

## **Subject: Notification regarding Drug-Free Workplace Policy and Drug Free Schools and Communities Act**

Stevens Institute of Technology (“Stevens” or the “University”) is committed to providing a healthy, drug-free environment for all students and employees and, accordingly, has developed relevant policies, programs and resources to foster that environment. Consistent with the University’s obligations under the Drug Free Schools and Communities Act and the Drug Free Workplace law, I write to remind the Stevens community about the University’s policies and programs to prevent the illicit use of drugs and abuse of alcohol.

Stevens’ Student Code of Conduct is designed to encourage students to make responsible decisions about the use of alcoholic beverages and to make clear that under no circumstances will Stevens tolerate the use or possession of controlled substances on campus or in Stevens leased facilities. See [page 18 of the Student Handbook](#). In addition, the University has adopted a drug-free workplace policy, which describes the health risks associated with the consumption of alcohol and the use of drugs and narcotics and sets forth prohibited conduct under the policy as well as under relevant federal and state law. The policy can be found at this [link](#).

All members of the Stevens community are expected to be knowledgeable about and comply with relevant law relating to the purchase, possession, consumption, sale and storage of alcoholic beverages as well as controlled substances. Applicable law and legal sanctions for violation of local, state and federal laws relating to illegal possession, use or distribution of drugs and alcohol are set forth in detail in the Drug-free Workplace Policy and in the Student Handbook at this [link](#). Any member of the Stevens community who violates alcohol and drug control laws is subject to prosecution.

### Drug-Free Workplace Act of 1988

It is unlawful for any University employee, including work-study students and assistants in research or instruction, to manufacture, distribute, dispense, possess, or use controlled substances in the workplace. Violations of such prohibitions are subject to penalties ranging from warning to permanent separation from the University. In addition, any employee convicted under a criminal drug statute must notify Human Resources within five days of that conviction.

### Wellness Programs

Stevens offers regular programming, workshops and events that address the use and abuse of alcohol and drugs. All students and employees are encouraged to attend the annual wellness fair and other programming regarding responsible use of alcohol, the dangers of alcohol and drug use and Steven’s policies regarding drug and alcohol use. The alcohol and drug education programs are described in more detail below:

*AlcoholEdu for College* is an interactive online program designed to reduce the negative consequences of alcohol among students. Stevens uses AlcoholEdu as an educational sanction for students who violate the University’s alcohol policy.

*Campus Clarity: Think About It* is an interactive, educational online program designed to reduce risky college student behavior. All incoming first year students are required to complete this program before arrival on campus.

*College 101*, a play written and performed by members of the Residential Education staff and Orientation Leadership team, is presented to all incoming students during new student orientation and addresses sexual assault, bystander intervention, healthy relationships, and risk reduction. This engaging and realistic performance not only tackles situations involving consent and sexual assault but also the consequences of alcohol and other drug use, LGBTQ+ awareness and sensitivity, and diversity.

*THRIVE* is an annual event focused on the mind, body, and soul of our students to promote mental, physical, and emotional wellness. The event features community partners, volunteer organizations, local gyms and wellness centers, informational tables, 30-minute wellness classes, alcohol and other drug resources, mental health information, healthy snacks, and more.

*Warning Signs* educates staff, faculty and students about the warning signs of a student in distress. Included in the workshop is information on how to recognize and respond to signs and symptoms of drug and alcohol abuse.

*Drug and Alcohol Workshop* is offered through the Counseling and Psychological Services Office and facilitated by Stevens' trained Peer Educators. It focuses on drug and alcohol issues facing college students.

### Available Resources

Stevens recognizes that students and employees who abuse alcohol or use drugs are in need of counseling and help. We invite and encourage all students who have questions or need assistance to contact the Counseling and Psychological Services office at 201-216-5177. Employees who have questions, or need assistance, are encouraged to contact Maria Ouckama (201-216-5146) in the Division of Human Resources in confidence for additional information and/or confidential referrals. External counseling resources may be found in the Drug-Free Workplace Policy and in the Student Handbook at this [link](#).

### Health risks

Alcohol is a mind-altering chemical which acts as a depressant to the central nervous system. In small amounts, alcohol can produce mild relaxation and a feeling of well-being. However, large amounts can cause intoxication, sedation, unconsciousness, or death. Drug use can have a wide range of short- and long-term, direct and indirect effects. These effects often depend on the specific drug or drugs used, how they are taken, how much is taken, the person's health, and other factors. Short-term effects can range from changes in appetite, wakefulness, heart rate, blood pressure, and/or mood to heart attack, stroke, psychosis, overdose, and even death. These health effects may occur after just one use. Longer-term effects can include heart or lung disease, cancer, mental illness, HIV/AIDS, hepatitis, and others. Long-term drug use can also lead to addiction.

More detailed information about health risks from alcohol and drugs is set forth in the Drug-Free Workplace Policy and the Student Code of Conduct at this [link](#).