



Substance Abuse Policies and Prevention Program

Revised June 28, 2013

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Statement of Purpose

Seattle University's Substance Abuse Policies and Prevention Program reflect a broad commitment to a healthy university community marked by standards that reflect personal accountability and responsibility for the common good; demonstrate regard for the safety, security, and health of others; and maintain the atmosphere needed for study and reflection.

Seattle University recognizes explicitly that students, faculty, and staff are adults, which means that they are expected to obey the laws and take personal responsibility for their conduct. Individuals are accountable for their choices and behavior.

The purpose of this brochure is to make all members of the Seattle University community aware of the:

- Policies that govern the use of alcohol or illicit drugs by the campus community
- Disciplinary sanctions for failing to adhere to university policies regarding drug or alcohol use
- Local, state, and federal laws governing alcohol and drug use
- Health risks associated with the use of illicit drugs and the abuse of alcohol
- Resources available to students, faculty, and staff who have a concern about their own alcohol or drug use, or concerns about a friend, family member or colleague

The information included in this brochure will help in making informed decisions about the use of alcohol and other drugs. Careful attention to this information will help students, faculty, and staff promote the university's compliance with the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act of 1989.

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I. Policies on Drug or Alcohol Use by the Campus Community

A. Policy on Drug or Alcohol Use by Employees

Seattle University employees have the responsibility to perform their jobs in a safe, conscientious, and lawful manner consistent with the university's mission. It is the policy of Seattle University to maintain a work environment free of illicit drugs. While at work or when acting on behalf of the university, university employees must be free from the effects of illicit drugs. University policy also prohibits employees from consuming alcohol on campus except for sponsored events. Intoxication is a violation of university policy. Accordingly, in connection with all workplace or university-related activities, the following rules apply:

Drugs

1. The university strictly prohibits the manufacture, sale, possession, distribution, dispensing, or use by an employee of a controlled substance or drug not medically authorized.
2. The university strictly prohibits the use by an employee of a controlled substance (e.g., prescription medication) that affects job performance or poses a hazard to the safety and welfare of the employee or others.
3. The Drug-Free Workplace Act requires an employee who is convicted of any workplace-related criminal drug violation to report the conviction to the Office of Human Resources within five (5) calendar days after the conviction. Recipients of grants (“grantees”), whether the university or the individual, must report in writing to the contracting or granting agency within 10 calendar days of receiving notice of the conviction.

Alcohol

The university strictly prohibits being intoxicated or the manufacture, sale, transfer, or distribution of alcohol by any employee while conducting university business or participating in university activities on or off university premises.

The consumption of alcohol is also prohibited except where a legal permit or advance consent from the university has been obtained.

Violations of the policies on drug or alcohol use by employees will result in disciplinary action up to and including immediate termination of employment. In addition, the university has the right to notify local, state, or federal legal authorities of suspected illegal activity relating to drugs or alcohol. The university encourages employees who observe or have knowledge that an employee is impaired by drugs or alcohol while at work or while participating in university activities to report such condition to the appropriate supervisor.

In some instances, substance abuse may be considered a disability covered by federal, state, and local laws. Seattle University complies with the Americans with Disabilities Act, Section 504 of the Rehabilitation Act, and applicable state and local laws that extend protection from discrimination in employment to qualified individuals with disabilities. The university also provides reasonable accommodation for individuals with disabilities. Any employee who suspects he or she may have a drug or alcohol abuse problem is encouraged to seek assistance through the employee's own efforts before the problem affects the employee's employment status. The university provides an Employee Assistance Program to assist employees who seek help.

To comply with the federal Drug-Free Workplace Act of 1988, and the Drug-Free Schools and Communities Act Amendments of 1989, the university's Human Resources Office maintains a list of agencies that provide rehabilitative and counseling services. In addition, the university pays in full for an independent, confidential Employee Assistance Program. Contact information for campus and community services is provided in Section III of this brochure.

Human Resources Policy Manual

<http://www.seattleu.edu/hr/Inner.aspx?id=38634#DrugAbuse>

Human Resources Office, 901 12th Avenue, RIAN 218

Vice President of Human Resources and Equal Opportunity Officer (206) 296-6445

B. Policy on Drug or Alcohol Use by Students

Seattle University prohibits the illegal and irresponsible use of alcohol and other drugs by students. Students at Seattle University have the responsibility to conduct themselves in a lawful and appropriate manner consistent with the mission of the university. Each student has the responsibility to know the risks associated with the use and abuse of alcohol and other drugs and to assist the university in creating an environment that promotes health-enhancing attitudes and activities. The misuse of alcohol and other drugs subverts the university's ability to achieve its central mission—the academic and social development of its students.

Drugs

1. The university strictly prohibits the manufacture, sale, possession, distribution, dispensing, or use by a student of a controlled or illegal substance not medically authorized.
2. The university strictly prohibits the manufacture, sale, possession, distribution, or dispensing by a student of drug paraphernalia.

Alcohol

1. The possession, sale, distribution, and consumption of alcoholic beverages on the university's campuses or in connection with university-sponsored or related events is permitted only within the limits prescribed by Washington state and federal laws, and in accordance with any regulations that may be established by the university from time to time. Examples of those regulations include the Residence Life Handbook and the Code of Student Conduct.
2. It is illegal in the State of Washington for anyone under the age of 21 to possess, purchase, distribute, consume, or acquire alcoholic beverages.
3. The university strictly prohibits the sale, possession, distribution, manufacture, or consumption of alcoholic beverages at any university-sponsored event, except as expressly permitted by the Campus Policy for Alcohol Use at Events (See, Section 1.C).
4. The university strictly prohibits students from appearing in any public place manifestly under the influence of alcohol. Alcohol will not be allowed to interfere with university housing, co-curricular activities, campus safety or security, or classroom learning.
5. The university strictly prohibits any person from bringing alcoholic beverages into university housing or consuming alcoholic beverages within university housing, except as expressly permitted by the regulations established by Residence Life and Housing's Resident Handbook.
<http://www.seattleu.edu/housing/Inner.aspx?id=70433>
6. Except as permitted by the Campus Policy for Alcohol Use at Events, open containers of alcohol are prohibited in all public areas of the university campuses. This includes any holder or receptacle of alcohol where the seal has been broken and/or holders that allow unobstructed, unrestricted, or otherwise open access to alcohol. This includes, but is not limited to, cans, cups, bottles, kegs, and flasks.
7. State law and the university strictly prohibit the possession, use, sale, furnishing, or manufacture of false identification by students for the purpose of obtaining alcoholic beverages.

8. The university strictly prohibits aiding or abetting an underage person in the purchase or consumption of alcoholic beverages.

The university will not excuse acts of misconduct committed by students whose judgment is impaired by consumption of alcohol or drugs. Students are expected to assume responsibility for their own behavior and must understand that being under the influence of drugs or alcohol in no way lessens their accountability to the university community. Violations of the law or university rules or policies relating to drug or alcohol use will result in disciplinary sanctions up to and including dismissal as described in the Code of Student Conduct. In general, students will be disciplined if their use of alcohol or drugs is illegal or threatens to create public disorder, public disturbances, danger to themselves or others, or property damage. In addition, the university has the right to refer suspected unlawful drug or alcohol-related incidents to appropriate federal, state, or local legal authorities.

C. Campus Policy on Alcohol Use at Events

To serve or sell alcohol on campus, a permission letter must first be obtained from Conference and Event Services ("CES"). The event sponsor must complete an Alcohol Request Form and submit it to the CES Office in 1313 Columbia Building. If CES grants permission for the **selling** of alcoholic beverages, a Washington State Banquet permit/license will be requested and obtained by CES and delivered to the event sponsor prior to the event. The permit/license must be posted during the event near the alcohol service area. The event sponsor is responsible, along with individuals directed to serve the alcohol, for compliance with all applicable laws (including the acquisition of all required permits), ordinances, and university policies pertaining to the use, sale, furnishing, or possession of alcohol.

Alcohol may not be served to any person under the age of 21. A separate alcohol serving area may be required at events where persons under 21 will be present. The event's sponsor will also be required to devise a system by which picture identification will be checked to verify legal age.

Alcohol must be served and monitored and may not be left unattended so as to allow free access. All service of alcohol to guests must stop 30 minutes prior to the ending time of the event. No alcoholic beverages may be consumed in public areas or on university property without the university's prior written approval. In addition, no open containers of alcohol are permitted on university property at any time, except within the area covered by a valid liquor permit. Non-alcoholic beverages and food must be available and featured prominently at the event. Name brand beverages, high protein and low salt foods are encouraged.

No event shall include any form of "drinking contest" in its theme, activities or promotion. Alcohol should not be used as an inducement to participate in a campus event.

Event sponsors (persons who sign for the banquet permit/special occasion license) and the individuals directed to serve the alcohol are responsible and obligated to refuse alcohol to anyone whom they believe has had too much to drink. The person named on the permit/license can and will be held responsible for all alcohol-related incidents.

"BYOB" events, kegs, or hard liquor of any kind are not permitted in university facilities or anywhere on campus. The university reserves the right to deny or limit the consumption of alcoholic beverages on the campus. For events where alcohol is served, the event sponsor is required to hire, at its own expense, and use alcohol servers who are employees of the university's food services manager.

For additional information, contact Conference and Event Services at (206) 296-5620.

D. State and Federal Laws and Sanctions

For information regarding state and federal laws and sanctions concerning drugs and alcohol please see Attachment A.

II. Health Risks of Alcohol and Other Drug Use

Alcohol and illicit drug use can pose many health risks to students, faculty, and staff. Use may result in impaired judgment and coordination; physical and psychological dependence; damage to vital organs such as the heart, stomach, liver and brain; inability to learn and remember information; psychosis and severe anxiety; unwanted or unprotected sex resulting in pregnancy and sexually transmitted diseases (including HIV and AIDS); and injury and death. Negative consequences of alcohol and other drug use can be immediate.

Substance abuse by family members and friends is also of concern to students. Patterns of risk-taking behavior and dependency not only interfere in the lives of these abusers, but can also have a negative impact on students' academic work, emotional well being, and adjustment to college. Students, faculty, and staff concerned with their own health or that of a friend should consult a physician, a mental health professional, or one of the other resources listed in the following section for more information and assistance.

III. Resources for Education and Treatment

A. Campus Services for Students

1. Consultation for problems related to alcohol and other drug use is provided by the Student Health Center, Counseling and Psychological Services, and Wellness and Health Promotion. Students who believe they have a problem or who have a concern about another person are encouraged to seek assistance.
2. Student Health Center staff and Counseling and Psychological Services staff are

available for confidential consultation and coordination, to identify resources both on and off campus.

3. If screening indicates substance abuse or dependency requiring more focused treatment, individuals will be referred to appropriate community health resources. The Student Health Center and Counseling and Psychological Services keep a list of community agencies meeting a range of needs and financial capacities. Individuals are responsible for costs incurred for off-campus services.

For further information, contact:

<p>Student Health Center Bellarmine Hall, 107 Studenthealthcenter@seattleu.edu (206) 296-6300</p>	<p>Counseling and Psychological Services Pigott Pavilion for Leadership, 120 CAPS@Seattleu.edu (206) 296-6090</p>
<p>Wellness and Health Promotion Student Center 380 Wellness@seattleu.edu (206) 296-2593</p>	

B. Campus Services for Faculty and Staff

Faculty and staff who suspect they may have a drug or alcohol abuse problem are encouraged to seek assistance through their own efforts before the problem affects their employment status. To comply with the federal Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act Amendments of 1989, the university's Human Resources Office maintains a list of agencies that provide rehabilitative and counseling services. In addition, the university pays in full for an independent, confidential Employee Assistance Program.

Confidential Employee Assistance and Referral Program provided by Wellspring Family Services

1 (800) 553 7798 TTY 1 (866) 704-6355

Web site: www.wfseap.org (Username: Seattle University)

C. Community Services

A variety of community organizations in the greater Seattle area can be resources for Seattle University students, faculty or staff. We have divided them into three categories for ease of reference: 24-hour emergency numbers; self-help groups; and alcohol and drug treatment programs. Resources are also listed on the Student Health Center web site at <http://www.seattleu.edu/student-health>. These resources have not been screened by Seattle University and the university makes no specific endorsement of or recommendations to any one program.

Emergency Numbers

Alcohol and Drug 24-hour Helpline (206) 722-3700	24-Hour Crisis Line (206) 461-3222 1-866-427-4747(Washington state)
HIV/AIDS Hotline 1-800-272-2437	Domestic Violence Hotline 1-800-562-6025 (24 hours)
King County Sexual Assault Resource Center (425) 226-5062 1-888-998-6423	

Local Self-Help Groups

Al-Anon/Alateen/Alatot (206) 625-0000 www.al-anon.alateen.org	Alcoholics Anonymous (AA) (206) 587-2838 www.aa.org
Marijuana Anonymous (206) 414-9270 www.marijuana-anonymous.org	Nar-Anon (206) 626-7171 www.nar-anon.org
Narcotics Anonymous (206) 790-8888 www.na.org	

Alcohol and Drug Treatment Resources

Greater Seattle

Alcohol & Drug 24-hr Helpline (206) 722-3700 www.adhl.org Crisis Intervention/Referral Information	Addiction Recovery Services Swedish Medical Center/Ballard 5300 Tallman Ave. NW Seattle, WA 98107 (206) 781-6209 www.swedish.org/services/addiction-recovery#axzz29gOPMQXV Inpatient
Catholic Community Services 100 23 rd Ave. South Seattle, WA 98122 (206) 232-6336 www.ccsww.org/site/PageServer?pagename=families_recovery_services Outpatient	Central Seattle Recovery Center 1401 E. Jefferson, Suite 300 Seattle, WA 98122 (206) 322-2970 www.rckc.org Outpatient
Central Youth & Family Services 1901 Martin Luther King Jr. Way South Seattle, WA 98144 (206) 322-7676 Outpatient	Consejo Counseling and Referral 3808 South Angeline Seattle, WA 98118 (206) 461-4880 www.consejocounseling.org Outpatient, Bilingual (Spanish)
Group Health Cooperative 1730 Minor Ave, Suite 1600 Seattle, WA 98101-1448 1-800-562-6300 (206) 287-2500 www.ghc.org/provider/behavioralhealth Outpatient/Inpatient	Residence XII (women only) 12029 113 th Ave. NE Kirkland, WA 98034 (425) 823-8844 www.residencexii.org/outpatient.html Inpatient/Outpatient
Seattle Indian Health Board	Therapeutic Health Services

611 12 th Ave South Seattle, WA 98144 (206) 324-9360 www.sihb.org Outpatient/Inpatient	(also serves Asian communities) 1116 Summit Seattle, WA 98101 (206) 323-0930 www.ths-wa.org Outpatient
Veterans Administration Medical Center 1660 S. Columbian Way Seattle, WA 98108 (206) 762-1010 1-800-329-8387 www.mentalhealth.va.gov/substanceabuse.asp Assessment/Evaluation	Women's Recovery Center 4649 Sunnyside Ave. N., Suite 200 Seattle, WA 98103 (206) 547-1955 www.apositivealternative.com Outpatient

Eastside

Eastside Recover Center Inc. 1412 140 th PI NE Bellevue, WA 98005 (425) 747-7892 Outpatient	Lakeside Milan Recovery Center Inc. 10322 NE 132 nd St. Kirkland, WA 98034 (425) 823-3116 www.lakesidemilam.com Inpatient and Outpatient
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South King County

Auburn Youth Resources 516 F St. SE Auburn, WA 98002 (253) 939-6946 www.ayr4kids.org Outpatient	
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Snohomish County

Providence Recovery Program 916 Pacific Ave Everett, WA 98206 (425) 258-7390 www2.providence.org/northwest-washington/providence-regional-medical-center-everett/Pages/Chemical-Dependency.aspx Inpatient/Outpatient	Valley General Hospital Alcoholism & Drug Recovery Center 14701 179 th Ave SE Monroe, WA 98272 (360) 794-1405 www.valleygeneral.com/services/chemical_dependency.asp Inpatient/Outpatient
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Pierce County

MOMS/Women's Recovery Center Tacoma Pierce County Health Department 2367 Tacoma Avenue South Tacoma, WA 98402 (253) 798-6655 www.tpchd.org/health-wellness-1/alcohol-drug-services Outpatient	The Center Metropolitan Development Council 721 South Fawcett, Suite 203 Tacoma, WA 98402 (253) 593-2740 www.mdc-tacoma.org/health/the-center-for-substance-abuse-treatment Outpatient
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These treatment centers have not been screened by Seattle University and the university makes no specific endorsement of or recommendations to any one program.

ATTACHMENT A

STATE AND FEDERAL LAWS AND SANCTIONS CONCERNING DRUGS AND ALCOHOL

In addition to Seattle University alcohol and drug policies and disciplinary sanctions, all students, faculty and staff should be aware that federal, state and local laws treat illegal use, possession, sale, distribution or manufacture of drugs or alcohol as serious crimes. Conviction can result in strict penalties including imprisonment and fines. Felony or other convictions can prevent you from entering into fields of employment or professions and may have to be disclosed on applications for employment or admission to graduate or professional schools.

Listed below is a summary of federal, state and local laws and sanctions concerning drugs and alcohol.

Federal Drug Laws

Federal law prohibits the possession, use, distribution or manufacturing of illegal drugs. (Controlled Substances Act, [21 U.S.C. ch. 13](#)). There are strict penalties for drug convictions, including mandatory prison terms for many offenses. The following information provides a brief overview of federal penalties for first convictions. All penalties are doubled for any subsequent drug conviction.

A. Denial of Federal Benefits (21 U.S.C. 862)

A federal drug conviction may result in the loss of federal benefits, including school loans, grants, scholarships, contracts, and licenses. Federal drug trafficking convictions may result in denial of federal benefits for up to five years for a first conviction. Federal drug convictions for possession may result in denial of federal benefits for up to one year for a first conviction and up to five years for subsequent convictions.

B. Forfeiture of Personal Property and Real Estate (21 U.S.C. 853)

Any person convicted of a federal drug offense punishable by more than one year in prison shall forfeit to the United States any personal or real property related to the violation, including houses, cars, and other personal belongings.

C. Federal Drug Trafficking Penalties (21 U.S.C. 841)

Penalties for federal drug trafficking convictions vary according to the quantity of the controlled substance involved in the transaction. The list below is a sample of the range and severity of federal penalties imposed for first convictions. Penalties for subsequent convictions are twice as severe.

If death or serious bodily injury results from the use of a controlled substance which has been illegally distributed, the person convicted on federal charges of distributing the substance faces a

mandatory life sentence and fines ranging up to \$8 million.

Persons convicted on federal charges of drug trafficking within 1,000 feet of a university (21 U.S.C. 845a) face penalties of prison terms and fines which are twice as high as the regular penalties for the offense, with a mandatory prison sentence of at least one year.

Substance	Amount	Penalty
Heroin	1 kg or more	Prison: 10 yrs – life Fine: Up to \$4 million
Cocaine	5 kg or more	
Crack Cocaine	50 gm or more	
Methamphetamine	50 gm or more	
PCP	100 gm or more	
LSD	10 gm or more	
N-Phenyl-N-Propanamide	400 gm or more	
Heroin	100-999 gm	Prison: 5-40 yrs Fine: Up to \$2 million
Cocaine	500-4,999 gm	
Crack Cocaine	5-49 gm	
Methamphetamine	10-99 gm	
PCP	10-99 gm	
LSD	1-9 gm	
N-Phenyl-N-Propanamide	40 – 399 gm	
Amphetamines	Any amount	Prison: Up to 3 yrs Fine: Up to \$250,000
Barbiturates	Any amount	
Marijuana	Less than 50 kg	Prison: Up to 5 yrs Fine: Up to \$250,000
Marijuana	50-99 kg	
Marijuana	100-999 kg	Prison: 5-40 yrs Fine: Up to \$2 million
Marijuana	1,000 kg or more	

D. Federal Drug Possession Penalties (21 U.S.C. 844)

Persons convicted on federal charges of simple possession of any controlled substance face penalties of up to one year in prison and a mandatory fine of no less than \$1,000 up to a maximum of \$100,000. Second convictions are punishable by not less than fifteen days but not more than two years in prison and a minimum fine of \$2,500. Subsequent convictions are punishable by not less than ninety days but not more than three years in prison and a minimum fine of \$5,000.

Washington State Drug and Alcohol Laws

Listed below is a summary of Washington State laws concerning drugs and alcohol.

A. Washington Alcohol Beverage Control Law ([RCW 66](#))

Violation	Penalty
Sell, give or supply liquor to any person under the age of 21.	Prison: Not more than 364 days Fine: Not more than \$5,000
Possession, consumption, or acquisition of liquor by any person under the age of 21 (e.g., minor in possession).	Prison: Not more than 364 days Fine: Not more than \$5,000
Purchase or attempted purchase of liquor by any person under the age of 21.	Prison: Not more than 90 days Fine: Not more than \$1,000

B. Washington Uniform Controlled Substances Act ([RCW 69.50](#))

Violation	Amount	Penalty
Manufacture, deliver or sell less than 2 kg. of a Schedule I or Schedule II Narcotic.	Less than 2 kg	Prison: Not more than 10 yrs Fine: Not more than \$25,000
Manufacture, deliver or sell 2 kg. or more of a Schedule I or Schedule II Narcotic.	2 kg or more	Prison: Not more than 10 yrs Fine: Not more than \$100,000 for the first 2 kg. and \$50 for each additional gram.
Manufacture, deliver or sell any other controlled substance classified in Schedule I, II, II, IV or V.	Any	Prison: Not more than 5 yrs Fine: Not more than \$10,000
Possession of a controlled substance.	Any	Prison: Not more than 5 yrs Fine: Not more than \$10,000

C. Washington State Marijuana Law

On November 6, 2012, voters in Washington State passed Initiative 502, allowing people over the age of 21 years to possess small amounts of marijuana for personal use. While this is a significant change in state law, Seattle University's policy remains unchanged: use and possession of marijuana on campus or during any university-sponsored or affiliated activity or program is prohibited. Seattle University's policy is in compliance with the federal Drug-Free Schools and Communities Act that went into effect in 1990. Under this federal law, as a condition of receiving federal funds, an institution of higher education such as Seattle University must certify that it has adopted and implemented a program to prevent the unlawful possession,

use or distribution of illicit drugs and alcohol by students and employees on campus and as part of its activities and programs. At the federal level, this law includes any amount of marijuana.

I-502 creates a conflict between state and federal laws. When state and federal laws are in conflict, federal law takes precedence. If Seattle University does not comply with federal law and regulations on marijuana possession and use on campus and in university programs and activities, it risks losing federal funds for student financial aid, faculty research and in other areas. As a consequence, the Seattle University community (i.e., its faculty, students and staff) must continue to abide by federal laws and regulations and university policy barring the use or possession of any amount of marijuana on campus or in association with university-sponsored or affiliated activities.