

## **Drug and Alcohol Policy and Procedure**

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.

### Legal Sanctions

**Possession of a Controlled Substance:** It is a crime under federal and state law to knowingly or intentionally possess a controlled substance unless the possession is otherwise permitted by law.

**Alcohol:** It is a crime for anyone under the age of 21 to possess or consume alcohol in the state of New York.

### 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, but are not limited to, 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.

#### Counseling and Treatment

Students and employees who have concerns about their use of alcohol or other drugs are urged to seek assistance. Faculty/staff may obtain counseling or referrals through the Pace University Employee Assistance Program, administered by Cigna, by calling 1-877-622-4327 or by logging into [www.mycigna.com](http://www.mycigna.com), and using the Employer ID, paceuniv. The service is available 24/7. Related questions may be directed to University Benefits at (914) 923-2714 or [benefits@pace.edu](mailto:benefits@pace.edu).

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; 914-597-8777 in Westchester). Other resources available to all members of the University community include the Counseling Center (212-346-1523 in New York; 914-773-3710 in Westchester); and University Health Care (212-346-1600 in New York; 914-773-3760 in Westchester).

Below are the drug and alcohol-abuse and educational programs, workshops, trainings and materials that are provided on the New York campus and/or Westchester campuses:

- ***The Drinking Game*** - An interactive board game based on a harm-reduction approach to the use of alcohol.
- ***Weed Wars*** - An interactive competition focused on marijuana.
- ***Use, Misuse and Abuse of Prescription Drugs*** - educational workshop.
- Alcohol and Other Drug-related topics presentations/workshops to student organizations and residence halls.
- Consultation to Staff, Faculty, Administrators, Students and Family Members: How to Intervene, Assist, and Refer.
- ***Harmless*** - Support/Discussion groups for students who are interested in exploring or changing their use of alcohol or another drug.
- ***Groundwork*** - Support/Discussion group for students whose loved ones struggle with alcohol or another drug.
- Alcohol and Other Drug Assessments in response to violations of the University AOD Policy.
- ***Oktoberfest***
- ***E-CheckUpToGo for Alcohol and Marijuana*** – A personalized, evidence-based, online prevention intervention educational tool. Administered to all incoming new and transfer undergraduate students on the Pleasantville and New York City campuses during orientation.