



THE UNIVERSITY OF
NEW MEXICO

The University of New Mexico

DRUG-FREE CAMPUS

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THE UNIVERSITY OF NEW MEXICO POLICY ON ILLEGAL DRUGS AND ALCOHOL

This Policy on Illegal Drugs and Alcohol is adopted pursuant to federal laws and because of the commitment of The University of New Mexico to an environment for the pursuit of its educational mission free of drugs and the illegal use of alcohol. Drug and alcohol abuse on campus pose a serious threat to the health and welfare of faculty, staff and students; impairs work and academic performance; jeopardizes the safety and well-being of other employees, students and members of the general public; and conflicts with the responsibility of the University of New Mexico to foster a healthy atmosphere for the pursuit of education, research and service.

This policy covers all property owned, used, leased or controlled by the University of New Mexico, or any other site where official University business is being conducted. "Controlled substances" means those substances in Schedules I through V of section 202 of the Controlled Substances Act, 21 U.S.C. 812, and implementing regulations, 21 CFR 1308.11-1308.15. Controlled substances include, but are not limited to, marijuana, cocaine (including "crack"), amphetamines, heroin, PCP, hallucinogens, and certain prescription drugs. If taking prescription drugs, you are personally responsible for not creating a safety risk for yourself or others. Store your medications in a secure place, don't share your medications under any circumstances, and properly dispose of expired or unused medicines. Illegal uses of alcohol are not allowed at UNM establishments and events where alcohol is served. Illegal uses of alcohol include, but are not limited to, serving, buying, or drinking alcohol by a minor; assisting a minor or an intoxicated person to get alcohol; selling alcohol without a license and driving while under the influence. This policy is not intended to supersede or negate any existing policies on substance abuse, student or employee discipline, or any additional requirements imposed on the University of New Mexico or its students, faculty or staff by federal or state law.

I. POLICY STATEMENT

The unlawful manufacture, distribution, dispensing, possession or use of controlled substances or alcohol on UNM property or as part of any of its activities by any member of the University of New Mexico community – faculty, staff or student – is strictly prohibited.

As a condition of employment, all employees – faculty and staff – of the University of New Mexico shall abide by the terms of this policy. Violation of this policy shall result in disciplinary action, up to and including dismissal. For more detailed information, faculty should refer to the Faculty Handbook and/or contact the Faculty Grants and Contracts Office. Staff may refer to the University Business Policies and Procedures Manual and/or contact the Division of Human Resources.

As a condition of continued registration and enrollment, any student of the University of New Mexico shall abide by this policy. Violation of this policy shall result in disciplinary action, up to and including expulsion. For more detailed information, students should refer to the Student Code of Conduct and related policies printed in *The UNM Pathfinder* (<http://pathfinder.unm.edu>) and/or contact the Dean of Students Office.

UNM's response to any violation of this policy may include, as a total or partial alternative to disciplinary action, a requirement that the employee or student participate satisfactorily in an approved substance abuse treatment or rehabilitation program as a condition of continued employment or registration/enrollment. Any employee engaged in the performance of work under a federal contract or grant is required, as a condition of employment, to notify his/her supervisor if he or she is convicted of a criminal drug statute violation occurring in the workplace within five days of such conviction. The supervisor shall notify the University Counsel's Office. Failure of the employee to notify the supervisor shall be grounds for disciplinary action.

In recognition of the dangers of substance abuse in the workplace, the University of New Mexico shall maintain alcohol and drug-free awareness programs to inform members of the University community about the issues and risks of substance abuse, and about counseling and treatment resources. The University shall assign responsibility for such awareness programs to specific administrative entities, which shall be provided sufficient resources to develop and maintain the programs. As a matter of policy, any referral, treatment, awareness or primary prevention programs established by the University shall play no role in enforcing or instituting possible disciplinary action.

Garnett S. Stokes, President

II. LEGAL SANCTIONS

FOR THE UNLAWFUL POSSESSION OR DISTRIBUTION OF ILLICIT DRUGS AND ALCOHOL

The penalties for even the most minor of violations of the Liquor Control Act can include fines starting at \$500, confiscation of property, and imprisonment for up to eighteen months. More serious violations carry greater penalties, with larger fines and longer imprisonment. Driving or using machinery after drinking or using drugs creates the risk that the user may injure or kill someone. This can result in homicide charges. License revocation and vehicle impoundment are also possible results of driving while under the influence of liquor or other drugs. The minimum blood alcohol levels at which drivers' licenses are revoked in New Mexico are .02% for those under 21 and .08% for 21 and older. All drivers in New Mexico are presumed to be intoxicated at the .08% level. In drug-related cases a court can permanently suspend eligibility for federal benefits, including financial aid. A criminal record can seriously hurt educational and career opportunities. Penalties for illegal drug use can include significant fines and imprisonment. Penalties for the illegal sale of drugs are greater, and may include property confiscation. Alternative penalties for illegal drug or alcohol use may also include mandatory community service. Violation of laws by a foreign national may result in deportation.

III. HEALTH RISKS

ASSOCIATED WITH THE USE OF ILLICIT DRUGS AND THE ABUSE OF ALCOHOL

Excessive alcohol consumption and abuse of illicit drugs can lead to certain types of cancer, pathological changes in the liver, brain, heart and muscle which can lead to disability and death, addiction, birth defects, shortened life span, stomach ulcers, phlebitis, varicose veins, and other health problems. Alcohol and drugs are also a major factor in homicides, assaults, rapes, suicide, and family and date violence. Alcohol is significantly involved in all types of accidents-motor vehicle, home, industrial, and recreational. Unintended pregnancies and sexually transmitted diseases are often associated with alcohol or other drug abuse, as well as relationship, academic or work problems.

IV. UNM POLICY UAP 2250

SMOKE AND TOBACCO FREE CAMPUS

In compliance with state law, smoking and the use of tobacco (including e-cigarettes) are prohibited on all University of New Mexico campuses and property, except for a small number of designated outdoor smoking areas. Accordingly, smoking and tobacco use are prohibited inside University buildings, in University owned vehicles, and in privately owned vehicles on University property. A state law, the Dee Johnson Clean Indoor Air Act, establishes smoke-free areas that extend within a reasonable distance from doorways, windows, and ventilation system intakes. It also prohibits situations where people must pass through tobacco smoke to enter or exit a building. UNM Police officers are authorized to enforce the Dee Johnson Clean Indoor Air Act by issuing citations for smoking and tobacco use outside of the designated areas. Fines for non-compliance are graduated and start at \$100.00.

For more information about the possible effects and health risks associated with the use of illicit drugs, alcohol, and tobacco contact the Campus Office of Substance Abuse Prevention (COSAP) at 277-2795. For more detailed information about all applicable policies, faculty, staff, students, and visitors can visit <http://cosap.unm.edu/alcohol-and-other-drug-information/unm-alcohol-and-drug-policies.html> or consult University Administrative Policies at <http://policy.unm.edu/university-policies/2000/2250.html>.

V. CAMPUS RESOURCES FOR SUBSTANCE ABUSE PROBLEMS

CAMPUS RESOURCES FOR FACULTY & STAFF

If you are concerned about your own, an employee's or a colleague's alcohol or other drug use, contact the CARS program. The intent of CARS is not to intrude into the private lives of University employees, but rather to provide services for those who choose to request help. Your contact with CARS is confidential within the limits or applicable law and ethical guidelines. Individual assessments, short-term counseling, consultation and referrals are available. CARS also offers workshops on a variety of topics and group crisis intervention. CARS (Counseling, Assistance & Referral Service) ... **272-6868**

University Hospital Employees may access services through Outcomes, Inc. at 1503 University Blvd. NE **243-2551**
Or-
Call Human Resources for information about available counseling and referral sources..... **277-6947**

OTHER CAMPUS & COMMUNITY RESOURCES

AGORA Crisis Center277-3013
Psychiatric Urgent Care272-2920
University Hospital Emergency Dept......272-2411
UNM Addiction & Substance Abuse Program (ASAP)
Outpatient Treatment Services 994-7999
UNM Center on Alcoholism, Substance Abuse and Addictions (CASAA)925-2300
Campus Office of Substance Abuse Prevention...277-2795
UNM Psychology Clinic 277-5164
Alcohol Treatment @ UNM 277-5165
UNM Employee Wellness.....272-4460
UNM Occupational Environmental Health Promotion.....272-8043
UNM Psychiatric Center272-2800
UNM Women's Resource Center277-3716
LoboRESPECT Advocacy Center.....277-2911

CAMPUS RESOURCES FOR STUDENTS

If you are concerned about your own alcohol, tobacco, or other drug use, contact **Student Health and Counseling (SHAC)**:
SHAC (Medical appointments/consultations).....277-3136
SHAC (Confidential assessments and counseling).....277-3136
Campus Office of Substance Abuse Prevention (COSAP).....277-2795
Center for Collegiate Recovery (for students in recovery from addiction).....277-0560