

## Alcohol & Other Drug Abuse Memo August 28, 2008

TO: Faculty, Staff and Student Employees

FROM: Milton Glick, President

SUBJECT: A University Environment Free of Alcohol and Other Drug Abuse

I am writing to reaffirm our commitment to maintaining a university environment free of the abuse of alcohol and other drugs. The University of Nevada, Reno recognizes and affirms the value of personal responsibility and accountability. Because of this, we are committed to having a university that is free from the abuse of alcohol or involvement in other drugs (except as prescribed by a physician or licensed medical personnel). The university is dedicated to creating and fostering an atmosphere conducive to the well being and personal development of each of its students, faculty, and staff.

The university willingly complies with Omnibus Anti-drug Abuse Act of 1988 (the "Drug Free Workplace" Act) and the Drug Free Schools and Communities Act amended in 1989. Specifics include:

- The unlawful manufacture, distribution, dispensation, possession, or involvement with alcohol and illegal drugs by faculty, staff, or students in the workplace, on university property, or as part of any university activity is prohibited. Per NAC 284.844, an employee must not have a concentration of alcohol greater than .01 gram per 100 milliliters of his blood or 210 liters of his breath while on duty.
- A violation of any of the above prohibitions will result in disciplinary action, which may include expulsion or termination as prescribed by Nevada Revised Statutes 284 and 453; Title 2 of the University of Nevada System Code; Title 4, Codification of Board Policy Statements; and university policy.
- Federal law requires that an employee notify the employer of any criminal drug statute conviction or violation occurring in the workplace no later than five days after such conviction. The notification should be directed, in writing to the University Office of Human Resources, who will then work with the appropriate university department(s) to see that any granting or contracting agencies are notified within 10 days.
- An employee convicted as described in the preceding statement will be required, unless employment is terminated, to participate in the Employee Assistance Program or some other appropriate alcohol/drug abuse assistance or rehabilitation program.

These laws set standards for dealing with the reality of alcohol and other drug abuse. The University not only recognizes the validity of these laws but also goes beyond them to raise the level of consciousness and provides a positive effort by offering a number of avenues to take for assistance.

- The Employee Assistance Program (EAP) provides help to university employees and their families with an alcohol and/or drug problem. This help is available 24 hours per day by calling (877) 234-5151 or you may contact a representative online at [www.lifeworks.com](http://www.lifeworks.com) (user I.D is NSHE and the password is EAP). This assistance is provided by off-campus agencies and is completely confidential. Administrative leave may be granted for an initial visit to the agency. The Staff at EAP are trained to evaluate and refer individuals to the appropriate educational and support groups, or more structured and organized chemical dependency treatment programs.
- All of the health insurance plans include coverage for treatment programs. Coverage differs, so please contact your health care provider to find out what benefits are specific to your plan.
- Faculty and staff can refer students to receive help through the University Substance Abuse Program in the Thompson Student Services Building, Room 202, 784-4648. Programs are available for training university personnel in recognition of alcohol and drug abuse behaviors and in referral and intervention strategies.
- Operational guidelines for serving alcohol at university-sponsored functions are available by contacting the Student Life Office at 784-1471. Information regarding the operational guidelines for serving alcohol is also available on the Student Life Office website at <http://www.unr.edu/stsv/slservices/>.

For assistance in interpreting this policy, contact Human Resources at 784-6082.