



**2022 Biennial Review
of Drug and Alcohol Abuse
Prevention Program**

This document will cover 2020-2021 and 2021-2022

Prepared by:
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I. **STATEMENT OF DRUG AND ALCOHOL ABUSE PREVENTION PROGRAM (DAAPP) GOALS AND A DISCUSSION OF GOAL ACHIEVEMENT**

The Center for Health and Wellness Promotion (CHWP) is committed to leading the advancement of knowledge related to drug and alcohol abuse at the University of San Diego (USD) through the implementation of empirically based prevention practices, assessment, and services. The University of San Diego is committed to creating a welcoming and inclusive community characterized by opportunities for physical, social, spiritual, emotional, and cultural growth for students and employees. Additionally, Student Affairs, University Operations and Human Resources (HR) and USD's Employee Assistance Program, Aetna Resources for Living (RFL), offer a cadre of resources regarding emotional well-being, including the use and abuse of alcohol and drugs.

II. **GUIDING PRINCIPLES**

Engage, empower, and advocate for the growth potential of USD students and employees to be active and responsible members of the USD community.

Create an environment of inclusion to maximize the spiritual, emotional, cultural, social, physical, and academic growth of our community.

Respect differences, value diversity, and promote the positive growth of individuals.

Embrace the University of San Diego mission statement, health promoting strategies, and embody the ethics and guidelines of higher education professionals.

Collaborate with community partners, scholars, and practitioners on all levels to enhance the field of alcohol and other drug treatment and prevention.

Contribute to the body of knowledge in the field of alcohol and other drugs, pursue outside resources, utilize empirically supported best practices, and affect positive systemic change through our work.

III. **DRUG AND ALCOHOL ABUSE PREVENTION PROGRAM GOALS**

Student Program Goals

Alcohol and other drug use and abuse pose a potential risk to the health, safety and educational experiences of our students and staff. The negative effects of use and abuse may be further felt in the community through noise (loud parties), vehicle crashes, impaired drivers, vandalism, acts of intolerance and hate crimes, and the use of campus and community resources such as public safety, police, paramedics, detoxification centers, and health service personnel. Consistent with the core values of USD, we seek to foster holistic student well-being, promote healthy decision making, and reduce and prevent problems associated with alcohol and other drug use and abuse by students through the provision of programs and services. The University of San Diego has a

Student Code of Conduct, which includes parental notification policies, alcohol education programs, and cooperative arrangements with community law enforcement officials. Programs and services seek to address developmental life issues with students and provide them with strategies for successful growth. On a macro level, the university seeks to work collaboratively in creating environmental management systems, which help reduce risk.

Employee Program Goals

Alcohol and other drug use and abuse pose a potential risk to the health, safety, and employment experience of our faculty, administrators and staff. The negative effects of use and abuse may be felt by a cross section of community members who work or interact with the employees. Consistent with the core values of USD, we seek to reduce and prevent problems associated with alcohol and other drug use and abuse by employees through the provision of resources and programs.

The University of San Diego has an Alcohol and Drug Policy which includes a Standards of Conduct prohibiting the unlawful possession, use, distribution, sale, manufacture or promotion of illegal drugs, drug paraphernalia and alcohol. The Standards also prohibit willfully being under the influence of illegal drugs while on university property or as a part of any university sponsored or university funded activity. Employees are prohibited from reporting to work or working under the influence of alcohol, illegal drugs, or controlled substances that are used illegally. An individual is “under the influence” when his or her work performance, alertness, coordination, or response is impaired or diminished, or where the individual’s actions affect the safety of the individual or others. HR seeks to work collaboratively with employees, managers and RFL to create environments to help reduce risk.

IV. DESCRIPTION OF DRUG AND ALCOHOL ABUSE PREVENTION PROGRAM ELEMENTS

- A. *Primary Prevention:*** The focus of primary efforts is to target groups of “currently unaffected people for purposes of helping them to continue functioning in healthy ways, free from disturbances” (Coyne, 1987, p. 6).

PRIMARY PREVENTION FOR STUDENTS

Online Mandated Course for New Students

EverFi/Foundry is an online prevention based education platform that we used for new student alcohol prevention education during the 2019-2020 and 2020-2021 academic years (as of spring 2022, we now use Vector Solutions). All new undergraduate students are required to complete a series of prevention education courses, including “AlcoholEdu for College” which focuses on alcohol use. AlcoholEdu for College examines significant risks college students face related to alcohol and provides tools and strategies for how to minimize these risks. The purpose of the course is to reduce alcohol-related problems among first-year and new transfer undergraduate students. The AlcoholEdu for College course is a mandate for all first-year and new transfer undergraduate students and we have seen a completion rate of over 91 percent each year for these populations.

Orientation Programming for New Students

The Student Wellness area is responsible for providing an in-person wellness orientation for all first-year and transfer students; a component of the larger comprehensive university orientation program. New student orientation was provided virtually for the fall 2020 and spring 2021 semester but returned to in-person capacity for the 2021-2022 academic year. Key learning outcomes for this program specific to alcohol and other drug use and abuse focus on: decision making and the possible consequences; distinguishing between reality and typical misconceptions; making healthy choices and harm reduction strategies; the student Code of Conduct, policies and applicable laws; sexual assault prevention and protocols; and campus resources to support the needs of students.

Alcohol and Other Drug (AOD) Screenings

Student Wellness at the University of San Diego (clinical units including the Center for Health and Wellness Promotion, Counseling Center, Disability and Learning Difference Resource Center, and Student Health Center) continues to provide comprehensive wellness support to students through multiple points of entry. One way this manifests is through the use of empirically based alcohol and other drug screenings and intervention tools to identify and provide appropriate interventions for those who may be at risk for alcohol and other drug abuse. Alcohol and other drug (AOD) screenings are conducted three distinct ways at USD.

The first type of AOD screening is conducted at the USD Student Health Center and Counseling Center. The Health Center and Counseling Center are ideal locations for screening students because these offices provide care services for approximately half of the student population every year. All triage and initial student visits at the Student Health Center and Counseling Center include screening for AOD use and abuse. Collaborative care interventions are provided for students identified as high risk. The USD Student Health Center paused some elements of the AOD screening in the Fall 2020 term due to the virtual learning process associated with the COVID-19 pandemic, but have since resumed these screenings.

The second type of AOD screening occurs at the USD's Mental Health Screening events that occur once a semester. These screenings take place in a non-clinical location and are designed to increase awareness and reduce stigma related to mental health, and help students think critically about the role alcohol and other drugs play in a university setting. All students who attend the event complete a self-assessment for a variety of mental health topics including anxiety, depression, suicidal ideation, and use of alcohol and other drugs. All participating students are then referred to a mental health professional for a brief, confidential assessment session. At this assessment all students receive educational information about anxiety, depression, and alcohol and other drugs. Students identified as high risk are scheduled for a follow-up appointment with a mental health professional. The program paused during the 2020-2021 academic year due to the COVID-19 pandemic but continued in an in-person capacity for the 2021-2022 academic year. An average of 42 students attended these screenings for the 2021-2022 academic year with up to 50% of screenings indicating students should consider engaging in harm reduction behaviors related to alcohol.

The third type of AOD screening at USD is provided through on-line screening tools that students can access via USD's "You Are USD" webpage. Following the screening students will receive written feedback and resource information.

Direct Contact with Local Businesses to Stop Alcohol Related Marketing Efforts and Services Targeted Directly Toward College Students

The Office of Student Affairs has a protocol to address environmental concerns, related to alcohol marketing directed toward college students, by sending cease and desist letters to all known vendors and promoters, including businesses that specifically market nightclub events.

Smoke-Free Campus Policy

The University of San Diego became a smoke and tobacco-free campus in August 2015 and continues to provide education regarding and enforcement of this policy.

PRIMARY PREVENTION FOR EMPLOYEES:

Aetna Resources for Living (RFL)

RFL is available to all employees. Employees may contact RFL directly to seek assistance. Additionally, managers or HR professionals can refer or require employees to contact RFL when an issue is suspected to be affecting the employee. Managers are encouraged to make official referrals if employees indicate they are in crisis or having trouble handling aspects of their work or home life.

RFL is a confidential, no cost counseling benefit available to employees and employees' household members/dependents. The program offers supportive counseling services through televideo and in person services. Services can be accessed via phone or their website (www.resourcesforliving.com).

RFL suggests the following language to be used when a manager seeks to make a referral...

Based on what you have shared with me, I would like to remind you of some additional benefits that you have through Aetna Resources for Living, your Employee Assistance Program. The program provides support and resources for a variety of everyday issues. Services are completely confidential and free of charge to you. Is this something you feel would be helpful for you right now?"

Managers are also encouraged to provide a toll-free number and to make the phone call (1-800-342-8111) and leave the room if an employee would like to speak to RFL right then.

There are also laws and regulations that may be applicable if an employee is dealing with substance or alcohol abuse. In accordance with applicable law, the university will reasonably accommodate an employee who wishes to voluntarily enter and participate in an alcohol or drug rehabilitation program, unless doing so presents an undue hardship to the university.

Smoke-Free Campus Policy

The University of San Diego became a smoke and tobacco-free campus in August 2015 and continues to provide education regarding, and enforcement of this policy.

- B. Secondary Prevention: The focus of secondary prevention is early identification and treatment of health (wellness) problems. (Caplan, 1964)**

SECONDARY PREVENTION FOR STUDENTS

Alcohol and Other Drug Discussion Groups

Alcohol 101 and Alcohol 201 Classes

Discussion groups are based on empirically established best practices and facilitated by Student Wellness professionals for students who have received low-risk alcohol violations. During the 2020-2021 academic year 16 students participated and during the 2021-2022 academic year 63 students participated.

Cannabis E-Checkup TO GO!

The Cannabis E-Checkup TO GO is a brief web-based assessment that provides personalized feedback on how cannabis is affecting a person's life. Any student interested in taking the Cannabis E-Checkup TO GO is welcome to do so. Currently, the Office of the Assistant Dean of Students can mandate a student to complete this assessment and other campus stakeholders can encourage students to complete this assessment. The assessment is available to any student via the Center for Health and Wellness Promotion web site and campus resources are provided to students who access this assessment tool.

Peer Education

Peer education is a critical strategy for health promotion and secondary prevention. Peer education takes many forms through Student Wellness, including formal student organizations, paid student employees, and through the training and supervision of various student leader roles. Two formal peer education groups include our Center for Health and Wellness Promotion (CHWP) Interns for Health Promotion and our Relationship and Sexual Violence Peer Educators.

The CHWP Interns for Health Promotion evolved from our former Campus Connections peer education student organization. CHWP Interns provide education to the USD community pertaining to alcohol and drug use as well as other health and wellness topics. CHWP Interns also sponsor alternative behavioral activities to promote community and healthy decision making. The CHWP interns receive ongoing health promotion education and training on wellness topics, including alcohol and other drug use, mental health, stress, sleep, supporting peers, and more. In addition, the CHWP internship program offers various leadership opportunities and professional development opportunities. While some interns focus on an individual topic, all interns work collaboratively with our professional staff to support the holistic well-being of our community.

The Relationship and Sexual Violence Prevention (RSVP) Peer Educators focus on providing relationship and sexual violence prevention education primarily to undergraduates. RSVP Peer Educators receive extensive initial and ongoing training around healthy relationships, gender roles and socialization, and shifting cultural norms that perpetuate sexual and dating violence on campus. Their training also focuses on understanding the relationship between alcohol consumption and sexual assault. RSVP Peer Educators provide education, workshops and resources to the USD community for Domestic Violence Awareness Month (DVAM) and Sexual Assault Awareness Month (SAAM). For both the 2020-2021 and 2021-2022 academic years, 5 students served in this formal role with a program pause during the 2020-2021 academic year due to the COVID-19 pandemic and resulting virtual learning.

Lyft Torero Ride - Safe Ride Program

Student Wellness, Associated Student Government, and the Department of Public Safety maintain a partnership to provide a safe ride program titled the “Lyft Torero Ride Program.” This program provides Lyft rides credits or codes for students in high-risk situations utilizing the Lyft app. Our Health Promotion team provides strategic marketing for the Lyft Torero Ride Program that includes psychoeducation on healthy decision-making and bystander intervention related to high-risk situations. Access to the program is available to all USD students, while funding lasts. The program paused during the 2020-2021 academic year due to the COVID-19 pandemic but emergency rides remained available through the Department of Public Safety and Student Wellness staff for urgent student needs. The full program became available again during the fall 2021 semester.

Programs and Training for Specific Populations

Training is regularly provided for Residential Life staff as well as specialized groups on campus such as Fraternity and Sorority Life (FSL), Athletics, Scholastic Assistants, Transfer Scholastic Assistants, Commuter Assistants, and peer mentors. Training includes educational information on alcohol use, trends on USD’s campus, and how to support a peer related to alcohol use/abuse.

Code of Conduct and Disciplinary Procedures

The University Code of Conduct, disciplinary sanctions, and discipline procedures are clearly defined and available for review online. (www.sandiego.edu/conduct/the-code/rules) (www.sandiego.edu/conduct) Sanctions for conduct violations are intended to be developmental in nature. Examples of potential sanctions include: warning, educational sanctions (i.e. classes, reflection papers, individual alcohol and other drug assessments, restorative conference), fines, loss of privileges, parent notification and university probation. Certain or repeated conduct violations may result in suspension or expulsion from the University.

Further, the Department of Public Safety and the Department of Residential Life have well-defined policies and procedures in place. Students may be transported to a local sobering center or hospital if they are over the legal limit and if they demonstrate an inability to function on their own. During this time period, the sobering center was not utilized in response to the University’s COVID-19 health and safety guidelines. Public Safety and the San Diego Police Department also have a cooperative agreement permitting shared information regarding violations. Additionally, the University will cooperate with governmental authorities in criminal and civil actions.

SECONDARY PREVENTION FOR EMPLOYEES

In addition to the counseling services offered to all employees and family members, RFL offers “myStrength,” online tools for emotional health and well-being. MyStrength includes self-assessments, tools, custom resources, interactive activities, quotes, and videos. Employees have the ability to track their health and well-being. MyStrength includes many topics regarding emotional well-being, and specifically has information on substance use disorder. This portal helps support employees in understanding their issues and meeting their goals. RFL also includes specific guidance and support for managers on recognizing issues their employees may be having so appropriate resources can be recommended.

Within the Alcohol and Drug Policy are the disciplinary actions for employees if there is a violation of the policy. The policy clearly states that a violation of the standards set forth in the policy will result in appropriate disciplinary action, up to and including dismissal from the university and referral for prosecution. Additionally, for employees, a drug-related or alcohol related conviction, even for off-campus conduct not part of university-sponsored or university-related activities, may result in disciplinary action, up to and including termination of employment, depending on the relevance of the conviction to the employee's position, the severity of the offense, and other relevant circumstances.

- C. *Tertiary Prevention:* The focus of tertiary prevention is treating a wellness problem once it has developed so as to eliminate the problem or prevent it from worsening.** (Caplan, 1964).

TERTIARY SERVICES FOR STUDENTS

Tertiary services provide students, who exhibit high-risk behaviors, opportunities for interventions based on best practices (Short-term Motivational Interviewing, Cognitive Behavioral Interventions, Social Norming, and 12-Step Facilitation). Over 95 percent of clients were referred as a mandated sanction to address drug and alcohol abuse related concerns adjudicated through USD Student Conduct. Other referrals, including self-referred students, comprised approximately 5 percent of the remaining drug and alcohol abuse related referrals or individual assessments. For the 2020 - 2021 academic year, 16 were seen and for the 2021 - 2022 academic year, 63 students were seen. The number of referrals during the 2020-2021 academic year was impacted by the virtual learning process utilized to respond to the COVID-19 pandemic.

Individual Assessments and Consultations

The goal of individual assessments and consultations is to change the behaviors of those who experience serious consequences because of their alcohol and other drug use. The meetings focus on motivating students to reflect on high-risk behaviors and attitudes that potentially jeopardize their ability to achieve their academic and personal goals. Results of assessment sessions are evaluated and used to generate individual treatment protocols, including ongoing counseling support when deemed appropriate. USD's individual assessment process and ongoing counseling services shifted to a virtual and then hybrid model during the COVID-19 pandemic in order to provide continuous student support.

Twelve-Step Facilitation and After Care Services

USD offers supportive services for students engaged in alcohol and other drug recovery and for those students motivated to address alcohol and other drug dependency. Services include transition planning, professional counseling and referrals, 12-step meetings, peer and alumni mentoring, and on-campus support groups. Consultations are provided to the whole USD community including students, parents, siblings, faculty, and staff.

On Campus Alcoholics Anonymous (AA) and Narcotics Anonymous (NA) Meetings

USD provides space on campus for community-led AA and NA meetings. While these meetings are not sponsored by USD, USD students are welcome to attend.

TERTIARY SERVICES FOR EMPLOYEES

Aetna Resources for Living (RFL)

Tertiary services provide employees who need support with physical, emotional or mental health concerns. Through RFL each employee (and their family members) have access to up to three (3) sessions with a counselor per issue per year. The number of concerns for which an employee can call is unlimited. There is also unlimited access to the RFL website which includes webinars and other online tools for emotional health and well-being. Additionally, benefit based employees may have additional resources available to them through their insurance providers.

V. SUMMARY OF DRUG AND ALCOHOL ABUSE PREVENTION PROGRAM STRENGTHS AND WEAKNESSES

The University of San Diego continues to demonstrate a financial commitment to developing drug and alcohol abuse prevention programs and services. Our primary strengths include quality interventions at all levels of the public health prevention model, environmental management strategies, and a long-standing collaboration with leadership in community-based coalitions. Our greatest area of growth is continuing to enhance our primary prevention effects through enhanced peer education.

USD's Human Resources team continues to support employees who may be in need of services. There are quality interventions at all levels. Our greatest area of growth is continuing to promote the available resources.

VI. PROCEDURE FOR DISTRIBUTING ANNUAL DRUG AND ALCOHOL ABUSE PREVENTION PROGRAM (DAAPP) NOTIFICATION TO STUDENTS AND EMPLOYEES

A policy statement is currently included in the employee handbook, discussed at the New Employee Orientation and a DSFA-complaint letter from Human Resources is sent to every employee at the beginning of each academic year. The drug and alcohol policies for students are available on the USD website (www.sandiego.edu/conduct). CHWP ensures all USD community members are informed of all drug and alcohol policies through the Part 86 letter (see Addendum 1 below). The Part 86 letter is intentionally distributed in the Fall academic term.

VII. COPY OF THE POLICIES DISTRIBUTED TO STUDENTS AND EMPLOYEES

All policies for employees and students can be found online at:
www.sandiego.edu/conduct
www.sandiego.edu/legal/policies

VIII. RECOMMENDATIONS FOR REVISING DRUG AND ALCOHOL ABUSE PREVENTION PROGRAMS

STUDENTS

The comprehensive plan adopted by Student Wellness allows for a continuous needs assessment and evaluation, allowing drug and alcohol prevention programs to be more responsive to the USD community.

Therefore, primary recommendations for revising drug and alcohol abuse prevention programs are as follows:

1. Maintain the review process of alcohol policies on campus.
2. Continue to enhance, implement, and evaluate evidence-based alcohol and other drug practices.
3. Work with appropriate campus groups to broaden the scope of programs and services.
4. Enhance the use of social norms and bystander intervention; specifically, exploring social norm campaigns for unique USD student groups while challenging gender role socialization.

EMPLOYEES

Human Resources remains committed to offering a comprehensive program for all employees. Primary recommendations for revising drug and alcohol abuse prevention programs are as follows:

1. Continue to maintain and review the Drug and Alcohol policy.
2. Work with RFL to promote the services and resources available.
3. Ensure managers are aware of warning signs and services available to employees.

ADDENDUM 1: DAAPP Letters

EMPLOYEES



MEMORANDUM

To: All USD Employees—Faculty, Staff and Administrators

From: Karen Briggs, Associate Vice President and Chief Human Resources Officer

Date: December 2019

Re: USD Alcohol and Drug Policy (2.3.1) and Resources

Si prefieres leer esta nota en español, por favor [visite esta página](#).

In compliance with applicable law, this in depth memorandum regarding the unlawful possession or distribution of illicit drugs and alcohol is being provided to all faculty, staff, and administrators at the University of San Diego. Please keep this memorandum as a resource for you to refer to throughout the year. I ask for your compliance with all alcohol and other drug policies and encourage your active participation in fostering a responsible, safe, and caring community.

This memorandum will outline the following:

1. USD Standards of Conduct
2. USD Disciplinary Action
3. Information about Assistance Programs
4. Local, State, and Federal Legal Sanctions
5. Description of Health Risks

STANDARDS OF CONDUCT

It is the policy of the University of San Diego to provide a safe, healthy and productive educational and work environment for its students and employees. All university employees and students are required to adhere to this policy. In addition, individuals who are not university employees or students, but who perform work at or for the university, attend university activities or otherwise are on university property (including, but not limited to, independent contractors, volunteers, activity participants, visitors and guests) are required to comply with this policy. The unlawful possession, use, distribution, sale, manufacture or promotion of illegal drugs, drug paraphernalia and alcohol, or willfully being under the influence of illegal drugs, is prohibited while on university property or as part of any university-sponsored or university-funded activity. Notwithstanding any California law regarding the use of marijuana, federal law continues to make marijuana, with or without a prescription, an illegal drug as that term is used in this policy. Employees are prohibited from reporting to work or working under the influence of alcohol, illegal drugs, or controlled substances that are used illegally. The same

prohibition applies to independent contractors, visitors, and others who perform work at USD or any university-sponsored or university-funded activities. An individual is “under the influence” when his or her work performance, alertness, coordination, or response is impaired or diminished, or where the individual’s actions affect the safety of the individual or others.

If an employee or other individual subject to this policy is not able to perform his or her job responsibilities safely and effectively as a result of a legally-prescribed and/or over the-counter medication, it is the individual’s responsibility to inform his or her supervisor or Human Resources so that appropriate accommodations can be made.

Employees, students, and others subject to this policy are expected to comply with any other applicable student or departmental policies addressing the use or possession of alcohol. For information concerning what conduct is or is not prohibited, please contact Student Affairs, Auxiliary Services, or Human Resources.

At some university events, alcohol consumption will occur. Those who consume alcohol at university events are expected to comply with applicable laws and to conduct themselves in a professional, responsible and safe manner.

An employee who is convicted of a criminal drug-related or alcohol-related violation occurring in the workplace must notify Human Resources, which in turn will notify the vice president of the division in which the employee works at the university, no later than five (5) days after the conviction.

DISCIPLINARY ACTION

Violation of any of the standards set forth in this policy will result in appropriate disciplinary action, up to and including dismissal from the university and referral for prosecution. For those who are not students or employees of the university, disciplinary sanctions may include severance of the individual’s relationship with the university and referral for prosecution. For employees, a drug-related or alcohol-related conviction, even for off-campus conduct not part of university-sponsored or university-related activities, may result in disciplinary action, up to and including termination of employment, depending on the relevance of the conviction to the employee’s position, the severity of the offense, and other relevant circumstances.

GETTING HELP

Any student, employee, or other member of the university community who is concerned about substance use, abuse and rehabilitation is strongly encouraged to contact his or her family physician or health plan. In addition, confidential counseling services are available to students through the university’s Wellness area, including the Center for Health and Wellness Promotion, the Counseling Center, and the Student Health Center. Employees may seek help through the university’s Employee Assistance Program (EAP). Contact information for the university’s EAP can be found below. For more information about the university’s EAP, please contact the Human Resources Department. In accordance with applicable law, the university will reasonably accommodate an employee who wishes to voluntarily enter and participate in an alcohol or drug rehabilitation program, unless doing so presents an undue hardship to the university.

- To access the Employee Assistance Program directly, employees or their immediate family members may call the EAP at 1-800-342-8111 and indicate that they are covered by the University of San Diego.

To view the University of San Diego Alcohol and Drug Policy (2.3.1) in its entirety, please visit: <https://www.sandiego.edu/legal/policies/community/health/Alcohol.pdf>

LEGAL SANCTIONS IMPOSED UNDER FEDERAL, STATE, AND LOCAL LAWS:

Federal, state, and local laws establish severe penalties for unlawful possession or distribution of illicit drugs and alcohol. These sanctions, upon conviction, may range from a small fine and probation to imprisonment, or both.

Under Federal law, the sanctions for possession and distribution of illegal drugs include the seizure and summary forfeiture of property, including vehicles. In addition, federal law penalties for illegally distributing drugs include life imprisonment and fines in excess of \$1,000,000. For a detailed list of federal penalties related to controlled substances, please visit: <https://www.dea diversion.usdoj.gov/>

- California has a variety of state laws related to the unlawful possession or distribution of illicit drugs and alcohol. In California it is illegal for anyone under the age of 21 to consume, purchase, or possess alcohol. If you violate these laws you may be subject to penalties, which can include fines and suspension of driving privileges. For more information about California laws and the California Department of Alcoholic Beverage Control, please visit: <https://www.abc.ca.gov/>
- For information on California DUI penalties, please visit: <https://www.dmv.ca.gov/portal/driver-handbooks/>
- For information on California alcohol laws related to underage drinking, please visit: <https://alcoholpolicy.niaaa.nih.gov/underage-drinking/state-profiles/california/56>
- For a comprehensive statement of all of California's alcohol laws, please visit: <https://www.abc.ca.gov/law-and-policy/legislation/abc-act/>
- In addition to Federal and state laws, the City of San Diego has various ordinances related to the unlawful possession or distribution of illicit drugs and alcohol. For information on the San Diego Municipal Code, please visit: <https://www.sandiego.gov/city-clerk/officialdocs/municipal-code>
- For more information about the San Diego Superior Court Standard Sentencing Guidelines, please visit: <https://www.sdcourt.ca.gov/sdcourt/criminal2/criminalresources>

ALCOHOL AND OTHER DRUG HEALTH RISKS:

The use and abuse of alcohol and other drugs can cause a number of problematic changes in behavior and physiology. Alcohol or other substance use disorders occur when a person continues their use despite recurrent social, interpersonal, physical, and/or legal consequences. For basic information about the health risks associated with the use of illicit drugs and alcohol abuse, please visit: <https://www.sandiego.edu/health-wellness/resources/drug-health-risks.php>.

For additional resources that describe the health risks associated with the use of illicit drugs and alcohol abuse, please visit:

- <https://nida.nih.gov/research-topics>
- <https://www.dea.gov/>
- <https://www.niaaa.nih.gov/alcohols-effects-health/alcohols-effects-body>
- <https://rethinkingdrinking.niaaa.nih.gov/>

If you would like to review the letter sent to our student community, it can be found on the CHWP website: <https://www.sandiego.edu/health-wellness/>



MEMORANDUM

To: All USD Employees—Faculty, Staff and Administrators

From: Karen Haggemiller, Associate Vice President and Chief Human Resources Officer

Date: January 27, 2023

Re: USD Alcohol and Drug Policy (2.3.1) and Resources

Si prefiere leer esta nota en español, por favor [visite esta página](#).

In compliance with applicable law, this notice regarding the unlawful possession or distribution of illicit drugs and alcohol is being provided to all faculty, staff, and administrators at the University of San Diego. USD employees are required to comply with all alcohol and other drug policies, and we encourage your active participation in fostering a responsible, safe, and caring community.

This notice will outline the following:

1. USD Standards of Conduct
2. USD Disciplinary Action
3. Information about Assistance Programs
4. Local, State, and Federal Legal Sanctions
5. Description of Health Risks

STANDARDS OF CONDUCT

It is the policy of the University of San Diego to provide a safe, healthy and productive educational and work environment for its students and employees. All university employees and students are required to adhere to this policy. In addition, individuals who are not university employees or students, but who perform work at or for the university, attend university activities or otherwise are on university property (including, but not limited to, independent contractors, volunteers, activity participants, visitors and guests) are required to comply with this policy. The unlawful possession, use, distribution, sale, manufacture or promotion of illegal drugs, drug paraphernalia and alcohol, or willfully being under the influence of illegal drugs, is prohibited while on university property or as part of any university-sponsored or university-funded activity. Notwithstanding any California law regarding the use of marijuana, federal law continues to make marijuana, with or without a prescription, an illegal drug as that term is used in this policy. Employees are prohibited from reporting to work or working under the influence of alcohol, illegal drugs, or controlled substances that are used illegally. The same prohibition applies to independent contractors, visitors, and others who perform work at USD or any university-sponsored or university-funded activities. An individual is “under the influence” when his or her work performance, alertness, coordination, or response is impaired or diminished, or where the individual’s actions affect the safety of the individual or others.

If an employee or other individual subject to this policy is not able to perform his or her job responsibilities safely and effectively as a result of a legally prescribed and/or over-the-counter medication, it is the individual’s responsibility to inform his or her supervisor or Human Resources so that appropriate accommodations can be made.

Employees, students, and others subject to this policy are expected to comply with any other applicable student or departmental policies addressing the use or possession of alcohol. For information concerning what conduct is or is not prohibited, please contact Student Affairs, Auxiliary Services, or Human Resources.

At some university events, alcohol consumption will occur. Those who consume alcohol at university events are expected to comply with applicable laws and to conduct themselves in a professional, responsible and safe manner.

An employee who is convicted of a criminal drug-related or alcohol-related violation occurring in the workplace must notify Human Resources, which in turn will notify the vice president of the division in which the employee works at the university, no later than five (5) days after the conviction.

DISCIPLINARY ACTION

Violation of any of the standards set forth in this policy will result in appropriate disciplinary action, up to and including dismissal from the university and referral for prosecution. For those who are not students or employees of the university, disciplinary sanctions may include severance of the individual's relationship with the university and referral for prosecution. For employees, a drug-related or alcohol-related conviction, even for off-campus conduct not part of university-sponsored or university-related activities, may result in disciplinary action, up to and including termination of employment, depending on the relevance of the conviction to the employee's position, the severity of the offense, and other relevant circumstances.

GETTING HELP

Any student, employee, or other member of the university community who is concerned about substance use, abuse and rehabilitation is strongly encouraged to contact his or her family physician or health plan. In addition, confidential counseling services are available to students through the university's Wellness area, including the Center for Health and Wellness Promotion, the Counseling Center, and the Student Health Center. Employees may seek help through the university's Employee Assistance Program (EAP). Contact information for the university's EAP can be found below. For more information about the university's EAP, please contact the Human Resources Department. In accordance with applicable law, the university will reasonably accommodate an employee who wishes to voluntarily enter and participate in an alcohol or drug rehabilitation program, unless doing so presents an undue hardship to the university.

- To access the Employee Assistance Program directly, employees or their immediate family members may call the EAP at 1-877-622-4327 (select "2" at the prompt) and indicate that they are covered by the University of San Diego.
- EAP information is also available online at www.myCigna.com (employer ID: usd). If you do not have any other Cigna lines of coverage, please register to access EAP information. When at the "Confirm your identity" page of the registration process, select the "I want to register for the Employee Assistance Program or Confide ONLY" option.

To view the University of San Diego Alcohol and Drug Policy (2.3.1) in its entirety, please visit: <https://www.sandiego.edu/legal/policies/community/health/Alcohol.pdf>

LEGAL SANCTIONS IMPOSED UNDER FEDERAL, STATE, AND LOCAL LAWS:

Federal, state, and local laws establish severe penalties for unlawful possession or distribution of illicit drugs and alcohol. These sanctions, upon conviction, may range from a small fine and probation to imprisonment, or both.

Under Federal law, the sanctions for possession and distribution of illegal drugs include the seizure and summary forfeiture of property, including vehicles. In addition, federal law penalties for illegally distributing drugs include life imprisonment and fines in excess of \$1,000,000. For a detailed list of federal penalties related to controlled substances, please visit: <https://www.dea.gov/resources>

California has a variety of state laws related to the unlawful possession or distribution of illicit drugs and alcohol. In California, it is illegal for anyone under the age of 21 to consume, purchase, or possess alcohol. If you violate these laws you may be subject to penalties, which can include fines and suspension of driving privileges. For more information about California laws and the California Department of Alcoholic Beverage Control, please visit: <https://www.abc.ca.gov/>

- For information on California DUI penalties, please visit: <https://www.dmv.ca.gov/portal/driver-education-and-safety/dmv-safety-guidelines-actions/driving-under-the-influence/>
- For information on California alcohol laws related to underage drinking, please visit: <https://alcoholpolicy.niaaa.nih.gov/underage-drinking/state-profiles/california/56>
- For a comprehensive statement of all of California's alcohol laws, please visit: <https://www.abc.ca.gov/law-and-policy/abc-act/>
- In addition to Federal and state laws, the City of San Diego has various ordinances related to the unlawful possession or distribution of illicit drugs and alcohol. For information on the San Diego Municipal Code, please visit: <https://www.sandiego.gov/city-clerk/officialdocs/municipal-code>

- For more information about the San Diego Superior Court Standard Sentencing Guidelines, please visit: http://www.sdcourt.ca.gov/portal/page?_pageid=55,1643549&_dad=portal&_schema=PORTAL

ALCOHOL AND OTHER DRUG HEALTH RISKS:

The use and abuse of alcohol and other drugs can cause a number of problematic changes in behavior and physiology. Alcohol or other substance use disorders occur when a person continues their use despite recurrent social, interpersonal, physical, and/or legal consequences. For basic information about the health risks associated with the use of illicit drugs and alcohol abuse, please visit: <https://www.sandiego.edu/health-wellness/resources/drug-health-risks.php>.

For additional resources that describe the health risks associated with the use of illicit drugs and alcohol abuse, please visit:

- www.drugabuse.gov/drugs-abuse
- <https://www.dea.gov/drug-information>
- www.niaaa.nih.gov/alcohol-health/alphabets-effects-body
- rethinkingdrinking.niaaa.nih.gov

If you would like to review the letter sent to our student community, it can be found on the CHWP website: <https://blue.sandiego.edu/emails/departments/wellness/sa-wellness-part86.php>

STUDENTS

Tuesday, November 22, 2022

Chris Burden, Psy.D - Assistant Vice President of Student Affairs for Student Wellness

<wellness@sandiego.edu>

TO: All USD Students

Alcohol and Other Drug Resources & Policies

Dear USD Student Community,

This is a community message to ensure you are aware that the use of alcohol and other drugs can have a negative impact on the well-being of college students and on our USD community. In an effort to educate, call our community to action, help those in need, and comply with Part 86 of the Drug-Free Schools and Campuses Regulations, this in-depth memorandum is being provided to the USD student community. We ask for your compliance with all alcohol and other drug policies and encourage your active participation in fostering a responsible, safe, and caring community.

Please keep this memorandum as a resource for you to refer to throughout the academic year. This memorandum will outline the following:

1. A list of alcohol and other drug campus resources available to students including counseling, treatment and prevention resources.
2. Applicable legal sanctions imposed under Federal, state, and local laws for unlawful possession or distribution of illicit drugs and alcohol.
3. USD standards of conduct that prohibit the unlawful possession, use, or distribution of illicit drugs and alcohol.
4. USD disciplinary sanctions for violations of the USD standards of conduct.
5. A description of the health risks associated with the abuse of alcohol or use of illicit drugs.

1. ALCOHOL AND OTHER DRUG ON-CAMPUS RESOURCES:

Knowing how to cope with challenges and keeping yourself informed are important steps in successfully navigating the rigorous demands of college life.

Resources and referrals are available for students who have concerns regarding their own or someone else's use of alcohol and other drugs. For information and assistance, students are encouraged to contact one of the following offices:

Center for Health and Wellness Promotion

- Hahn University Center, Room 161
- 619-260-4618
- www.sandiego.edu/health-wellness

Counseling Center

- Saints Tekakwitha & Serra Hall, Room 300
- 619-260-4655
- www.sandiego.edu/counseling-center

Student Health Center

- Maher Hall, Room 140
- 619-260-4595
- www.sandiego.edu/health-center

USD TimelyCare

- TimelyCare offers students a 24/7 extension of campus health and counseling center resources
- TimelyCare.com/USD

USD Public Safety

- Hughes Administration Center, Room 150
- 619-260-7777 (non-emergency number)
- 619-260-2222 (24 hour emergency number)
- www.sandiego.edu/safety
- If you discover someone who is excessively intoxicated, unconscious, or in need of emergency assistance, do not hesitate to immediately dial the Department of Public Safety at 619-260-2222 (extension x2222 if on campus), or 911 if off campus. Doing so may save someone's life.

Further, USD provides useful and informative preventative educational experiences throughout the year. A variety of departments sponsor programs, workshops, and lectures on alcohol and other drug issues to support healthy lifestyles. For an up to date listing of events, refer to the You are USD webpage (sandiego.edu/youareusd/).

2. LEGAL SANCTIONS IMPOSED UNDER FEDERAL, STATE, AND LOCAL LAWS:

Federal, state, and local laws establish severe penalties for unlawful possession or distribution of illicit drugs and alcohol. These sanctions, upon conviction, may range from a small fine and probation to imprisonment, or both.

Under Federal law, the sanctions for possession and distribution of illegal drugs include the seizure and summary forfeiture of property, including vehicles. In addition, federal law penalties for illegally distributing drugs include life imprisonment and fines in excess of \$1,000,000. For a detailed list of federal penalties related to controlled substances, please visit: <https://www.deadiversion.usdoj.gov> and click resources.

California has a variety of state laws related to the unlawful possession or distribution of illicit drugs and alcohol. In California it is illegal for anyone under the age of 21 to consume, purchase, or possess alcohol. If you violate these laws you may be subject to penalties, which can include fines and suspension of driving privileges.

- For more information about California laws and the California Department of Alcoholic Beverage Control, please visit: www.abc.ca.gov/
- For information on California DUI penalties, please visit: www.dmv.ca.gov/portal/dmv/detail/pubs/hdbk/actions_aps_court
- For information on California alcohol laws related to underage drinking, please visit: <https://alcoholpolicy.niaaa.nih.gov/underage-drinking/state-profiles/california/56>
- For a comprehensive statement of all of California's alcohol laws, please visit: <https://www.abc.ca.gov/law-and-policy/abc-act/>

In addition to Federal and State laws, the City of San Diego has various ordinances related to the unlawful possession or distribution of illicit drugs and alcohol.

- For information on the San Diego Municipal Code, please visit www.sandiego.gov/city-clerk/officialdocs/legisdocs/muni.
- For more information about the San Diego Superior Court Standard Sentencing Guidelines, please visit: http://www.sdcourt.ca.gov/portal/page?_pageid=55,1643549&_dad=portal&_schema=PORTAL

3. USD STANDARDS OF CONDUCT:

USD standards of conduct that prohibit the unlawful possession, use, or distribution of illicit drugs and alcohol are outlined in the USD Alcohol and Drug Policy 2.3.1: www.sandiego.edu/legal/policies/community/health/Alcohol.pdf and in the USD Student Code of Rights and Responsibilities: www.sandiego.edu/conduct/the-code/university-policies/.

The unlawful possession, use, distribution, sale, manufacture or promotion of illegal drugs, drug paraphernalia and alcohol, or willfully being under the influence of illegal drugs, is prohibited while on university property or as part of any university-sponsored or university-funded activity. Notwithstanding any California law regarding the use of marijuana, federal law continues to make marijuana, with or without a prescription, an illegal drug as that term is used in this policy.

Students who possess, use, or distribute illegal or controlled substances (e.g. marijuana, cocaine, methamphetamines, unauthorized prescription medications) are subject to fines, arrest, and imprisonment in accordance with University policies regarding illicit drugs and state and federal laws. Possession, consumption, or sale of beer or wine is only permitted at designated campus locations with prior written approval from the designated representative of the Vice President, Student Affairs.

The University of San Diego has an obligation to uphold the laws of the larger community of which it is a part. While the activities covered by the laws of the larger community and those covered by the

University of San Diego's rules may overlap, it is important to note that the community's laws and the University of San Diego's rules operate independently and that they do not substitute for each other.

The University of San Diego may pursue enforcement of its own rules whether or not legal proceedings are underway or in process, and may use information from third party sources, such as, law enforcement agencies, news agencies, social media, and the courts, to determine whether University rules have been broken. Membership in the University community does not exempt anyone from local, state, or federal laws. The University of San Diego has the right, and obligation, to hold students to a higher standard than the law and prohibit behavior that is illegal.

As a member of the USD student community, you are responsible for your behavior and are fully accountable for your actions, both on and off campus. Students who violate these standards of conduct will face conduct proceedings. Sanctions for conduct violations are intended to be developmental in nature. Examples of potential sanctions include: warning, educational sanctions (i.e. classes, reflection papers, individual alcohol and other drug assessments, restorative conference), fines, loss of privileges, parent notification and university probation. Certain or repeated conduct violations may result in suspension or expulsion from the University. Additionally, the University will cooperate with governmental authorities in criminal and civil actions.

The University prohibits smoking and the use of any smoking or tobacco products at all times on or in any USD-owned or USD-leased property or facility, either indoor or outdoor. Effective August 18, 2015, all USD property is smoking and tobacco free. For more information about the smoking and tobacco free policy, please visit www.sandiego.edu/smokefree/policy.php.

Residential Life, Athletics, Fraternity and Sorority Life and other programs may have additional policies regarding alcohol and other drugs. Please contact the relevant administrative offices for more information.

In accordance with FERPA 34 C.R.F. & 99.31 and the Higher Education Amendment of 1998, the parent(s) of a student who is under the age of 21 may be notified by a representative from the Office of Student Affairs in connection with the use or possession of alcohol and/or an illegal or controlled substance which is in violation of law or institutional policy.

The USD Department of Public Safety has the primary responsibility for the enforcement of both federal and state alcohol and drug laws on-campus, including enforcement of state underage drinking laws. The Department of Public Safety strictly enforces federal and state drug laws, which are also a violation of USD Policies and Procedures. Violators are subject to University disciplinary action, criminal prosecution, fine, and imprisonment. For additional information about the Department of Public Safety, please visit www.sandiego.edu/safety.

4. USD DISCIPLINARY SANCTIONS:

The University of San Diego will impose disciplinary sanctions on students for violations of any of the standards set forth in this document (including violations of: Federal, state, and local laws; the USD Alcohol and Drug Policy; and the Student Code of Rights and Responsibilities).

For a complete list of the range of possible sanctions, up to and including expulsion, please visit: www.sandiego.edu/conduct/the-code/sanctions.php.

5. ALCOHOL AND OTHER DRUG HEALTH RISKS:

The use and abuse of alcohol and other drugs can cause a number of problematic changes in behavior and physiology. Alcohol or other substance use disorders occur when a person continues their use despite recurrent social, interpersonal, physical, and/or legal consequences. For basic information about the health risks associated with the use of illicit drugs and alcohol abuse, please visit:

www.sandiego.edu/health-wellness/resources/drug-health-risks.php.

For additional resources that describe the health risks associated with the use of illicit drugs and alcohol abuse, please visit:

- www.drugabuse.gov/drugs-abuse
- <https://www.dea.gov/drug-information>
- www.niaaa.nih.gov/alcohol-health/alphabets-effects-body
- rethinkingdrinking.niaaa.nih.gov

If you would like to review the USD Alcohol and Drug Policy (2.3.1) and Resources letter sent to our staff and faculty, it can be found on the HR website (www.sandiego.edu/hr) under, “USD Policies”.

USD is committed to upholding the alcohol and other drug policies outlined in the USD Student Code of Rights and Responsibilities. These policies, combined with alcohol and other drug prevention programs, intervention resources, and environmental management strategies, contribute greatly to the overall wellness and safety of both individual students and the greater USD community.

Sincerely,

Nicole Whitner, Ed.D. (she/her/hers)

Assistant Vice President and Dean Of Students

Christopher Burden, Psy.D. (he/him/his)

Assistant Vice President for Student Wellness