



YESHIVA UNIVERSITY POLICY ON DRUGS AND ALCOHOL

To All Students and Employees of Yeshiva University:

Federal law requires that institutions of higher education promulgate and annually distribute standards of conduct prohibiting the unlawful possession, use, or distribution of illicit drugs and alcohol at any of their facilities or in connection with any of their activities by their students and by their faculty, staff, and others on their payroll (collectively, “employees”). The law also requires that each institution provide various related information more fully described below as part of their program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees.

Yeshiva University's Standards of Conduct on Illicit Drugs and Alcohol are outlined below in Section I. Information on University sanctions for violation of these standards is also outlined in Section I. Information on criminal sanctions for the illegal possession, use or distribution of illicit drugs and alcohol is outlined in Section II. Information on the health risks associated with the use of illicit drugs and the abuse of alcohol is outlined in Section III. Information on available counseling is outlined in Section IV. We urge your careful attention to this important information.

Every employee must abide by these Standards of Conduct as a condition of employment. Additionally, every

Except for a limited exception, employees are prohibited from bringing alcoholic beverages into, or consuming alcoholic beverages in, any University facility or bringing/consuming alcoholic beverages in connection with any University activity.

Violators of the Policy will be disciplined, up to and including expulsion or termination from the University.

eI. STANDARDS OF CONDUCT (n a t i o s t) -

The following are Yeshiva University's Standards of Conduct on Illicit Drugs and Alcohol for students and employees. Any action the University may take under this Drug and Alcohol Policy will be consistent with The Americans with Disabilities Act (ADA) and the Rehabilitation Act of 1973. In addition, please also see the Student Alcohol and Drug Use Amnesty Policy which provides for amnesty under certain circumstances to encourage the reporting of domestic violence, dating violence, stalking, or sexual assault.

A. Standard of Conduct on Illicit Drugs

The unlawful possession, manufacture, dispersing, use, or distribution of illicit drugs at any facility of the University (including housing provided by or on behalf of the University) or in connection with any activity sponsored by, or under the control or supervision of, the University (or a University organization) (whether the event is held at the University or not) is prohibited and shall subject the student or employee to appropriate disciplinary action by the University. In addition, being under the influence of illicit drugs (other than lawfully by 93.8

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connection with any activity sponsored by, or under the control or supervision of, the University (or a University organization) (whether the event is held at the University or not).

3. All students, including undergraduate, graduate and professional students, are prohibited from being under the influence of alcohol while engaged in academic, professional or other activities sponsored by, or under the control or supervision of, the University (or a University organization) (whether the event is held at the University or not). All students, regardless of age, also are subject to any further applicable restrictions of their individual schools or residence facilities concerning alcoholic beverages.

4. Employees are prohibited from being under the influence of alcohol during working hours or while engaged in activities sponsored by, or under the control or supervision of, the University (or a University organization) (whether the event is held at the University or not). Employees are also prohibited from bringing alcoholic beverages into, or consuming alcoholic beverages in, any facility of the University (including housing provided by or on behalf of the University) or bringing/consuming alcoholic beverages in connection with any activity sponsored by, or under the control or supervision of, the University (or a University organization) (whether the event is held at the University or not). A limited exception exists only in regard to the reasonable consumption of alcoholic beverages by an employee (who is 21 years of age or older) at any activity sponsored by, or under the control or supervision of, the University (or a University organization) where alcoholic beverages are being appropriately served and to which the employee is expressly invited (but in no event shall the employee consume to the point of intoxication).

Upon finding evidence of a violation of the “Standa

Montefiore Medical Center operates a substance abuse treatment center whose focus is the treatment of opioid dependence (narcotics addiction) through the methadone maintenance modality. For more information, call 718-409-9450 between the hours of 9:00 a.m. and 5:00 p.m.

Employees in need of assistance or support pertaining to drug or alcohol abuse may also contact the Human Resources Department at 646-592-4335 or ComPsych (Employee Assistance Program (EAP) Provider) at [www. https://www.guidanceresources.com](https://www.guidanceresources.com). If applicable, employees may also contact the 1199SEIU Member Assistance Program at 646-473-6900.

Students in need of assistance regarding drug and alcohol problems may be able to obtain confidential counseling, a referral for counseling or a referral to appropriate outside agencies through appropriate University offices, such as:

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| 1. Student Counseling Services | Beren & Brookdale Campuses | 646-592-4210 |
| 2. Student Counseling Services | Wilf Campus | 646-592-4200 |
| 3. Office of Academic Support & Counseling (OASC) | Einstein Campus | 718-430-3154 |

The University strongly encourages students and employees to seek help if they are concerned that they or their family members may have a drug and/or alcohol problem. The health and safety of every student and employee is of utmost importance to the University, and seeking help for a drug and/or alcohol problem will not automatically result in the University taking action under this Drug and Alcohol Policy.

V. CONCLUSION

Yeshiva University, as a matter of institutional policy and as required by law, is committed to the prevention of the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees.

In that regard, in each even-numbered year (e.g., 2016, 2018, etc.), the University will conduct a biennial review of its program to:

1. Determine its effectiveness and implement changes to the program if needed;
2. Determine the number of drug and alcohol-related violations and fatalities that occur on the University’s campus (as “campus” is defined by the federal Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act and as utilized by the University for purposes of its annual security report) or as part of any activity sponsored by, or under the control or supervision of, the University and that are reported to campus officials;
3. Determine the number and type of disciplinary sanctions that are imposed by the University under this Drug and Alcohol Policy; and
4. Ensure that the disciplinary sanctions described in this Drug and Alcohol Policy are consistently enforced.

The University shall, upon request, make available to the U.S. Department of Education and to the public the results of the biennial review in the form of a written report, which shall be completed in the year that the review is conducted. The report shall describe the research methods and data analysis tools that were used in the assessment and shall identify the responsible University official(s) who conducted the review. In addition, the report shall be approved by the University’s president and/or the University’s Board of Trustees.

If you have any questions regarding this Drug and Alcohol Policy or require assistance related to the provisions of this Drug and Alcohol Policy, please call the Office of the General Counsel at 646-592-4400.

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Related Policies -- Alcohol Policy for Graduate Student Events and Student Alcohol and Drug Use Amnesty Policy (<http://yu.edu/student-life/resources-and-services/standards-policies/>)

Federal Penalties and Sanctions for the Illegal Possession of Controlled Substances

21 U.S.C. 844

First conviction: Up to 1 year imprisonment and fine of at least \$1,000 or both.

After 1 prior drug conviction: At least 15 days in prison, not to exceed 2 years, and fined at least \$2,500. After 2 or more prior convictions: At least 90 days in prison, not to exceed 3 years,

Federal Trafficking Penalties for Schedules I, II, III, IV, and V (except Marijuana)

APPENDIX B

Controlled Substances - Uses & Effects

Drugs/ CSA Schedules	Trade or Other Names	Medical Uses	Dependence		Tolerance	Duration (Hours)	Usual Methods of Administration	Possible Effects	Effects of Overdose	Withdrawal Syndrome
			Physical	Psychological						
NARCOTICS										
Opium	II III V	Dover's Powder, Paregoric, Parepectolin	Analgesic, antidiarrheal							