



<b>Title:</b> <b>Substance Abuse Policy</b>	<b>Policy Category:</b> <b>Human Resources</b>
<b>Issuing Authority:</b> <b>Administration &amp; Finance</b>	<b>Responsibility:</b> <b>Human Resources</b>
<b>Publication Date:</b> <b>11/15/2022</b>	<b>Next Review Date:</b> <b>11/15/2025</b>

Printed copies are for reference only. Please refer to the electronic copy for the latest version.

### **Policy Statement/Background:**

None

### **Policy:**

In compliance with the Federal Drug-Free Workplace Act of 1988 and the Federal Drug-Free Schools and Communities Act of 1989, it is the policy of New York State and Stony Brook University to make a good faith effort to maintain a drug-free workplace and provide a drug-free awareness program.

The University reserves authority to regulate conduct that affects its particular interests as an academic community. Violations of Federal or State law or of local ordinances that occur within the jurisdiction of the University may be subject to University sanctions.

### **Alcoholic Beverages**

- New York State Law prohibits the sale, giving and serving of alcoholic beverages to those persons under the age of 21. It further prohibits the possession and consumption of alcoholic beverages by persons under the age of 21. Specific campus regulations regarding the sales, service and consumption of alcoholic beverages are contained in the campus [Alcohol Policy](#) and [Code of Student Responsibility](#).
- Alcohol may be consumed only at State-licensed sites (e.g.: Simons Center Cafe) and in facilities or at events which have

obtained an SLA Permit. Information regarding SLA Permits can be obtained from the following web site: <https://sla.ny.gov/permits-available-online>.

- Enterprise Risk Management is responsible for establishing application procedures and enforcing guidelines under which alcohol may be served at any University event. See [Request for Approval to Serve Alcohol](#) at a Campus Event.

### **Illegal Possession, Sale, and Use of Drugs and Drug Paraphernalia**

- No student, staff or faculty member will illegally manufacture, sell, possess or use controlled substances as defined by New York State or Federal Law. The introduction and/or possession of drug paraphernalia including, but not limited to: bong, water pipes, roach clips or hypodermic needles (not specifically for the administration of prescribed medications) is specifically prohibited on campus.

### **Education and Awareness, Counseling, Treatment and Re-Entry Programs**

- Employees and students are encouraged to participate in alcohol and drug awareness training and activities in order to be fully informed as to the detrimental physical and psychological side effects of these substances and the health risks.
- The University recognizes the need for assistance, intervention and educational programs related to the abuse of alcohol and drugs. Counseling and Psychological Services (CAPS), the Center for Prevention and Outreach (CPO) and the Employee Assistance Program (EAP) provide confidential assessment and referral services for students and employees, respectively.

### **Policy Compliance**

- **Employees** who unlawfully manufacture, distribute, dispense, possess or use a controlled substance will be subject to disciplinary procedures consistent with applicable laws, rules, regulations and collective bargaining agreements. Any illegal activity involving drugs or alcohol on the campus grounds is considered "misconduct". Penalties sought under these provisions are independent of sanctions imposed by Federal and State laws and may include termination of employment.
- **Employees** are obligated to notify the Human Resources Department (Labor Relations) of any criminal drug statute

conviction for a violation occurring in the workplace or at the worksite no later than five days after such conviction.

- **Students** who are suspected of violating Federal, State or local controlled substance statutes will be referred to the Office of Student Conduct and Community Standards for possible violations of the Code of Student Responsibility (CODE). If found responsible for a CODE violation, a student may receive an educational sanction and may be subject to other sanctions outlined in the CODE. In certain cases, an interim suspension (i.e. immediate suspension) may be appropriate. Sanctions imposed by the University are independent of penalties prescribed by Federal and State laws.
- Intoxication and/or substance abuse does not excuse individuals from the legal or disciplinary consequences of disorderly or inappropriate conduct. Restitution for the cost of damages to University property resulting from such misconduct will be the responsibility of the individual.

### **Definitions:**

None

### **Contact:**

Additional information about this policy is available here:

#### **Employee Assistance Program (EAP) – West Campus**

Social & Behavioral Sciences Building, Room N-116A

Stony Brook, NY 11794

(631) 632-6085

[www.stonybrook.edu/eap](http://www.stonybrook.edu/eap)

#### **Employee Assistance Program (EAP) – University Hospital**

Hospital Level 5, Room 556

Stony Brook, NY 11794

(631) 632-6085

[www.stonybrook.edu/eap](http://www.stonybrook.edu/eap)

## **Employee and Labor Relations:**

### **West Campus and Health Sciences Center**

291A Administration Building  
Stony Brook, NY 11794  
(631) 632-6140

### **Stony Brook University Hospital**

HSC Level 3, Room 040  
Stony Brook, NY 11794  
(631) 444-3780

### **Long Island State Veterans Home (LISVH)**

100 Patriots Road  
Stony Brook, NY 11790  
(631) 444-8617

## **Students:**

### **Counseling and Psychological Services (CAPS) – West Campus**

Student Health Center, Second Floor  
1 Stadium Road  
Stony Brook, NY 11794  
(631) 632-6720

<https://studentaffairs.stonybrook.edu/caps/index.html>

### **Counseling and Psychological Services (CAPS) – HSC**

Health Sciences Center  
Level 3, Room 3-040F  
Stony Brook, NY 11794  
(631) 632-6720

### **Center for Prevention and Outreach (CPO)**

Stony Brook Union, Suite 108  
Stony Brook, NY 11794  
(631) 632-2748

<https://www.stonybrook.edu/commcms/studentaffairs/cpo/>

### **Office of Student Conduct and Community Standards**

Stony Brook Union, Suite 209  
Stony Brook, NY 11794  
(631) 632-6705

<https://www.stonybrook.edu/commcms/studentaffairs/scs/>

**Relevant Standards, Codes, Rules, Regulations, Statutes and Policies:**

- [Alcohol Policy](#)
- [Conduct of Student Responsibility](#)
- [SUNY Policy 3400: Drug-Free Schools and Communities Act/Drug-Free Work Place Act Compliance](#)
- [Memorandum to Presidents \(9/21/90\): 89-17](#)