methadone Clinic

Kings County Hospital
Chemical Dependency Inpatient Detox

410 Winthrop Street
R Building
Brooklyn, NY 11203
718.245.2635

Inpatient
Substance Abuse Treatment
Detoxification
Methadone Maintenance

Lutheran Medical Center
Acute Care Addiction

150 55th Street
Brooklyn, NY 11220
718.630.7363

Inpatient
Substance Abuse Treatment
Detoxification

FACILITY

ADDRESS/PHONE

SERVICES

BRONX

Albert Einstein College of Medicine
Division of Substance Abuse
Center for Drug Free Living

Melrose Treatment:
260 East 161st Street
Bronx, NY
718.993.3397

Outpatient
Substance Abuse Treatment
Detoxification
Methadone Maintenance

Port Morris Treatment
804 East 138th Street
Bronx, NY
718.742.7803

Waters Place Treatment:
1510 Waters Place
Bronx, NY 10461
718.597.3888

Bronx Lebanon Hospital Center

1276 Fulton Avenue
Bronx, NY 10456
718.901.8862

Inpatient
Substance Abuse Treatment
Detoxification
Methadone Maintenance

Dr. Martin Luther King Health Center

321 East Tremont Avenue
Bronx, NY 10457
718.518.3700

Outpatient
Substance Abuse Treatment

FACILITY**ADDRESS/PHONE****SERVICES****Bronx**

Lincoln Hospital/
Lincoln Recovery Center

349 East 140th Street
Bronx, NY 10454
718.993.3100

Outpatient
Substance Abuse Treatment
Detoxification

St. Barnabas Hospital

182nd Street and 3rd Avenue
Building 4451/2nd Floor
718.960.6588

Outpatient
Substance Abuse Treatment
Detoxification
Methadone Maintenance

Queens/Long Island

Hillside Hospital

75-59 263rd Street
Glen Oaks, NY 11004
718.470.8100

Inpatient/Outpatient
MICA

Project Outreach/
Division of North Shore LIJ Health System

600 Hempstead Turnpike
West Hempstead, NY 11552
516.481.2890

Outpatient
Substance Abuse Treatment

Staten Island

Bayley-Seton Hospital

75 Vanderbilt Avenue
3rd Floor
Staten Island, NY 10304
718.818.5600

Inpatient
Substance Abuse Treatment
Detoxification

FACILITY**ADDRESS/PHONE****SERVICES****Staten Island**

Staten Island University Hospital

South Site:
392 Seguine Avenue
Staten Island, NY 10309
718.226.2000

Outpatient
Inpatient Detoxification
28-Day Rehab Program

North Site:
475 Seaview Avenue
Staten Island, NY 10305

425 Coney Island Blvd.
Brooklyn, N 11218
718.306.5125

Methadone Clinic

YMCA of Greater New York
YMCA Counseling Services/Staten Island

3911 Richmond Avenue
Staten Island, NY 10312
718.948.3232

Outpatient
Substance Abuse Treatment
Counseling

New Jersey

Atlantic Health Systems
Morristown Memorial Hospital

95 Mount Kemble Avenue
Morristown, NJ 07960
973.971.4700

Outpatient
Substance Abuse Treatment

Mountainside Hospital

1 Bay Avenue
Montclair, NJ 07042
973.429.6813

Outpatient Mental Health

Overlook Hospital

99 Beauvoir Avenue
Summit, NJ 07901
908.522.4800

Outpatient
Substance Abuse Treatment

FACILITY**ADDRESS/PHONE****SERVICES****New Jersey**

Cope Center

104 Bloomfield Avenue
Montclair, NJ 07042
973.783.6655Outpatient
Substance Abuse Treatment
Mental Health
Anger Management
Family Counseling
DUI Classes**Westchester**

Arms Acres

75 Seminary Hill Road
Carmel, NY 10512
845.225.3400Inpatient
28-Day Rehab Program

Arms Acres in Pleasantville Cottage School

1075 Broadway
Pleasantville, NY 10570
914.773-6179Inpatient
Substance Abuse Treatment
(Adolescents)New York Presbyterian Hospital
Westchester Division21 Bloomingdale Road
White Plains, NY 10605
914.682.9100 (inpatient)
914.997.4300 (outpatient)Inpatient
Outpatient
Substance Abuse Treatment
Alcohol Abuse Treatment

Phelps Memorial Hospital Center

701 North Broadway
Sleepy Hollow, NY 10591
914.366.3027Inpatient / 21-Day Program
Substance Abuse Treatment
Alcohol Abuse Treatment
MICA

FACILITY**ADDRESS/PHONE****SERVICES****Westchester**

Phelps Memorial Hospital (*continued*)
ATS (Addiction Treatment Services)

22 Rockledge Avenue
Ossining, NY 10562
914.944.5220

Substance Abuse Treatment
Alcohol Abuse Treatment
DUI Classes
Mental Health Resources

Phelps/Threshold

155 White Plains Road
Tarrytown, NY 10591
914.631.3133

Substance Abuse Treatment
Alcohol Abuse Treatment
DUI Classes
Mental Health Resources

Westchester Treatment Center of White Plains

77 East Post Road
White Plains, NY 10601
914.286.2822

Outpatient
Substance Abuse Treatment
Methadone/Opioid Treatment

St. Vincent's Hospital/Westchester
A Division of St. Joseph's Medical Center

275 North Street
Harrison, NY 10528
914.967.6500
888.689.1684

Inpatient
Outpatient
Substance Abuse Treatment
Mental Health Treatment

Rockland

Nyack Hospital

160 North Midland Avenue
Nyack, NY 10960
845.348.6760

Inpatient
Outpatient
Substance Abuse Treatment
Alcohol Abuse Treatment
Mental Health Treatment

FACILITY**ADDRESS/PHONE****SERVICES****Orange County**

Catholic Charities Community Services of Orange County
Goshen Clinic/Administrative Offices

224 Main Street
Goshen, NY 10924
845.294.5888

Outpatient
Substance Abuse Treatment
Alcohol Abuse Treatment

Catholic Charities Community Services of Orange County
Chemical Dependency Clinic – Newburgh Clinic

280 Broadway
Newburgh, NY 12550
845.562.8255

Outpatient
Substance Abuse Treatment
Alcohol Abuse Treatment

Regional Economic Community Action Residence

127 Hickory Hill Road
Newburgh, NY 12550
845.566.1224

Men's Rehabilitation Facility
Vocational Programs

Restorative Management Corporation

172 Liberty Street
Newburgh, NY 12550
845.561.5783

Outpatient
Substance Abuse Treatment
Alcohol Abuse Treatment

Connecticut

Greenwich Hospital
Addiction Recovery Center

5 Perry Ridge Road
Greenwich, CT 06830
203.863.4673

Inpatient/Outpatient
Substance Abuse Treatment
Alcohol Abuse Treatment
Detoxification