Si prefiere leer esta nota en español, por favor visite esta página.

In compliance with the law, the university distributes information about alcohol and drug policies and resources annually. The use and/or abuse of alcohol and other drugs can have a negative impact on the well-being of college students and on our university community. In an effort to educate, help those in need, and comply with Part 86 of the Drug Free Schools and Campuses regulations, this memorandum is being provided to the all faculty, staff and administrators at the University of San Diego.

It is the policy of the university to provide a safe, healthy and productive educational and work environment for its students and employees. Employees are expected and required to be in appropriate mental and physical condition to perform their employment and scholastic responsibilities. I 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. Standards of Conduct
2. Information about Assistance Programs
3. Local, State, and Federal Legal Sanctions
4. USD Sanctions
5. Description of Health Risks

Standards of Conduct
As stated in Policy 2.3.1, the university prohibits the following while on university property or as a part of any university-sponsored or university-funded activity:

- The unlawful possession, use, distribution, sale, manufacture or promotion of illicit drugs, drug paraphernalia and alcohol.
- Willfully being under the influence of illicit drugs.
- The prohibited use or possession of alcohol.
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 the Department of Human Resources, which in turn will notify the vice president of the division in which the employee works, no later than five (5) days after the conviction.

To view this policy in its entirety, please visit www.sandiego.edu/legal/policies/community/health/Alcohol.pdf.

In addition, 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. For more information about the smoking and tobacco free policy, please visit www.sandiego.edu/smokefree/policy.php.

**Information about Assistance Programs**

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, employees may seek help through the university’s confidential Employee Assistance Program (EAP). The EAP can be reached at 1-800-342-8111. Students needing help are encouraged to contact the Office of Alcohol and Other Drug Services (extension 4618) located in the University Center, the Counseling Center (extension 4618) located in Serra Hall 300, or the Student Health Center (extension 4595).

**Local, State and Federal Legal Sanctions**

Local, state and federal 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. In the case of possession and distribution of illegal drugs, these sanctions could include the seizure and summary forfeiture of property, including vehicles. It is especially important to know that under federal law, the 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: http://www.justice.gov/dea/druginfo/ftp3.shtml

California has a variety of state laws related to illicit drugs and alcohol. Some examples of local or state laws are:

- The purchase, possession, or consumption of any alcoholic beverages (including beer and wine) by any person under the age of 21 is prohibited.
- It is not permissible to provide alcohol to a person under the age of 21.
- Selling, either directly or indirectly, any alcoholic beverage, except under the authority of a California Alcoholic Beverage Control License is prohibited.
- It is a felony to induce another person to take various drugs and ‘intoxicating agents’ with the intent of enabling oneself or the drugged person to commit a felony. The person who induced the other may be a principal in any crime committed.

For information on California DUI penalties, please visit: https://www.dmv.ca.gov/portal/dmv/detail/pubs/hdbk/actions_aps_court

For information on California alcohol laws related to underage drinking, please visit: www.alcoholpolicy.niaaa.nih.gov/APIS_State_Profile.html?state=CA

For a comprehensive statement of all of California’s alcohol laws, please visit: https://www.abc.ca.gov/forms/ABCAct_2016.pdf
USD Sanctions
Violation of the university’s Alcohol and Drug Policy (2.3.1) will result in appropriate disciplinary action, up to and including dismissal from the university and referral for prosecution. 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 nature of the employee’s position, the severity of the offense, and other related circumstances.

Description of Health Risks
The use and abuse of alcohol and other drugs can cause a number of problematic changes in behavior and physiology. Alcohol or substance dependence occurs when a person continues their use despite recurrent social, interpersonal, physical, and/or legal consequences. It can impair an employee’s ability to safely and effectively perform on the job. The end result is increased accidents, absenteeism, substandard performance, poor morale or damage to the university’s reputation. For basic information about the risk of alcohol and other drugs, please visit http://www.sandiego.edu/chwp/resources/drug-health-risks.php.