



ANNUAL NOTICE IN ACCORDANCE WITH THE FEDERAL DRUG-FREE WORKPLACE ACT AND DRUG-FREE SCHOOLS AND CAMPUSES ACT

Seton Hall University is committed to protecting the safety, health and well-being of all individuals on our campuses. In accordance with the federal **Drug-Free Workplace Act of 1988**, the [University's Drug and Alcohol Free Workplace policy](#) (the "Policy") applies to all University employees (as defined in the Policy) during all working hours, and when conducting business or representing the University on and off-campus. In addition, and pursuant to the federal **Drug-Free Schools and Campuses Act of 1989**, the University has in place a program (the "Program"), applicable to both students and employees.

Annually, all employees and students are advised to review the Policy and Program and, specifically, the following:

I. Standards of Conduct

All University employees and students are prohibited from the following conduct:

- a. the illegal manufacture, possession, distribution, dispensation, purchase, sale or use of prescription drugs, illicit drugs, and/or controlled substances;
- b. the unauthorized use and/or possession of alcohol on University premises or while on University business;
- c. reporting to work under the influence of alcohol, illegal drugs, or controlled substances, or prescription drugs used illegally; and
- d. the possession and use of any alcohol outside of the confines of the law and University policy.

II. Consequences for Violations

The University will, as appropriate, impose disciplinary sanctions on students and employees (consistent with local, State, and Federal law) for all such violations of its Policy and Program in accordance with the Student Code of Conduct, Policy, and/or employee handbook as applicable, and refer such conduct to the appropriate authorities for prosecution.



Sanctions on employees include disciplinary action, up to and including termination of employment. Sanctions on students include disciplinary action, up to and including dismissal from the University.

Criminal sanctions under Federal, State, and local laws are included in [Appendix A](#) to this notice.

III. Health Risks

Serious health risks are associated with illicit drug use and alcohol abuse including, but not limited to, the following:

- Alcohol and Other Depressants (barbiturates, sedatives, and tranquilizers) may cause addiction, accidents as a result of impaired ability and judgment, alcohol poisoning, overdose when used with other depressants, damage to a developing fetus, as well as heart and liver damage.
- Marijuana may impair short-term memory, concentration, thinking, driving ability, and physical coordination, cause panic reaction, psychological dependence, increase the risk of lung cancer and emphysema, and compromise the immune system.
- Cocaine may cause addiction, cardiovascular system damage including heart attack, brain damage, seizures, lung damage, severe depression, paranoia, psychosis, asthma, bowel decay, and increased risk of HIV. Similar risks also are associated with other stimulants, such as speed and uppers.
- Methamphetamine may cause death, anxiety, confusion, insomnia, paranoia, and aggression.
- Nicotine, which is a central nervous system stimulant, produces an increase in heart and respiration rates, blood pressure, adrenaline production and metabolism. It can compromise the immune system and cause rapid physical and psychological dependence on tobacco. Tobacco smoke contains thousands of chemical compounds, many of which are known to cause cancer.
- Inhalants are a diverse group of chemicals that easily evaporate and can cause intoxication when their vapors are inhaled. Most inhalants are central nervous system depressants. Use of these drugs slows down many body functions and may cause severe breathing failure and sudden death. Chronic abuse can lead to irreversible liver damage and other health problems.



- Prescription Drug Abuse/Opioids may cause adverse reactions, dependency, withdrawal, overdose, confusion, nausea, constipation, coma, and brain damage.

For more information about health risks associated with alcohol abuse and illicit drug use, visit <https://www.samhsa.gov/adult-drug-use>. For more facts about additional illicit drugs, visit <https://www.dea.gov/factsheets>.

For information regarding support, students are encouraged to contact Health Services at (973) 761-9175 or Counseling and Psychological Services (CAPS) at (973) 761-9500. Employees are encouraged to contact Human Resources at (973) 761-9007.

IV. University's Drug-Free Awareness Program

A variety of resources exist for alcohol and other drug prevention education, counseling and referral.

Medical benefits may be available for eligible employees for substance-abuse treatment as well as wellness programs and an Employee Assistance Program (EAP). Employees are encouraged to contact Human Resources at (973) 761-9007.

For students, the University provides, upon request, an individual assessment and counseling, which includes:

- Early intervention, assessment, education and referral
- Educational sessions for those concerned about alcohol or other drug use
- Student Conduct Referrals (mandatory assessments)
- Outreach programming for:
 - Issues in Alcohol and Substance Abuse Use
 - Adjustment to College
 - How to refer a student to Counseling
 - Helping a friend in need
- What's Up Doc Counseling and Psychological Services online video Q&A forum
- What's Up Doc: Alcohol Part 1
- What's Up Doc: Alcohol Part 2

For detailed information concerning these resources available from the University and community agencies, students may contact the Office of the Dean of Students at (973) 761-9076, Health Services at (973) 761-9175 or Counseling and Psychological Services (CAPS) at (973) 761-9500.



The University's Educational Programs include:

- CHOICES
- Electronic Check-up to Go (Marijuana, Alcohol)
- Poster Campaigns
- Social Norming
- 9 people You Become When You're Drunk
- Anatomy of the Red Cup
- Drink Like a Lady, Act Like a Woman
- Alcohol Use and Sexual Assault
- Stay in the SHU Blue: The ABC's of BAC
- How To Help A Friend (with an alcohol or drug problem)
- Housing and Residence Life Programs

The University's Events include:

- Matt Bellace – "How to Get High Naturally"
- DUI/Distracted Driving Simulator
- Safe Spring Break
- #RageResponsibly Campaign

Please take note of these important University phone numbers:

- Office of the Dean Students – (973) 761-9076
- Counseling and Psychological Services - (973) 761-9500
- Health Services – (973) 761-9175
- Public Safety and Security – (973) 761-9300
- Human Resources – (973) 761-9007

- V. **Employees.** All employees must abide by the statements within the University's Policy and with the terms the Program as a condition of employment. Employees must notify the University of any criminal drug statute conviction no later than 5 days after the conviction.