



**2025 Biennial Review
of Drug and Alcohol Abuse
Prevention Program**

This document will cover Academic Years 2023-2024 and 2024-2025

Prepared by:
Student Wellness / Center for Health and Wellness Promotion
Human Resources
Office of Ethical Development and Restorative Practices

Table of Contents

- I. Statement of Student and Employee Drug and Alcohol Abuse Prevention Program (DAAPP) Goals and a Discussion of Goal Achievement
- II. Guiding Principles
- III. Student and Employee Drug and Alcohol Abuse Prevention Program Goals
- IV. Description of Student and Employee Drug and Alcohol Abuse Prevention Program Elements
 - a. Primary Prevention
 - i. Primary Prevention for Students
 - 1. Online Mandated Course for New Students
 - 2. Orientation Programming for New Students
 - 3. Alcohol and Other Drug Screenings
 - 4. Direct Contact with Local Businesses to Stop Alcohol Related Marketing Efforts and Services Targeted Directly Toward College Students
 - 5. Smoke-Free Campus Policy
 - ii. Primary Prevention for Employees
 - 1. Cigna's Employee Assistance Program
 - 2. Smoke-Free Campus Policy
 - b. Secondary Prevention
 - i. Secondary Prevention for Students
 - 1. Alcohol and Other Drug Discussion Groups
 - 2. Cannabis E-Checkup TO GO!
 - 3. Narcan Training
 - 4. Peer Education
 - 5. National Collegiate Alcohol Awareness Week
 - 6. Lyft Torero Ride – Safe Ride Program
 - 7. Programs and Training for Specific Populations
 - 8. Code of Conduct and Disciplinary Procedures
 - ii. Secondary Prevention for Employees
 - c. Tertiary Prevention
 - i. Tertiary Services for Students
 - 1. Individual Assessments and Consultations
 - 2. Twelve-Step Facilitation and After Care Services
 - 3. On Campus Alcoholics Anonymous (AA) and Narcotics Anonymous (NA) Meetings
 - 4. USD Wellness Alcohol and Other Drug Group
 - ii. Tertiary Services for Employees
 - 1. Cigna's Employee Assistance Program (EAP)

- V. Summary of Student and Employee Drug and Alcohol Abuse Prevention Program Strengths and Weaknesses
- VI. Procedure for Distributing Annual Drug and Alcohol Abuse Prevention Program (DAAPP) Notification to Students and Employees
- VII. Copy of the Policies Distributed to Students and Employees
- XIII. Recommendations for Revising Student and Employee Drug and Alcohol Abuse Prevention Programs
 - a. Students
 - b. Employees

Addendum 1: DAAPP Letters

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, Cigna's Employee Assistance Program (EAP), 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 EAP 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

Vector Solutions is an online prevention based education platform that we have used since 2022 for new student alcohol prevention education. 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. Completion rates have historically been close to 91% for this group.

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. 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; alcohol, cannabis and opioid 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 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. These sessions have proven to be a unique means for increasing dialogue among key groups who might not otherwise seek out counseling services.

The third type of AOD screening at USD is provided through e-Checkup to Go on-line screening tools that students can access via USD's Be Well webpage. Following the screening students receive written feedback and information about resources, tailored for each individual.

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

Employee Assistance Program (EAP)

Since home and work life impact employee health an array of resources and activities can be accessed by employees via the Human Resources [Being Well website](#). The Employee Wellness program is designed to promote healthy habits, increase productivity, and build a strong USD community.

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

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 2023-2024 academic year 101 students participated, and in the 2024-2025 academic year, 164 students participated.

E-Check Up TO GO!

For several years, USD has utilized the Cannabis E-Checkup TO GO 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.

Narcan Trainings

In Spring 2024, USD's Center for Health and Wellness Promotion (CHWP), in collaboration with the Department of Public Safety, launched a new asynchronous Narcan Training and Distribution Program. The training is available for USD students, faculty and staff to view on-line. After watching the brief training video and successfully completing a knowledge assessment, individuals are invited to come to CHWP to pick up their box of Narcan and meet with a Wellness professional. This training program is modeled after similar programs previously implemented at other Southern California college campuses. While our program includes many of the best practices offered at other local universities, USD's Narcan Training and Distribution Program includes elements of USD's unique Culture of Care. For example, our training includes intentional student connections with USD Wellness professionals who are poised to support students' learning and healthy decision-making. In addition to providing students with Narcan, we also equip them with essential tools to create a safe and healthy community, and provide opportunities for meaningful connections with USD Wellness professionals.

Student Wellness has also recently partnered with the City Attorney's Office Opioid Task Force Team, inviting key members of the task force to attend trainings for our Fraternity/Sorority Life members, enhancing our prevention efforts.

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).

National Collegiate Alcohol Awareness Week

National Collegiate Alcohol Awareness Week (NCAAW) is observed annually during the third full week of October. During NCAAW, resources related to alcohol education, support services, and reporting options are shared broadly with students. Programming also includes dissemination of information regarding the Responsible Torero Policy to ensure students are aware of university expectations and accountability measures related to alcohol use. These efforts are led by the CHWP Interns for Health Promotion and are intended to promote responsible choices, increase awareness of campus resources, and support student wellbeing.

Lyft Torero Ride - Safe Ride Program

Student Wellness 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, bystander intervention related to high-risk situations, and information regarding safe rideshare practices. Access to the program is available to all USD students with self-identified concerns. The program is accessed via Student Wellness and the USD Department of Public Safety.

Programs and Training for Specific Populations

Wellness training is regularly provided for Residential Life staff as well as specialized groups on campus such as Fraternity and Sorority Life (FSL), Student Conduct Leadership Team (SCLT), Athletics, Scholastic Assistants, Transfer Scholastic Assistants, Commuter Assistants, and peer mentors. Training includes educational information on alcohol and cannabis use, trends on USD's campus, and how to support a peer related to AOD 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 and restorative 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. USD 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, USD offers various classes and online tools for faculty and staff.

Also, the USD Be Well site is an accessible wellbeing information resource. Student Wellness designed the [Be Well USD program](#) to educate the campus community and provide resources on anxiety, depression, and other common mental health concerns. The resources provided on this page are for anyone to access (students, faculty, staff, etc.).

The [Vizer App](#) is an online tool aimed at supporting employee wellness and fitness goals.

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 2023-2024 academic year, 53 individual mandated assessments were conducted. For the 2024-2025 academic year, 67 individual mandated assessments were conducted.

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.

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 USD student and community-led AA and NA meetings. Young People's Alcoholics Anonymous, Men's Alcoholic Anonymous, and Narcotics Anonymous groups all occur weekly on USD's campus.

USD Wellness Alcohol and Other Drug Group

USD Wellness and Center for Health and Wellness Promotion host a series of confidential group offerings for students seeking support for AOD concerns. The group is a confidential group facilitated by a licensed mental provider and/or a supervised trainee seeking mental health provider licensure.

TERTIARY SERVICES FOR EMPLOYEES

Cigna Employee Assistance Program (EAP)

The [Employee Assistance Program](#) provides access to work/life resources, and licensed clinicians. They can help you cope with a wide variety of concerns, from family and financial issues to substance use, emotional health, and stress.

Both the EAP provider and the university view the confidentiality of these services to be of utmost importance. If you access the services directly, the university never knows you have participated. Although Human Resources receives quarterly reports from the provider, these reports only reveal the usage numbers and general categories of issues - never any names or identifying information.

To access the program directly, employees or their immediate family members may call 1-877-622-4327 (select “2” at the prompt) and indicate that they are covered by the University of San Diego. You may also visit their online website.

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.

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 expand our primary prevention effects through enhanced peer education and attendance at AOD related wellness group offerings.

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 Cigna to promote the services and resources available.
3. Ensure managers are aware of warning signs and services available to employees.

ADDENDUM 1: DAAPP Letters



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>



MEMORANDO

Para: Todos los Empleados de USD: Profesores, Personal y Administradores

De: Karen Haggemiller, Vicepresidenta Asociada y Oficial Principal de Recursos Humanos

Fecha: Enero del 2023

Re: Política de USD sobre Alcohol y Drogas (2.3.1) y Recursos

En cumplimiento con la ley aplicable, este memorando sobre la posesión o distribución ilegal de drogas ilícitas y alcohol se proporciona a todos los profesores, personal y administradores de la Universidad de San Diego. Es requerido que todos los empleados de la universidad cumplan con todas las políticas sobre el alcohol y otras drogas y les pedimos participar activamente en el fomento de una comunidad responsable, segura y solidaria.

En este memorando se expondrá lo siguiente:

1. Normas de conducta de USD
2. Acción Disciplinaria de USD
3. Información sobre los Programas de Asistencia
4. Sanciones Legales Locales, Estatales y Federales
5. Descripción de los Riesgos para la Salud

ESTANDARES DE CONDUCTA

Es política de la Universidad de San Diego proporcionar un entorno educativo y laboral seguro, saludable y productivo para sus estudiantes y empleados. Todos los empleados y estudiantes de la universidad están obligados a cumplir con esta política. Además, las personas que no sean empleados o estudiantes de la universidad, pero que realicen trabajos en o para la universidad, asistan a actividades de la universidad o se encuentren de otro modo en la propiedad de la universidad (incluyendo, pero sin limitarse a, contratistas independientes, voluntarios, participantes en actividades, visitantes e invitados) están obligados a cumplir con esta política. Se prohíbe la posesión ilegal, el uso, la distribución, la venta, la fabricación o la promoción de drogas ilegales, parafernalia de drogas y alcohol, o estar deliberadamente bajo la influencia de drogas ilegales, mientras se encuentre en la propiedad de la universidad o como parte de cualquier actividad patrocinada o financiada por la universidad. A pesar de cualquier ley de California con respecto al uso de la marihuana, la ley federal sigue haciendo que la marihuana, con o sin receta, sea una droga ilegal, tal como se utiliza ese término en esta política. Se prohíbe a los empleados presentarse a trabajar o trabajar bajo la influencia del alcohol, las drogas ilegales o las sustancias controladas que se consumen ilegalmente. La misma prohibición se aplica a los contratistas independientes, visitantes y otras personas que realicen trabajos en USD o en cualquier actividad patrocinada o financiada por la universidad. Una persona está “bajo la influencia” cuando su rendimiento laboral, su estado de

alerta, su coordinación o su respuesta se ven afectados o disminuidos, o cuando las acciones de la persona afectan a su seguridad o a la de los demás.

Si un empleado u otra persona sujeta a esta política no puede desempeñar sus responsabilidades laborales de forma segura y eficaz como resultado de una medicación legalmente prescrita y/o de venta libre, es responsabilidad de la persona informar a su supervisor o a Recursos Humanos para que se puedan realizar las adaptaciones adecuadas.

Se espera que los empleados, estudiantes y otras personas sujetas a esta política cumplan con cualquier otra política estudiantil o departamental aplicable que aborde el uso o la posesión de alcohol. Para obtener información sobre qué conductas están o no prohibidas, póngase en contacto con Asuntos Estudiantiles, Servicios Auxiliares o Recursos Humanos.

En algunos eventos de la universidad se consumirá alcohol. Se espera que quienes consuman alcohol en eventos universitarios cumplan con las leyes aplicables y se comporten de manera profesional, responsable y segura.

Un empleado que sea condenado por una infracción penal relacionada con las drogas o el alcohol ocurrida en el lugar de trabajo debe notificarlo a Recursos Humanos, que a su vez le notificará al vicepresidente de la división en la que trabaja el empleado en la universidad, a más tardar cinco (5) días después de la condena.

ACCIÓN DISCIPLINARIA

La violación de cualquiera de las normas establecidas en esta política dará lugar a la adopción de medidas disciplinarias apropiadas, que pueden incluir el despido de la universidad y la remisión a juicio. Para aquellos que no sean estudiantes o empleados de la universidad, las sanciones disciplinarias pueden incluir la ruptura de la relación del individuo con la universidad y la remisión para su enjuiciamiento. En el caso de los empleados, una condena relacionada con las drogas o el alcohol, incluso por una conducta fuera del campus que no forme parte de actividades patrocinadas o relacionadas con la universidad, puede dar lugar a una acción disciplinaria, que puede incluir el despido, dependiendo de la relevancia de la condena para el puesto del empleado, la gravedad de la infracción y otras circunstancias relevantes.

OBTENER AYUDA

Cualquier estudiante, empleado u otro miembro de la comunidad universitaria que esté preocupado por el uso de sustancias, abuso, o rehabilitación se recomienda encarecidamente que se comunique con su médico de familia o plan de salud. Adicionalmente, los servicios de asesoramiento confidencial están disponibles para los estudiantes a través del área de bienestar de la universidad, incluyendo el Centro de Promoción de Salud y Bienestar, el Centro de Consejería, y el Centro de Salud Estudiantil. Los empleados pueden buscar ayuda a través del Programa de Asistencia para Empleados (EAP) de la universidad. Puede encontrar la información de contacto para EAP de la universidad a continuación. Para información adicional sobre EAP de la universidad, contáctese con el departamento de Recursos Humanos. En acuerdo con la ley aplicable, la universidad acomodará razonablemente a un empleado quien desea ingresar voluntariamente y participar en un programa de rehabilitación de alcohol o drogas, al menos que cause dificultades excesivas para la universidad.

- Para acceder directamente al Programa de Asistencia al Empleado, los empleados o sus familiares inmediatos pueden llamar al EAP al 1-877-622-4327 (seleccione “2”) e indique que están cubiertos por la Universidad de San Diego.
- Se puede acceder el Programa de Asistencia al Empleado (EAP) a través de la página www.myCigna.com (Employer ID: usd). Si no tiene otra póliza de seguro con Cigna, por favor de registrarse para poder tener acceso a la información de EAP. En la página “Confirm your identity” del proceso de registración, seleccione la opción “I want to register for the Employee Assistance Program or Confide ONLY.”

Para ver la Política de Alcohol y Drogas de la Universidad de San Diego (2.3.1) en su totalidad, visite: <https://www.sandiego.edu/legal/policies/community/health/Alcohol.pdf>

SANCIONES LEGALES IMPUESTAS BAJO LEYES FEDERALES, ESTATALES Y LOCALES:

Las leyes federales, estatales y locales establecen sanciones severas por posesión ilegal o distribución de drogas ilícitas y alcohol. Estas sanciones, una vez condenados, pueden ser desde una pequeña multa y libertad condicional hasta prisión, o ambos.

Según la ley federal, las sanciones por posesión y distribución de drogas ilegales incluyen la incautación y decomiso sumario de la propiedad, incluyendo los vehículos. Además, sanciones de ley federal por distribución ilegal las drogas incluyen cadena perpetua y multas superiores a \$1,000,000. Para obtener una lista detallada de sanciones federales relacionado con sustancias controladas, visite: <https://www.dea.gov/resources>

California tiene una variedad de leyes estatales relacionadas con la posesión o distribución ilegal de drogas ilícitas y alcohol. En California, es ilegal que cualquier persona menor de 21 años consuma, compre o posea alcohol. Si usted viola estas leyes, puede estar sujeto a sanciones, que pueden incluir multas y suspensión de sus privilegios de conducir. Para obtener más información sobre las leyes de California y el Departamento de Control de Bebidas Alcohólicas de California, por favor visite: <https://www.abc.ca.gov/>

- Para obtener información sobre las sanciones de DUI de California, visite: <https://www.dmv.ca.gov/portal/driver-education-and-safety/dmv-safety-guidelines-actions/driving-under-the-influence/>
- Para obtener información sobre las leyes de alcohol de California relacionadas con el consumo de alcohol por menores de edad, visite: <https://alcoholpolicy.niaaa.nih.gov/underage-drinking/state-profiles/california/56>
- Para obtener una declaración exhaustiva de todas las leyes sobre el alcohol de California, visite: <https://www.abc.ca.gov/law-and-policy/abc-act/>
- Además de las leyes federales y estatales, la ciudad de San Diego tiene varias ordenanzas relacionadas con la posesión ilegal o distribución de drogas ilícitas y alcohol. Para obtener

información sobre el Código Municipal de San Diego, por favor visite:
<https://www.sandiego.gov/city-clerk/officialdocs/municipal-code>

- Para más información sobre las Directrices de las Normas de Sentencia del Tribunal Superior de San Diego, por favor visite:
http://www.sdcourt.ca.gov/portal/page?_pageid=55,1643549&_dad=portal&_schema=PORTAL

RIESGOS DEL ALCOHOL Y OTRAS DROGAS A LA SALUD:

El uso y abuso del alcohol y otras drogas puede causar una serie de cambios problemáticos en el comportamiento y fisiología. Los trastornos por consumo de alcohol u otras sustancias ocurren cuando una persona continúa su uso a pesar de consecuencias sociales, interpersonales, físicas y/o legales recurrentes. Para obtener información básica sobre los riesgos a la salud asociados con el uso de drogas ilícitas y abuso de alcohol, visite: www.sandiego.edu/health-wellness/resources/drug-health-risks.php.

Para recursos adicionales que describen los riesgos a la salud asociados con el uso de drogas ilícitas y abuso de alcohol, por favor visite:

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

Si desea leer la carta enviada a nuestra comunidad de estudiantes, por favor de visitar CHWP: <https://blue.sandiego.edu/emails/departments/wellness/sa-wellness-part86.php>



MEMORANDUM

To: All USD Employees—Faculty, Staff and Administrators

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

Date: October 2024

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/alcohols-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>



MEMORANDO

Para: Todos los Empleados de USD: Profesores, Personal y Administradores

De: Karen Haggenmiller, Vicepresidenta Asociada y Oficial Principal de Recursos Humanos

Fecha: Octubre del 2024

Re: Política de USD sobre Alcohol y Drogas (2.3.1) y Recursos

En cumplimiento con la ley aplicable, este memorando sobre la posesión o distribución ilegal de drogas ilícitas y alcohol se proporciona a todos los profesores, personal y administradores de la Universidad de San Diego. Es requerido que todos los empleados de la universidad cumplan con todas las políticas sobre el alcohol y otras drogas y les pedimos participar activamente en el fomento de una comunidad responsable, segura y solidaria.

En este memorando se expondrá lo siguiente:

1. Normas de conducta de USD
2. Acción Disciplinaria de USD
3. Información sobre los Programas de Asistencia
4. Sanciones Legales Locales, Estatales y Federales
5. Descripción de los Riesgos para la Salud

ESTANDARES DE CONDUCTA

Es política de la Universidad de San Diego proporcionar un entorno educativo y laboral seguro, saludable y productivo para sus estudiantes y empleados. Todos los empleados y estudiantes de la universidad están obligados a cumplir con esta política. Además, las personas que no sean empleados o estudiantes de la universidad, pero que realicen trabajos en o para la universidad, asistan a actividades de la universidad o se encuentren de otro modo en la propiedad de la universidad (incluyendo, pero sin limitarse a, contratistas independientes, voluntarios, participantes en actividades, visitantes e invitados) están obligados a cumplir con esta política. Se prohíbe la posesión ilegal, el uso, la distribución, la venta, la fabricación o la promoción de drogas ilegales, parafernalia de drogas y alcohol, o estar deliberadamente bajo la influencia de drogas ilegales, mientras se encuentre en la propiedad de la universidad o como parte de cualquier actividad patrocinada o financiada por la universidad. A pesar de cualquier ley de California con respecto al uso de la marihuana, la ley federal sigue haciendo que la marihuana, con o sin receta, sea una droga ilegal, tal como se utiliza ese término en esta política. Se prohíbe a los empleados presentarse a trabajar o trabajar bajo la influencia del alcohol, las drogas ilegales o las sustancias controladas que se consumen ilegalmente. La misma prohibición se aplica a los contratistas independientes, visitantes y otras personas que realicen trabajos en USD o en cualquier actividad patrocinada o financiada por la universidad. Una persona está “bajo la influencia” cuando su rendimiento laboral, su estado de alerta, su coordinación o su respuesta se ven afectados o disminuidos, o cuando las acciones de la persona afectan a su seguridad o a la de los demás.

Si un empleado u otra persona sujeta a esta política no puede desempeñar sus responsabilidades laborales de forma segura y eficaz como resultado de una medicación legalmente prescrita y/o de

venta libre, es responsabilidad de la persona informar a su supervisor o a Recursos Humanos para que se puedan realizar las adaptaciones adecuadas.

Se espera que los empleados, estudiantes y otras personas sujetas a esta política cumplan con cualquier otra política estudiantil o departamental aplicable que aborde el uso o la posesión de alcohol. Para obtener información sobre qué conductas están o no prohibidas, póngase en contacto con Asuntos Estudiantiles, Servicios Auxiliares o Recursos Humanos.

En algunos eventos de la universidad se consumirá alcohol. Se espera que quienes consuman alcohol en eventos universitarios cumplan con las leyes aplicables y se comporten de manera profesional, responsable y segura.

Un empleado que sea condenado por una infracción penal relacionada con las drogas o el alcohol ocurrida en el lugar de trabajo debe notificarlo a Recursos Humanos, que a su vez le notificará al vicepresidente de la división en la que trabaja el empleado en la universidad, a más tardar cinco (5) días después de la condena.

ACCIÓN DISCIPLINARIA

La violación de cualquiera de las normas establecidas en esta política dará lugar a la adopción de medidas disciplinarias apropiadas, que pueden incluir el despido de la universidad y la remisión a juicio. Para aquellos que no sean estudiantes o empleados de la universidad, las sanciones disciplinarias pueden incluir la ruptura de la relación del individuo con la universidad y la remisión para su enjuiciamiento. En el caso de los empleados, una condena relacionada con las drogas o el alcohol, incluso por una conducta fuera del campus que no forme parte de actividades patrocinadas o relacionadas con la universidad, puede dar lugar a una acción disciplinaria, que puede incluir el despido, dependiendo de la relevancia de la condena para el puesto del empleado, la gravedad de la infracción y otras circunstancias relevantes.

OBTENER AYUDA

Cualquier estudiante, empleado u otro miembro de la comunidad universitaria que esté preocupado por el uso de sustancias, abuso, o rehabilitación se recomienda encarecidamente que se comunique con su médico de familia o plan de salud. Adicionalmente, los servicios de asesoramiento confidencial están disponibles para los estudiantes a través del área de bienestar de la universidad, incluyendo el Centro de Promoción de Salud y Bienestar, el Centro de Consejería, y el Centro de Salud Estudiantil. Los empleados pueden buscar ayuda a través del Programa de Asistencia para Empleados (EAP) de la universidad. Puede encontrar la información de contacto para EAP de la universidad a continuación. Para información adicional sobre EAP de la universidad, contáctese con el departamento de Recursos Humanos. En acuerdo con la ley aplicable, la universidad acomodará razonablemente a un empleado quien desea ingresar voluntariamente y participar en un programa de rehabilitación de alcohol o drogas, al menos que cause dificultades excesivas para la universidad.

- Para acceder directamente al Programa de Asistencia al Empleado, los empleados o sus familiares inmediatos pueden llamar al EAP al 1-877-622-4327 (seleccione “2”) e indique que están cubiertos por la Universidad de San Diego.
- Se puede acceder el Programa de Asistencia al Empleado (EAP) a través de la página www.myCigna.com (Employer ID: usd). Si no tiene otra póliza de seguro con Cigna, por favor de registrarse para poder tener acceso a la información de EAP. En la página “Confirm your identity” del proceso de registración, seleccione la opción “I want to register for the Employee Assistance Program or Confide ONLY.”

Para ver la Política de Alcohol y Drogas de la Universidad de San Diego (2.3.1) en su totalidad, visite: <https://www.sandiego.edu/legal/policies/community/health/Alcohol.pdf>

SANCIONES LEGALES IMPUESTAS BAJO LEYES FEDERALES, ESTATALES Y LOCALES:

Las leyes federales, estatales y locales establecen sanciones severas por posesión ilegal o distribución de drogas ilícitas y alcohol. Estas sanciones, una vez condenados, pueden ser desde una pequeña multa y libertad condicional hasta prisión, o ambos.

Según la ley federal, las sanciones por posesión y distribución de drogas ilegales incluyen la incautación y decomiso sumario de la propiedad, incluyendo los vehículos. Además, sanciones de ley federal por distribución ilegal las drogas incluyen cadena perpetua y multas superiores a \$1,000,000. Para obtener una lista detallada de sanciones federales relacionado con sustancias controladas, visite: <https://www.dea.gov/resources>

California tiene una variedad de leyes estatales relacionadas con la posesión o distribución ilegal de drogas ilícitas y alcohol. En California, es ilegal que cualquier persona menor de 21 años consuma, compre o posea alcohol. Si usted viola estas leyes, puede estar sujeto a sanciones, que pueden incluir multas y suspensión de sus privilegios de conducir. Para obtener más información sobre las leyes de California y el Departamento de Control de Bebidas Alcohólicas de California, por favor visite: <https://www.abc.ca.gov/>

- Para obtener información sobre las sanciones de DUI de California, visite: <https://www.dmv.ca.gov/portal/driver-education-and-safety/dmv-safety-guidelines-actions/driving-under-the-influence/>
- Para obtener información sobre las leyes de alcohol de California relacionadas con el consumo de alcohol por menores de edad, visite: <https://alcoholpolicy.niaaa.nih.gov/underage-drinking/state-profiles/california/56>
- Para obtener una declaración exhaustiva de todas las leyes sobre el alcohol de California, visite: <https://www.abc.ca.gov/law-and-policy/abc-act/>
- Además de las leyes federales y estatales, la ciudad de San Diego tiene varias ordenanzas relacionadas con la posesión ilegal o distribución de drogas ilícitas y alcohol. Para obtener información sobre el Código Municipal de San Diego, por favor visite: <https://www.sandiego.gov/city-clerk/officialdocs/municipal-code>
- Para más información sobre las Directrices de las Normas de Sentencia del Tribunal Superior de San Diego, por favor visite: http://www.sdcourt.ca.gov/portal/page?_pageid=55,1643549&_dad=portal&_schema=PORTAL

RIESGOS DEL ALCOHOL Y OTRAS DROGAS A LA SALUD:

El uso y abuso del alcohol y otras drogas puede causar una serie de cambios problemáticos en el comportamiento y fisiología. Los trastornos por consumo de alcohol u otras sustancias ocurren cuando una persona continúa su uso a pesar de consecuencias sociales, interpersonales, físicas y/o legales recurrentes. Para obtener información básica sobre los riesgos a la salud asociados con el uso

de drogas ilícitas y abuso de alcohol, visite: <https://www.sandiego.edu/health-wellness/resources/drug-health-risks.php>

Para recursos adicionales que describen los riesgos a la salud asociados con el uso de drogas ilícitas y abuso de alcohol, por favor visite:

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

Si desea leer la carta enviada a nuestra comunidad de estudiantes, por favor de visitar CHWP: <https://blue.sandiego.edu/emails/departments/wellness/sa-wellness-part86.php>



A Message from Student Wellness

STUDENTS

Wednesday, November 22, 2023

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, we are providing this in-depth memorandum to the USD student community. 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.

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 staying 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 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 the individual student 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



A Message from Student Wellness

STUDENTS

Tuesday, November 12, 2024

Chris Burden, Psy.D - Assistant Vice President of Student Affairs for Student Wellness
<wellness@sandiego.edu>

TO: All USD Students

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 (*moving to the Palomar Health Student Wellness Center in January 2025*) (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 Public Safety

Hughes Administration Center, Room 151

(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.

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 BeWell USD webpage

<https://www.sandiego.edu/wellness/bewellusd/>

In 2024, USD launched an enhanced [Narcan training and distribution program](#), in response to the nation's opioid epidemic. The training is available for USD students, faculty and staff to view on-line. After watching the brief training video and successfully completing a knowledge assessment, individuals are invited to come to the Center for Health and Wellness Promotion to pick up their box of Narcan and meet with a Wellness professional. In addition to providing students with Narcan, we also equip them with essential tools to create a safe and healthy community, and provide opportunities for meaningful connections with USD Wellness professionals.

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: www.deadiversion.usdoj.gov/21cfr/21usc/

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 the individual student 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