

POLICY STATEMENT ON ALCOHOL CONSUMPTION AND DRUG USE

College and university campuses may be particularly vulnerable to the abuse of alcohol and other drugs. Clarity in our community's view and approach to this issue is essential. Please read this information and support the promotion of low-risk, healthy choices concerning the use of alcohol and other drugs.

This is a summary of the dental school's policies and programs related to substance abuse on our campus. This information is sent to you annually as a requirement of the Drug Free Schools and Communities Act of 1965, amended 1989, and the Drug Free Workplace Act of 1988. Universities that receive federal funds in any form are required to comply with the above acts. In general, we support the following approach to alcohol and other drugs:

1. Excessive use or abuse is neither condoned nor tolerated.
2. Treatment and diversion are the preferred method when confronting a problem.
3. Direct, humane, behavior-based communication is important.

Should you have any questions, students please call Bruce Peltier, Ph.D. at (415) 929-6602; faculty and staff should call Kara Bell, Director of Human Resources at (415) 929-6454.

STANDARDS OF CONDUCT

UOP School of Dentistry students, faculty, and staff will comply with federal, state, and local laws governing the use of alcohol and drugs on dental school property or at any activity or event on and off the campus sponsored by the dental school.

The use of illegal substances in UOP facilities (including the dental school and the UOP apartments) or at dental school sponsored events is specifically prohibited. Excessive use of alcohol is likewise prohibited.

In the event that a member of the dental school community becomes intoxicated at a school-sponsored event, he or she will be tactfully confronted and required to leave. Appropriate assistance will be provided for a safe trip home.

The consumption of alcohol during the workday is specifically prohibited. This includes consumption of alcoholic beverages at lunch or on breaks.

It is the responsibility of every student, faculty, and staff member to report incidents involving infractions of federal, state and local drug and alcohol laws at the dental school, or at officially sponsored off-campus activities, to one of the following: the Dean, the Executive Associate Dean, the Associate Dean for Academic Affairs, or the Director of Human Resources.

As in the courts, lack of awareness and/or failure to comprehend the regulations are not an acceptable defense of ones actions.

ILLEGAL DRUGS AND OTHER SUBSTANCES

Federal penalties for trafficking are dependent upon several conditions including the substance, amount, and whether the matter is a first or repeated offense for an individual or other legal entity. The California Alcoholic Beverage Control Act protects the safety, welfare, health, peace, and morals of Californians, eliminates the unlicensed and unlawful manufacture, sale and disposal of alcoholic beverages, and promotes temperance in the consumption and use of alcoholic beverages (Bus. and Prof. Code 23001). A person convicted of a violation of this act is guilty of a misdemeanor or felony depending upon the violation.

STATEMENT OF DISCIPLINARY SANCTIONS

The School of Dentistry's regulations controlling student behavior may be found in the general policies section of the catalog. Students who have failed to comply with federal, state and local laws governing the use of alcohol and illicit drugs will be subject to sanctions ranging from probation up to and including expulsion from the School of Dentistry.

Incidents involving students against whom charges have been filed will be evaluated in accordance with the School of Dentistry's Academic and Disciplinary Due Process for Students, a copy of which may be obtained in the Office of the Executive Associate Dean.

Any employee of the School of Dentistry may be demoted, suspended or dismissed for the consumption of alcohol during working hours, including lunch hours or breaks. Employees may be demoted, suspended or dismissed for the use of controlled substances, conviction of a felony or conviction of any misdemeanor involving drunkenness or the use of illegal substances on duty. Employees challenging the imposition of such sanctions may appeal through the grievance process as outlined in the appropriate handbook or union contract, copies of which may be obtained in the Office of Human Resources. Faculty employees have alternative appeals processes outlined in the Operations Manual and Handbook for Academic Personnel. Employees who have been convicted of a drug or alcohol offense involving the workplace may be required to complete a drug or alcohol rehabilitation program in order to continue employment with the School of Dentistry.

RESOURCES FOR ASSISTANCE

Employees are encouraged to seek assistance for drug and alcohol problems through the School of Dentistry's employee assistance program, or by contacting Kara Bell, Director of Human Resources at (415) 929-6454. Students are encouraged to seek assistance for drug and alcohol problems by contacting Bruce Peltier, Ph.D. at (415) 929-6602.

In addition, in the yellow pages of telephone directories, under the headings of alcoholism or drug, there are numerous agencies and practitioners specializing in the treatment of alcohol and drug problems. Below is a representative listing of such agencies:

Alcoholics Anonymous (24 hrs)
(415) 621-1326

Narcotics Anonymous (24 hrs)
(415) 621-8600

Nar-Anon Family Group

(650) 985-5255

National Council on Alcoholism & Other Drug Addictions (24 hrs)

(415) 296-9900