

## **DRUG FREE SCHOOL AND COMMUNITIES ACT**

This notification is provided pursuant to the Drug Free School and Communities Act about UCI's alcohol and substance abuse policies for keeping our campus community and worksites free from the illegal use, possession, or distribution of alcohol and controlled substances.

### **University Policy and Sanctions**

The University strives to maintain campus communities and worksites free from the illegal use, possession, or distribution of alcohol and other drugs, including marijuana. The manufacture, distribution, dispensing, possession, use, or sale of alcohol or of controlled substances by University employees in the workplace, on University premises, at official University functions, or on University business is governed by law, University policy, and campus regulations. Employees found in violation of these laws and/or policies may be subject to corrective action, up to and including dismissal, under applicable University policies and/or labor contracts, and may be referred for criminal prosecution or required to participate in an employee support program or appropriate treatment program.

Specific University policies are listed below:

[UCOP Marijuana and Drug Policy](#)

[https://www.ucop.edu/academic-personnel-programs/\\_files/apm/apm-190-c.pdf](https://www.ucop.edu/academic-personnel-programs/_files/apm/apm-190-c.pdf)

[https://www.ucop.edu/academic-personnel-programs/\\_files/apm/apm-016.pdf](https://www.ucop.edu/academic-personnel-programs/_files/apm/apm-016.pdf)

<https://policy.ucop.edu/doc/4000386/SubstanceAbuse>

<https://policy.ucop.edu/doc/4010411/PPSM-62>

<https://hr.uci.edu/partnership/policies-procedures/pdf/Procedure-62.pdf>

<https://policy.ucop.edu/doc/4010413/PPSM-64>

<https://hr.uci.edu/partnership/policies-procedures/pdf/Procedure-64-Termination-and-Job-Abandonment.pdf>

<https://policy.ucop.edu/doc/4010406/PPSM-2.210>

[Sec. 900-13 – Buildings and Grounds: General Use](#)

[UC Smoke and Tobacco Free Environment](#)

### **Sample of Applicable Federal and State Laws**

Below is a summary of various federal and state laws relating to controlled substances and alcohol. All applicable laws may not appear here; moreover, laws may change over time. Individuals are expected to be aware of current applicable laws. For more information on federal and state laws governing controlled substances and alcohol, please contact the UCI Police Department.

## **Federal Laws and Sanctions**

Under federal law, it is a felony offense to sell or intend to sell, manufacture, or distribute DEA Scheduled I drugs or mixtures containing them (e.g., marijuana [cannabis]/hashish, cocaine, methamphetamines, amphetamines, heroin, MDMA [Ecstasy], GHB, Methadone, LSD, PCP, Ketamine, so-called “designer drugs,” and “counterfeits” purported to be such drugs). Penalties depend on the quantity of drugs involved. Note that illegal trafficking in over-the-counter or prescription drugs that are listed as DEA Schedules II-V are included in the above penalties and fines.

Anyone convicted of possession or distribution of controlled substances can be barred from receiving benefits of federal programs, including grants and contracts, ability to conduct teaching and research using controlled substances, and professional and commercial licenses. Furthermore, anyone convicted may be subject to forfeiture of property used in or traceable to illegal controlled substance transactions. Non-citizens are subject to deportation.

## **California Laws and Sanctions**

Under California law, the manufacture, possession, possession for sale, sale, or distribution of controlled substances in California, and penalties relating thereto, are governed by the [Uniform Controlled Substances Act](#). A convicted party could be subject to various penalties, including substantial fines and/or incarceration in a county jail or state prison, and may have to give up, as part of a penalty, all personal property traceable to (or gained as a result of) the crime.

California law prohibits furnishing and selling alcoholic beverages to anyone younger than 21 or to obviously intoxicated individuals. Thus, anyone younger than 21 may not buy alcoholic beverages or possess them on campus or anywhere else, and the penalties for violation of these laws may include substantial fines and/or jail time. California law prohibits the sale of alcohol without a license or permit.

California law also prohibits driving a motor vehicle under the influence of drugs (legal or illegal, if ability to drive safely is impaired) or alcohol (a blood alcohol level of 0.08% or higher is considered intoxicated for those 21 and over operating a regular passenger vehicle, but a person can be charged with a lower level; a blood alcohol level of 0.01% or higher is illegal for those under 21,); drinking or possessing an open container of alcohol or of any cannabis product while driving; and operating a bicycle while intoxicated. Penalties for driving while intoxicated can include incarceration, fines of \$1000 or more, and suspension or revocation of one’s driver’s license. Refusing to submit to a blood alcohol test can result in a driver’s license suspension of up to three years.

## **Health Risks Associated with Substance Abuse**

Abuse of alcohol or other drugs can cause serious health problems, including both short- and long-term impairment of learning ability, memory, and performance. Even one-time use (especially cocaine or GHB), or moderate use can cause serious reactions. Mixing drugs can compound toxic effects, and illegal drugs can be contaminated or have impurities that can be lethal. Short-term consequences can include heart and/or lung damage, spikes in blood pressure, stroke, destruction of brain cells, permanent memory loss, kidney failure, and liver cirrhosis. Substance abuse can also increase the likelihood of accidents and injury.

Information regarding specific drugs and their actions and policies related to alcohol and drugs are located in the link below:

National Institute on Drug Abuse Information About Specific Drugs and Their Actions  
<https://www.drugabuse.gov/drugs-abuse>

### **Education and Prevention Programs, Assistance Services & Resources**

Resources for employees include:

- The Employee Assistance Program (EAP) is a free, confidential benefit that can help address personal or work-related issues, including alcohol and drug abuse, faced by UCI faculty, staff, retirees and dependents at both the UCI Campus and UCI Health. Guidance Resources is available 24 hours a day, 365 days a year for both crisis and non-crisis circumstances. Call Guidance Resources at 844-824-3273. (<http://www.wellness.uci.edu/facultystaff/benefits.html>)
- The UCI Police Department offers educational presentations about alcohol awareness, other drugs, and safe party practices.
- Faculty/Staff Support Services (part of UCI Wellness, Health & Counseling Services) provides onsite consultative services & support to resolve behavioral health issues, serves as a primary crisis intervention resource to facilitate and coordinate appropriate resources, provides time-limited case management for individual employees, and develops and implements instructional training & materials to assist in the promotion of mental well-being for all UCI and UC Irvine Health faculty & staff, including issues related to alcohol, drug and other addictions. Contact Negar Shekarabi, Psy.D. at 949.824.5208 or [nshekara@uci.edu](mailto:nshekara@uci.edu). <https://www.whcs.uci.edu/faculty-staff-support-services>

Free community resources include:

- Alcoholics Anonymous Orange County (24-hour phone: 714.556.4555; <https://www.oc-aa.org/>)
- Marijuana Anonymous (<https://www.marijuana-anonymous.org/>)
- Cocaine Anonymous (Orange County: 949.650.1011; <https://ca.org/>)
- Narcotics Anonymous (<https://www.na.org/>)