



THE UNIVERSITY OF ARIZONA
GLOBAL CAMPUS

**The University of Arizona
Global Campus**

**Drug Free Schools and Communities Act
Program Report**

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Introduction

In compliance with the Drug-Free Schools and Communities Act, the University of Arizona Global Campus (“University”) has implemented a program to prevent the illicit use and abuse of drugs and alcohol by students and employees. The Program requires the University to distribute information annually to students and employees concerning the possession, use, or distribution of alcohol and illicit drugs at University administrative offices, at University sponsored events and activities, or while conducting University business. This information includes the standards of conduct relating to the unlawful possession, use, or distribution of illicit drugs and alcohol, health risks associated with the use of illicit drugs and alcohol, resources for obtaining assistance with drug and alcohol abuse, and a summary of legal sanctions for violations of State and Federal law, as well as University disciplinary actions relating to the unlawful possession, use, or distribution of illicit drugs and alcohol.

The University of Arizona Global Campus Drug Free Schools and Communities Act Program Report is sent annually to staff, faculty, and students, and is distributed upon new hire or enrollment throughout the year. Additionally, the University conducts a biennial review of its Drug-Free Schools and Communities Act Program to assess its effectiveness, ensure consistent enforcement of disciplinary sanctions, and implement any necessary changes, as required by federal regulations. As part of this review, the University evaluates data on drug and alcohol-related incidents, sanctions imposed, and program outcomes to ensure that policies are effectively reducing substance abuse and that disciplinary actions are applied consistently across the institution.

The Drug-Free Schools and Communities Act Program is intended to supplement and not limit the provisions of the Drug-Free Workplace policy with the University as applicable to University employees.

Student Affairs provides an overall coordination of the Drug-Free Schools and Communities Act Program; however, some services are the responsibility of other University departments and staff, including:

Alcohol and Drug Education: Student Affairs, Human Resources, Employee Assistance Counseling program

Counseling Referrals: Student Affairs, Human Resources

University Student Disciplinary Actions: Student Rights and Responsibilities

Employee Disciplinary Actions: Human Resources

Standards of Conduct

The following information outlines the University standards of conduct relating to the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees at University administrative offices, or as a part of University-sponsored activities.

University Student Alcohol Use Policy:

All individuals must observe state and federal laws regarding the use, consumption, possession, and distribution of alcohol. The University strictly prohibits the unauthorized use, consumption, possession, and distribution of alcohol by any student, regardless of legal drinking age, at University administrative offices, or at University sponsored events and activities. The Student Community Standards section set forth in this catalog provides additional explanation of the institution’s disciplinary procedures for students who are found to be in violation of this policy.

Alcohol may be served at certain University events or functions and only to those persons of legal drinking age who can verify their age with identification as required by the state in which the event or function occurs. Written permission must be obtained from the Vice President of Student Affairs or designee to serve alcohol and any legally required alcohol permits obtained prior to the function.



University Student Drug Use Policy:

The unlawful possession, use, sale, or distribution of illicit drugs is prohibited at University administrative offices, or at University-sponsored events and activities. Such substances include those drugs listed in the federal Controlled Substances Act. The Student Community Standards section in the Catalog provides additional explanation of the institution's disciplinary procedures for students who are found to be in violation of this policy.

The facilities of the University of Arizona Global Campus are smoke and tobacco free. No smoking, chewing, or dipping is allowed inside any University facility. The University of Arizona Global Campus policy applies to all forms of tobacco and marijuana, including but not limited to paraphernalia, cigarettes, cigars, shisha, pipes, water pipes (hookah), electronic cigarettes, and all forms of smokeless tobacco and marijuana including, but not limited to chew, edibles, snus, snuff, sticks, strips, and orbs.

Employee Drug and Alcohol Policies:

The University prohibits the unlawful manufacture, dispensation, distribution, possession, or use of a controlled substance on its property or as part of any of its activities. The University adheres to state laws including those prohibiting the following activities on campus: providing alcoholic beverages to individuals under 21; possession or consumption of alcoholic beverages by individuals under 21; and distribution, possession, or use of illegal drugs or controlled substances. Employees are subject to all applicable drug and alcohol policies, including policies set forth in the:

[University Staff Manual](#)

[Classified Staff Human Resources Policy Manual](#)

[University Handbook for Appointed Personnel](#)

[Arizona Board of Regents Code of Conduct](#)

[University of Arizona Alcohol Policy and Regulations](#)

Employees policies prohibit:

- Consuming or being under the influence of alcoholic beverages while on duty.
- Distributing narcotics or controlled substances while on duty.
- Possessing or using narcotics or any controlled substance(s) not prescribed for the employee by a physician while on duty.
- Being under the influence of narcotics or any controlled substance(s) not prescribed for the employees by a physician while on duty.

Statement on the Arizona Medical Marijuana Act:

Arizona voters approved the Arizona Medical Marijuana Act in 2010 and the Smart & Safe Arizona Act in 2020. These acts permit individuals to possess and use limited quantities of marijuana. However, because of its obligations under the federal Controlled Substances Act, the University will continue to prohibit marijuana possession and use for any purpose on campus. Employees who violate the policies outlined in the Policy and Prohibition section of this email will continue to be subject to disciplinary action. University policy does not prohibit medical research projects involving marijuana from being conducted on campus as authorized by applicable University or federal authorities, which may include the Food and Drug Administration, the Drug Enforcement Administration, and the National Institute on Drug Abuse.



Legal Sanctions

Local, state, and federal laws prohibit the possession or use of, distribution of, manufacture of, or possession with intent to distribute illicit substance or a counterfeit illicit substance listed in the federal Controlled Substances Act. These laws are subject to change by the Arizona State Legislature and the United States Congress as appropriate to their jurisdictions. Sanctions under local, state, and federal laws for the unlawful possession or distribution of illicit drugs and alcohol can range from civil penalties to criminal convictions, including fines, imprisonment, and required community service or rehabilitation. Specific drugs, amounts, and penalties are described in the Controlled Substances Act, available online at <https://www.dea.gov/drug-information/csa>.

This document provides an overview of federal alcohol and drug offenses, as well as for the state of Arizona.

Federal offenses include but are not limited to:

21 U.S.C.S. 862, Denial of Federal benefits, including student loans, grants, contracts, and professional commercial licenses. Persons convicted of illegal possession may be denied these benefits for up to one year for a first offense and up to five years for second and subsequent offenses. Persons convicted of drug trafficking may be denied these benefits for up to five years for a first offense and up to 10 years for a second offense. Upon a third or subsequent drug trafficking conviction, a person may be permanently ineligible for all Federal benefits.

Arizona offenses include but are not limited to:

For a person under the age of 21 years to buy, receive, have in possession, or consume spirituous liquor. A.R.S. § 4-241.

For a person to buy for resale, sell, or deal in spirituous liquors in this state without first having procured a license duly issued by the Arizona State Liquor Board. A.R.S. § 4-244(1).

To consume spirituous liquor in a public place, thoroughfare, or gathering as set forth in A.R.S. § 4-244(20).

For any person to serve or to furnish spirituous liquor to an intoxicated or disorderly person, or for any person to allow or to permit an intoxicated or disorderly person to come into or to remain at an event where spirituous liquor is being served or consumed. A.R.S. § 4-244(14).

For a person to operate a motor vehicle on any highway while consuming spirituous liquor. A.R.S. § 4-244(21).

To conduct drinking contests, or to sell or provide to a person an unlimited number of spirituous liquor beverages during any set period of time for a fixed price or to provide more than two spirituous liquor beverages to one person at one time for that person's consumption as set forth in A.R.S. § 4-244(23).

A person shall not knowingly possess or use a narcotic drug; possess a narcotic drug for sale; possess equipment or chemicals for the purpose of manufacturing a narcotic drug; manufacture a narcotic drug; administer a narcotic drug to another person; obtain or procure the administration of a narcotic drug by fraud, deceit, misrepresentation or subterfuge; or transport for sale, import into this state, offer to transport for sale or import a narcotic drug. Violations include a class 4 felony to a class 2 felony. A.R.S. § 13-3408.

It is unlawful for any person to use, or to possess with intent to use, drug paraphernalia to plant, propagate, cultivate, grow, harvest, manufacture, compound, convert, produce, process, prepare, test, analyze, pack, repack, store, contain, inject, inhale or otherwise introduce into the human body a drug. "Drug" means any narcotic drug, dangerous drug, marijuana or peyote. "Drug paraphernalia" means all equipment, products and materials of any kind which are used, intended for use or designed for use in planting, propagating, cultivating, growing, harvesting, manufacturing, compounding, producing, processing, preparing, testing, analyzing, packaging, repackaging, storing, containing, concealing, injecting, ingesting, inhaling or otherwise introducing into the human body a drug violation. Violators are guilty of a class 6 felony. A.R.S. § 13-3415.



Under federal law, students convicted of drug-related offenses may lose eligibility for federal financial aid, including grants, loans, and work-study programs. The Higher Education Act of 1965, Section 484(r), stipulates that a student may be ineligible for aid for a period ranging from one year to indefinitely, depending on the nature and frequency of the offenses. It is the responsibility of students to understand how a drug conviction could impact their financial aid and to seek counseling or legal advice if necessary.

Additional information on Arizona drug offenses and penalties can be found at A.R.S. § 13-3401 – A.R.S. § 13-3423.

Students:

To ensure fair and consistent treatment of all students who are accused of the use of drugs or alcohol in violation of law and/or policy, the University will follow applicable policies and procedures (e.g., The Student Community Standards) and where appropriate, local, state and federal laws and regulations. Sanctions will be imposed on students who violate University drug and/or alcohol policies and may include discipline, restrictions, and administrative actions.

Recognizing the global community of the University, all students are encouraged to confirm legal sanctions and related information with their local jurisdiction. Please note that a student who violates the policies relating to the possession or distribution of illicit drugs and alcohol of the University is subject both to the sanctions of the University, as well as any applicable criminal sanctions provided by local, state, or federal law.

Staff:

To ensure fair and consistent treatment of all employees who are accused of use of illegal drugs or alcohol, the University will handle all cases that come to its attention within the guidelines of the rules of conduct and disciplinary procedures applicable to employment type, the [ABOR Code of Conduct](#), and, where appropriate, local, state, and federal regulations.

Employees who violate Arizona Board of Regents or University drug or alcohol policies are subject to University sanctions. Sanctions for employees may include written warning (notification that behavior is not acceptable and must improve), suspension without pay (temporary release from duty without pay), disciplinary probation (specified timeframe in which improvement is required) and dismissal (termination of employment).

Student employees: Student workers are expected to adhere to the rules of conduct of the University, the Arizona Board of Regents, and the student worker's department. In addition, student workers are subject to the Student Code of Conduct in their capacity as students of the University. Any department may establish additional rules for its student workers which are considered necessary for effective operation of that unit. Failure to meet performance expectations may result in termination of student employment.

Health Risks

The following provides information on the health risks associated with the abuse of alcohol and use of illicit drugs. The Centers for Disease Control and Prevention, American Addiction Centers, as well as the U.S. Drug Enforcement Administration provides information on the effects of alcohol and commonly used drugs and can be referenced on the Centers for Disease Control and Prevention, American Addiction Centers, and U.S. Drug Enforcement Administration websites at https://www.cdc.gov/alcohol/about-alcohol-use/?CDC_AAref_Val=https://www.cdc.gov/alcohol/factsheets/alcohol-use.htm, <https://americanaddictioncenters.org>, and <https://www.dea.gov/factsheets> (last visited September 11, 2024).



Alcohol:

Excessive alcohol use has immediate and long-term effects. Harmful health effects associated with alcohol use include: Injuries, such as motor vehicle crashes, falls, drownings, and burns; Violence, including homicide, suicide, sexual assault, and intimate partner violence; Alcohol poisoning, which includes high blood alcohol levels that affect body functions like breathing and heart rate; Overdose, from alcohol use with other drugs, like opioids. Sexually transmitted infections or unplanned pregnancy, where alcohol use can lead to sex without protection and cause these conditions; Miscarriage, stillbirth, or fetal alcohol spectrum disorder (FASD) from any alcohol use during pregnancy. Over time, excessive alcohol use can lead to high blood pressure, heart disease, stroke, liver disease, alcohol use disorder affecting both physical and mental health, digestive problems, and a weaker immune system increasing chances of getting sick. Alcohol use can also contribute to mental health conditions, including depression and anxiety, learning problems and issues at school or work, memory problems such as dementia, and relationship problems with family and friends. By not drinking too much, you can reduce the risk of these short- and long-term health risks.

Drugs:

Methamphetamine: Methamphetamine, also known as meth, is used as a powder, pill, smoked, snorted, or injected to intensify the effects, and users may take higher doses of the drug, take it more frequently, or change their method of intake over time. This substance is highly addictive and can lead to agitation, increased heart rate and blood pressure, increased respiration and body temperature, anxiety, paranoia, and high doses can cause convulsions, cardiovascular collapse, stroke or death. High doses may result in death from stroke, heart attack, or multiple organ problems caused by overheating.

Cocaine: Cocaine is considered highly addictive and is associated with numerous mental and physical health problems. Cocaine is an intense, euphoria-producing stimulant drug with strong addictive potential. The substance is snorted or dissolved in water and injected. The substance can cause restlessness, irritability, anxiety, paranoia, dilated pupils, insomnia, loss of appetite, irregular heartbeat, ischemic heart conditions, sudden cardiac arrest, convulsions, strokes, and death. Long-term use of inhaled cocaine has led to a unique respiratory syndrome, and chronic snorting of cocaine has led to the erosion of the upper nasal cavity. The crash that follows a high is mental and physical exhaustion, sleep, and depression lasting several days. Following the crash, users crave cocaine again. Tolerance builds quickly, making it easy to overdose. Some of the signs and symptoms of overdose include: overheating, profuse sweating, nausea or vomiting, rapid breathing, abnormal heart rhythm, elevated blood pressure, chest pain or tightness, tremors and/or seizures, confusion, severe anxiety or panic, hallucinations, psychosis, and death.

Heroin: Heroin is a highly addictive drug and it is a rapidly acting opioid. It is an opiate (narcotic) drug processed from morphine and extracted from certain poppy plants. Heroin can be injected, smoked, sniffed/snorted. Effects typically include an initial surge of euphoria or “rush,” followed by a twilight state of sleep and wakefulness. Physical symptoms of use include: drowsiness, respiratory depression, constricted pupils, nausea, a warm flushing of the skin, dry mouth, and heavy extremities. With regular heroin use, tolerance to the drug develops. Because heroin users do not know the actual strength of the drug or its true contents, they are at a high risk of overdose or death. The effects of a heroin overdose are: Slow and shallow breathing, blue lips and fingernails, clammy skin, convulsions, coma, and possible death.

Marijuana: Marijuana is a mind-altering psychoactive drug. The substance causes relaxation, disinhibition, increased appetite, sedation, increased sociability, affects memory and learning, leads to difficulty in thinking and problem-solving, hallucinations, impaired judgment, reduced coordination, distorted perception, decreased blood pressure, increased heart rate, dizziness, nausea, tachycardia, confusion, anxiety, paranoia, drowsiness, respiratory ailments. Long term, regular use can lead to physical dependence and withdrawal following discontinuation, as well as psychological addiction or dependence. No deaths from overdose of marijuana have been reported. Although, there have been an increasing number of emergency room visits involving marijuana edibles.



Ecstasy or MDMA (also known as Molly): Ecstasy/MDMA acts as both a stimulant and hallucinogen, producing an energizing effect, distortions in time and perception, and enhanced enjoyment of tactile experiences. There are conflicting reports as to the addictive nature of MDMA, with some users reporting withdrawal symptoms. Adolescents and young adults use it to reduce inhibitions and to promote: Euphoria, feelings of closeness, empathy, and sexuality. The substance causes increased motor activity, alertness, heart rate, blood pressure, muscle tension, tremors, teeth clenching, nausea, sweating, euphoria, empathy, reduced inhibition, chills, blurred vision, confusion, anxiety, depression, paranoia, severe dehydration, sleep problems, and drug craving. Overdose can occur in high doses, where MDMA can interfere with the body's ability to regulate temperature. On occasions, this can lead to a sharp increase in body temperature (hyperthermia), resulting in liver, kidney, or cardiovascular system failure, swelling of the brain, and even death. Furthermore, repeated use of MDMA over a short period of time may lead to potentially harmful concentrations of MDMA within the body due to the complex metabolism of MDMA.

Rohypnol: Rohypnol® is a trade name for flunitrazepam, a CNS depressant that belongs to a class of drugs known as benzodiazepines. Like other benzodiazepines, Rohypnol® produces sedative-hypnotic, anti-anxiety, and muscle relaxant effects. Adolescents may abuse Rohypnol® to produce a euphoric effect often described as a “high.” While high, they experience reduced inhibitions and impaired judgment. Rohypnol is also used in combination with alcohol to produce an exaggerated intoxication. Rohypnol is also misused to physically and psychologically incapacitate victims targeted for sexual assault. The drug is usually placed in the alcoholic drink of an unsuspecting victim to incapacitate them and prevent resistance to sexual assault. Like other benzodiazepines, Rohypnol® slows down the functioning of the CNS producing: Drowsiness (sedation), sleep (pharmacological hypnosis), decreased anxiety, and amnesia (no memory of events while under the influence of the substance). Rohypnol® can also cause: Increased or decreased reaction time, impaired mental functioning and judgment, confusion, aggression, and excitability. Rohypnol® causes muscle relaxation. Adverse physical effects include: Slurred speech, loss of motor coordination, weakness, headache, and respiratory depression. Rohypnol® also can produce physical dependence when taken regularly over a period of time. High doses of Rohypnol®, particularly when combined with CNS depressant drugs such as alcohol and heroin, can cause overdose including severe sedation, unconsciousness, slow heart rate, and suppression of respiration that may be sufficient to result in death.

GHB: Gamma-Hydroxybutyric acid (GHB) is another name for the generic drug sodium oxybate. Xyrem® (which is sodium oxybate) is approved as a treatment to improve daytime sleepiness and muscle weakness with narcolepsy (a disorder marked by sudden, unexplained, spontaneous fatigue, napping, or falling asleep throughout the day). GHB is misused for its euphoric and calming effects and because some people believe they build muscles and cause weight loss. GHB is also misused for its ability to increase libido, suggestibility, passivity, and to cause amnesia (no memory of events while under the influence of the substance) — traits that make victims who unknowingly consume GHB vulnerable to sexual assault and other criminal acts. The substance produces euphoria, drowsiness, decreased anxiety, and memory impairment. GHB can produce both visual hallucinations and — paradoxically — excited and aggressive behavior. GHB takes effect in 15 to 30 minutes, and the effects last 3 to 6 hours. Low doses of GHB produce nausea. At high doses it can cause overdose and produce unconsciousness, seizures, slowed heart rate, greatly slowed breathing, lower body temperature, vomiting, nausea, coma, and death. GHB overdose can cause coma and death. When used over a long-period of time, GHB can lead to addiction.

Ketamine: Ketamine is a dissociative anesthetic that has some hallucinogenic effects. Ketamine distorts the perception of sight and sound and makes the user feel disconnected and not in control. It is referred to as a “dissociative anesthetic hallucinogen” because it makes patients feel detached from their pain and environment. Ketamine can induce a state of sedation (feeling calm and relaxed), immobility, relief from pain, and amnesia (no memory of events while under the influence of the drug) and is abused for the dissociative sensations and hallucinogenic effects. Ketamine has also been used to facilitate sexual assault. Ketamine is an approved medical product as an injectable, short-acting anesthetic for use in humans and animals and as esketamine (Spravato®; the active form of the drug) as a nasal spray for treatment resistant depression. Ketamine may cause unwanted side effects such as: agitation, depression, cognitive difficulties, unconsciousness, amnesia, involuntarily rapid eye movement, dilated pupils, salivation, tear secretions, stiffening of the



muscles, and possible nausea. Hallucinogen Persisting Perception Disorder (HPPD) has been reported several weeks after ketamine use and may include experiencing prolonged visual disturbances. An overdose can cause unconsciousness and dangerously slowed breathing. It is possible to develop patterns of compulsive misuse and, ultimately, a substance use disorder in association with long-term use of dissociative drugs like ketamine.

LSD: Lysergic acid diethylamide (LSD) is a potent hallucinogen that has a high potential for abuse and currently has no accepted medical use in treatment in the United States. Effects include dilated pupils, higher body temperature, increased heart rate and blood pressure, sweating, loss of appetite, sleeplessness, dry mouth, and tremors. While under the influence, the user may suffer impaired depth and time perception accompanied by: distorted perception of shape and size of objects, movements, colors, sound, touch, and the user's own body image. The ability to make sound judgments and see common dangers is impaired, making the user susceptible to personal injury. It is possible for users to suffer acute anxiety and depression after an LSD "trip." Hallucinogen Persisting Perception Disorder, which may include fragmentary recurrences of certain aspects of the drug experience or "flashbacks" have been reported days, and even months, after taking the last dose. Longer, more intense "trip" episodes may occur with larger doses. Serious psychological harm can occur after administration, including fear, depression, anxiety, and paranoia, and can be long-lasting. Death after LSD use is rare. LSD is not considered addictive.

Oxycodone: Oxycodone is a semi-synthetic narcotic analgesic and historically has been a popular drug of abuse among the narcotic abusing population. Physiological effects of oxycodone include: Pain relief, sedation, respiratory depression, constipation, pupillary constriction, and cough suppression. Extended or chronic use of oxycodone containing acetaminophen may cause severe liver damage. Euphoria and feelings of relaxation are the most common effects of oxycodone on the brain, which explains its high potential for abuse and addiction. The effects of an overdose include: Extreme drowsiness, muscle weakness, confusion, cold and clammy skin, pinpoint pupils, shallow breathing, slow heart rate, fainting, coma, and possible death.

Fentanyl: Fentanyl is a potent synthetic opioid drug approved by the Food and Drug Administration for use as an analgesic (pain relief) and anesthetic. It is approximately 100 times more potent than morphine and 50 times more potent than heroin as an analgesic. Similar to other opioid analgesics, fentanyl produces effects such as: relaxation, euphoria, pain relief, sedation, confusion, drowsiness, dizziness, nausea and vomiting, urinary retention, pupillary constriction, and respiratory depression. Overdose can cause stupor, changes in pupil size, clammy skin, cyanosis, coma, and respiratory failure leading to death. The presence of a triad of symptoms such as coma, pinpoint pupils, and respiratory depression strongly suggests opioid intoxication. Tolerance and dependence are natural consequences of taking opioids long term.

Psilocybin: Psilocybin comes from certain types of psilocybe mushrooms. The physical effects include: Nausea, vomiting, muscle weakness, and lack of coordination. The psychological consequences of psilocybin use include hallucinations and an inability to discern fantasy from reality. Panic reactions and a psychotic-like episode also may occur, particularly if a user ingests a high dose. Overdose effects include: longer, more intense "trip" episodes, challenging experiences (physical and emotional), psychosis, and possible death. Abuse of psilocybin mushrooms could also lead to poisoning if one of the many varieties of poisonous mushrooms is incorrectly identified as a psilocybin-containing mushroom. There are no documented case studies of fatalities as a result of overdose, and also no reports of physical dependence developing from chronic use.

Drug or Alcohol Counseling, Treatment or Rehabilitation

The University provides supportive services, prevention, intervention, and resources related to drug and alcohol use and abuse for students and staff. University employee services are coordinated through Human Resources and the employee assistance counseling program. University student services are coordinated through Student Affairs Student Advocate HELpline. The University disseminates informational materials, education programs, and referrals regarding the use of alcohol and/or an illicit substance.



For employees dealing with unhealthy substance use, the University offers resources to help. Life & Work Connections [Employee Assistance Counseling](#) (EAC) provides free and confidential short-term counseling and related resources for drug and/or alcohol misuse to benefits-eligible employees nationwide, their dependents and members of their household. Supervisor consultations are available with [Senior Human Resource Partners](#) to guide supervisors if a University policy has been violated. In addition, state and University health plans cover rehabilitation services for substance use disorders. Employees can speak with a primary care physician or their [health carrier's member services department](#) to learn more. If you need to request accommodations for condition-related barriers to completing workplace duties, please [contact the Disability Resource Center](#).

All University students may utilize the University of Arizona Global Campus Student Advocate HELPLine to identify supportive services and appropriate response to escalated psycho-social issues, including drug and alcohol abuse. When individual students experience escalated circumstances and intervention is appropriate, support services are provided by the Student Advocates through the University of Arizona Global Campus Student Advocate HELPLine. Utilizing a case management approach, Student Advocates provide short-term support and resource identification to include both local and national resources. In this way, Student Advocates address the impact of substance abuse and action plan with students in order to coordinate support and recovery efforts. Additionally, in accordance with the Americans with Disabilities Act (ADA) of 1990, as amended, the University of Arizona Global Campus prohibits discrimination on the basis of a disability. This includes students who have disclosed a previous or current addiction to alcohol and those in recovery from opioid and substance use disorders that substantially limits one or more major life activities. Reasonable accommodations will be granted to students who present appropriate documentation of disability and are otherwise qualified to participate in their specific program of study. Students are responsible for disclosing disability information and requesting accommodation, in accordance with University requirements. Students who need assistance, even on a temporary basis, are encouraged to utilize the services available through the Office of Student Access and Wellness.

The Student Health Information Counseling, Treatment, and Rehabilitation Programs section of the University of Arizona Global Campus website includes contact information on national counseling, treatment, and rehabilitation programs for drug and alcohol resources for students, prospective students, and the community to access in a confidential manner. The information available on the Student Support Services page of the University of Arizona Global Campus website includes the following national toll-free telephone numbers and are provided to assist any member of the University who may require assistance in dealing with a drug or alcohol problem:

[Addiction Counselor](#): A resource guide for mental health students and counselors seeking information on mental health issues, signs, and where to find help.

American Council on Alcoholism (800) 527-5344: Addresses alcoholism as a treatable disease through public education, information, intervention, and referral.

Al-Anon (888) 425-2666: Helps families and friends of alcoholics recover from the effects of living with the problem drinking of a relative or friend.

The National Institute on Drug Abuse Hotline (877)-643-2644: Provides information, support, treatment options, and referrals to local rehab centers for any drug or alcohol problem.

The Substance Abuse and Mental Health Services Administration (SAMHSA) Treatment Referral HELPLine (800)-662-4357: Provides information, support, treatment options, and referrals to local rehab centers for any drug or alcohol problem.

Enforcement

The University seeks to uphold their drug and alcohol-related policies and laws and will impose disciplinary sanctions against those students and/or employees who violate said policies and laws consistent with local, State, or Federal law with sanctions applied consistently and documented.



Enforcement of the Drug and Alcohol policies at the University is facilitated by the Student Affairs, and Human Resources. As part of the disciplinary process, the University may also request that the student or employee complete a rehabilitation program.

Students

The University seeks to uphold their drug and alcohol-related policies and laws and would impose disciplinary and/or developmental sanctions against students who violate said policies and laws consistent with local, State or Federal law. Sanctions may include, but are not limited to: formal written warning; educational projects (e.g. reflective papers, coaching sessions, modules, etc.); grade changes for academic dishonesty; suspension or expulsion. Sanctions must be completed prior to resuming courses. Failure to satisfactorily complete the sanctions may be considered an additional violation.

Enforcement of the Student Drug and Alcohol policies at the University is facilitated by Student Affairs. A focus on educational and intervention support opportunities remains a priority of the University for students navigating the Student Conduct process.

Employees

Enforcement of the Employee Drug and Alcohol policies at the University is facilitated by Human Resources. Sanctions for employees can include coaching, mandatory EAC referral, and corrective action up to and including termination. In addition, some employees may choose to voluntarily resign. Employees may self-refer or have a Human Resource's referral to the Employee Assistance Counseling for assistance in dealing with the use of alcohol or a controlled substance. Human Resources manages employee corrective action. Human Resources reviews each situation on a case-by-case basis to determine next steps. The findings of each communicated situation are reviewed against past precedents and recommended sanctions are imposed consistent with those comparisons.

The University shall not take adverse action under this policy against any employee who complies with the requirements of and successfully completes a Rehabilitation Program. Participation in a Rehabilitation Program, however, shall not preclude the University from taking any adverse employment action against an employee during the Rehabilitation Program based on the employee's failure to comply with any requirement of the Rehabilitation Program, including any action by the employee to invalidate a test sample provided by the employee pursuant to the Rehabilitation Program.

Conclusion

It is the intent of the University to provide a drug-free, healthy, safe, and secure academic environment. This information is very important, and we encourage you to read it carefully. The information presented in this report is available at <http://www.uagc.edu/DFSCA>. You may also request a paper copy of this Report by responding to studentaffairs@uagc.edu, and a copy will be mailed to you.

This message and the information contained within is in compliance with the Drug Free Workplace Act of 1988 and the Drug Free Schools and Communities Act of 1989 ("Act"), which states, "no institution of higher education shall be eligible to receive funds or any other form of financial assistance under any federal program, including participation in any federally funded or guaranteed student loan program," unless it has adopted and implemented a program to prevent the use of illicit drugs and abuse of alcohol by students and employees. The Act requires the University to distribute this information annually, in writing, to all students and employees through appropriate channels, ensuring comprehensive access and compliance.

