
Sonoma State University
Drug and Alcohol Abuse
Prevention Program (DAAPP)

Annual Report
2022

Maintained by the Office of the Dean of Students
Division of Student Affairs, Sonoma State University

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Sonoma State University Drug Abuse and Alcohol Prevention Program (DAAPP) Statement

Sonoma State University is committed to providing a safe, healthy and supportive learning environment for students and employees. The university takes seriously and understands its obligation to inform the campus community of available resources and support, as well as the educational, disciplinary, health, and legal consequences of abuse of alcohol and illegal drug use, not only for the benefit of the Sonoma State University community but in compliance with relevant federal and state law. Sonoma State University's Drug and Alcohol Abuse Preventive Programs (DAAPP) are intended to support student and employee health, safety and security by increasing awareness, preventing abuse, and decreasing potential drug and alcohol related crime.

Sonoma State University strives to maintain communities and workplaces free from the illegal use, possession or distribution of alcohol and controlled substances. The use, possession, manufacture, or distribution of illegal drugs and drug-related paraphernalia, (except as expressly permitted by law and University regulations) or the misuse of legal pharmaceutical drugs is prohibited. Similarly, the use, possession, manufacture, or distribution of alcoholic beverages (except as expressly permitted by law and University regulations), or public intoxication while on campus or at a University related activity is prohibited.

SSUs comprehensive approach to addressing the use, misuse, and/or abuse of alcohol and other drugs emphasizes:

- Taking effective steps to create and maintain a drug-free workplace and educational environment for students, faculty, and staff.
- Providing continuous access to medical and behavioral healthcare services, along with referrals to off-campus treatment facilities as appropriate.
- Engaging in a health promotion process that includes prevention, the development of personal skills, and systemic environmental management.
- Encouraging individuals who are diagnosed with at-risk substance abuse disorder or are otherwise experiencing problems associated with alcohol and other drugs to seek assessment and treatment.
- Engaging in ongoing self-assessment of university sanctions for the illegal manufacture, distribution, use or possession of drugs, and the unlawful possession or use of alcohol.

Annual Notification to Students and Employees

Under the Drug-Free Schools and Communities Act Amendment of 1989, Sonoma State University is required to annually distribute its drug abuse and alcohol prevention program to faculty, staff and students. These requirements exist as a condition of receiving funds or any other form of financial assistance under any Federal program. The annual notification includes:

1. Standards of conduct that clearly prohibit, at a minimum, the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees.
2. A list of applicable legal sanctions under federal, state and local laws for the unlawful possession or distribution of illicit drugs and alcohol.
3. A description of the health risks associated with the abuse of alcohol or use of illicit drugs.
4. A list of drug and alcohol programs that are available to employees and students.
5. A clear statement that the institution of higher education will impose disciplinary sanctions, up to and including expulsion or termination of employment and referral for prosecution.

The Drug and Alcohol Abuse Prevention Programs (DAAPP) Annual Notification (Appendix A and B) is distributed via University email to all students and employees once every semester, including Fall, Spring, and Summer terms. This ensures that each student and employee receives the notification as they join the campus community.

The most recent DAAPP notification is also available for review online at [The Division of Student Affairs](#). SSU's campus community expects that all members abide by local, state and federal laws, including the **Drug Free Schools and Campuses Regulations (DFSCR)**, regarding alcohol and other drugs as well as the California State University (CSU) System Policy regarding Drugs and Alcohol. The CSU System Policies include [Executive Order 1098](#) that describes standards of conduct that clearly prohibit the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on University property or as part of any University sponsored activities.

The DAAPP annual report is maintained by the Dean of Students (DOS), within the Division of Student Affairs at SSU. The document is housed on the Sonoma State University Division of Student Affairs website.

The Dean of Students and the Associate Vice President for Human Resources (or designee) shall serve as the main contacts that will have oversight responsibility of the DAAPP including, but not limited to: updates, coordination of information required in the DAAPP, and coordination of the annual notification to employees and students and the biennial review.

Standards of Conduct

Students

Sonoma State University is a student-centered institution offering a broad array of academic programs to engage students in diverse learning environments that educate them to think critically and to expand their intellectual horizons while attaining the knowledge and skills necessary for responsible citizenship and productive careers. To maintain high standards, the University must furnish an atmosphere conducive to study and educational growth, as well as one that enables and assists students in developing in a positive manner. University rules and regulations form parameters for individual behavior on and off campus, and follow the normative standards of behavior adhered to by the City of Rohnert Park and Sonoma State University communities. By virtue of enrollment at Sonoma State University, each student consents to follow the policies and procedures of the university, including those outlined in this Code of Student Conduct. It is the individual student's responsibility to be familiar with all applicable conduct-related policies. A student may access all the University policies online at [University Policies](#), as well as student specific policies [here](#).

The Office of Student Conduct is responsible for the adjudication of cases involving students and student organizations accused of violating campus rules, regulations, or policies; federal or state laws; and/or municipality ordinances. The purpose of the Office of Student Conduct is to ensure the fair administration of the student conduct process while supporting a safe and inclusive educational environment for all students. Through this process, our goal is to educate students about their rights and responsibilities as well as provide feedback about behaviors that affect both themselves and the campus community. The student conduct process is not a legal process and is separate from federal, state, and local court proceedings. Instead, the standard of responsibility is based on a preponderance of evidence. The student conduct process is expected to:

- Determine responsibility for behaviors that violate university rules, policies, and federal, state, and local laws or ordinances
- Offer outcomes to assist students in learning about the impact of their actions on themselves and others within their respective communities
- Protect the integrity of students, faculty, staff, the institution, and the University community

Faculty and Staff

Sonoma State University is committed to providing a safe, healthy, and productive work and academic environment for all members of our campus. Consistent with our concern for the

well-being of faculty, staff and students, it is the policy of the University to maintain a work and academic environment free from drug and alcohol abuse. Employees must remain free from the influence of controlled substances or alcohol while on duty. The unlawful manufacture, distribution, dispensation, possession, sale, offer to sell, offer to purchase and/or unlawful use of controlled substances or alcohol on campus, or as any part of University-related activities, is prohibited. Controlled substances include, but are not limited to, cannabis, heroin, cocaine, LSD, and amphetamines.

As a condition of employment, all California State University (CSU) employees (faculty, staff and student employees) must comply with the [CSU Drug-Free Workplace Policy](#). The Sonoma State University Drug-Free Workplace Policy is available at [SSU Drug-Free Workplace](#).

All University students, faculty members, and staff are subject to local state and federal laws regarding the unlawful possession, distribution, or use of alcohol and illegal drugs. Violators are subject to University discipline, criminal prosecution and/or removal from University housing. The unlawful manufacture, distribution, dispensing, possession or use of illegal drugs on the University campus or at any University-sponsored event off-campus is also prohibited.

Health Risks

Improper use of drugs or alcohol can seriously injure the health of employees and students, impair the performance of their responsibilities and endanger the safety and well-being of fellow employees, students and members of the general public. Many well-documented risks are associated with alcohol and other drugs, affecting not only the individual user but also the user's family, friends and communities. Alcohol is frequently implicated in cases of sexual misconduct on campus, and the misuse of other drugs is sometimes a factor in other violent behavior. Problems associated with alcohol and other drugs include impaired brain function; poor academic or job performance; relationship difficulties, including sexual dysfunction; a tendency toward verbal and physical violence; financial distress; injuries or accidents; violations of the law such as driving under the influence; willfully destroying property; and death.

Alcohol

There are many factors that determine what at-risk alcohol consumption means for each and every person. Physiological characteristics, diet, and the overall health of each individual are just several examples of determining factors. Additionally, scientific studies show that alcoholism is approximately 50% attributable to genetics. Strength of the alcoholic beverage, frequency, and rate of consumption are also to be taken into consideration. Therefore, any alcohol use has the potential to contribute to problems (e.g., alcohol use impairs brain function and motor skills even when not legally drunk). Studies show that certain "at-risk" drinking patterns are associated with an increased likelihood of negative outcomes.

At-risk drinking can cause poor performance in school or at work, accidents, injuries, arguments, legal problems (including DUI), strained relationships, undesirable or even dangerous sex, and verbal or physical violence, including the perpetration of sexual assault. At-risk and other risky patterns of alcohol consumption also contribute to sleep problems, prolonged intoxication aka hangovers, liver disease, stroke, depression, anxiety, and alcohol use disorder.

Alcohol consumption is involved in the majority of violent acts on campuses, including sexual assault, vandalism, fights, and accidents involving cars, pedestrians and bicycles.

Alcohol-Related Short-Term Health Risks

Excessive alcohol use has immediate effects that increase the risk of many harmful health conditions. These are most often the result of binge drinking and include the following:

- Injuries, such as motor vehicle crashes, falls, drownings, and burns.
- Violence, including homicide, suicide, sexual assault, and intimate partner violence.
- Risky sexual behaviors, including unprotected sex or sex with multiple partners. These behaviors can result in unintended pregnancy or sexually transmitted diseases, including HIV.

- Miscarriage and stillbirth or fetal alcohol spectrum disorders (FASDs) among pregnant people.

Alcohol-Related Long-Term Health Risks

Over time, excessive alcohol use can lead to the development of chronic diseases and other serious problems including:

- High blood pressure, heart disease, stroke, liver disease, and digestive problems.
- Cancer of the breast, mouth, throat, esophagus, liver and colon.
- Learning and memory problems, including dementia and poor school performance.
- Mental health problems, including depression and anxiety.
- Social problems, including lost productivity, family problems, and unemployment.
- Alcohol use disorder.

Additional information about alcohol-related health risks can be found: [Center for Disease Control Fact Sheet, Alcohol Use & Your Health.](#)

Illicit Drug Use

Short-term effects of illicit drugs can include changes in appetite, wakefulness, heart rate, blood pressure, and/or mood. Effects can also include heart attack, cancer, stroke, psychosis, overdose, taking part in risky behaviors, and even death. These health effects may occur after just one use.

Longer-term effects can include heart and lung disease and substance use disorder. Substance use disorder is a brain disorder. Not everyone who uses drugs will meet criteria for substance use disorder, but for some, drug use can change how certain brain circuits work. These brain changes interfere with how people experience normal pleasures in life such as food and sex, their ability to control their stress level, their decision-making, their ability to learn and remember, etc. These changes make it much more difficult for someone to stop taking the drug even when it's having negative effects on their life and they want to quit.

THC and other cannabinoids

THC, is the primary mind-altering chemical from the *Cannabis sativa* or *Cannabis indica*, plant. THC is found in marijuana as well as concentrated THC extracts and resins. THC is stored in the fat cells of the body and can stay in the body from a few days to about two months. Short-term use impairs or distorts short-term memory and comprehension and alters the user's sense of time, and reduces coordination.

Physical effects of use include breathing problems, increased heart rate, and psychosis. Long-term marijuana use has been associated with impaired brain development in adolescents and mental illness in some people, such as temporary hallucinations, temporary paranoia, and worsening symptoms in patients with schizophrenia. Chronic marijuana use may also contribute

to a condition known as Cyclic Vomiting Syndrome, which is characterized by recurrent episodes of severe nausea and vomiting.

Cocaine (crack and other stimulants)

The immediate effects of cocaine use include dilated pupils and increased blood pressure, heart rate, and respiration rate followed by a crash when the drug wears off. Over the longer term, cocaine users often have nasal passage and nasal septum problems. Other stimulants such as methamphetamines can cause similar symptoms as cocaine and, over the long term, cause tooth decay, hallucinations, paranoia, heart problems, and stroke. There is a high rate of substance use disorder among users.

Hallucinogens (LSD, mescaline, psilocybin)

Hallucinogens cause illusions and distortions of time and perception. The user may experience episodes of panic, confusion, suspicion, anxiety and loss of control. Flashbacks can occur even after use has stopped. PCP or phencyclidine has been shown to produce violent behaviors which can lead to injuries to the user or a bystander.

Heroin (other opioids)

Heroin causes the body to experience diminished pain. If injected, it can result in blood vessel damage (and possibly the transmission of infections such as hepatitis and HIV if needles are shared). There is a high rate of substance use disorder among users.

Tobacco (cigarettes, chew, and e-cigarettes)

Tobacco use has been proven not only to be addictive, but to have serious, well-documented health consequences. While many people, particularly students, look to smoking, vaping and chewing as a way of reducing stress, it should be remembered that there is no comparison between the stress of facing emphysema or lung cancer and the stress of preparing for midterms. There is a high rate of substance use disorder among users.

Additional information about drug-related health risks can be found: [National Institute on Drug Abuse](#)

Programs and Resources

University Programs and Resources for Students

The Alcohol and Other Drugs (AOD) Committee

The purpose of the Alcohol and Other Drugs Committee is to serve as an advisory to the Vice President for Student Affairs with regard to student substance use/misuse/abuse with the intention of promoting:

- a safe living, learning, and working environment.
- The use of critical thinking skills, self-awareness and personal/community responsibility.
- Healthy lifestyle choices and behaviors regarding alcohol and other drugs.

Membership consists of representatives from the following on and off campus partners: Residential Education and Campus Housing (REACH), Associate Dean of Students/Director of Student Conduct, Athletics Director, Confidential Advocate, Counseling and Psychological Services (CAPS), Dean of Students, Faculty Affairs, Fraternity and Sorority Life Advisor, Office for Prevention of Harrassment and Discrimination (OPHD), Sonoma County Department of Health Services, Student Athletic Advisory Board Student Rep, Student Health Center, Director of Student Involvement, Associated Students appointee, and the Sonoma State Police Department.

The AOD Workgroup meets once a month (third Monday) during the academic year.

Website: <https://studentaffairs.sonoma.edu/committees/alcohol-other-drugs-committee>

Alcohol and Other Drugs Education & Prevention Specialist (AODEPS)

The AOD Education and Prevention Specialist reports to the Director of Student Conduct, within the Division Student Affairs. In consultation with the University Care Team, the AODEPS provides individual or group sessions for students in order to identify risky behaviors in hopes to prevent alcohol and drug abuse amongst Sonoma State students.

Email: Steve.MacDonald@sonoma.edu

Student Health Center (SHC)

The Student Health Center provides high quality medical, public health, and health education services designed to support the retention, academic achievement, and success of SSU students, facilitate healthy lifestyle choices & help promote a safe, healthy campus environment.

Website: <https://health.sonoma.edu/>

Location: West side of campus, north of Schulz Library & across from Zinfandel Residence Halls. See map of our location: <https://health.sonoma.edu/contact>

Phone: (707)-664-2921

Email: centerhe@sonoma.edu

Hours: Monday - Thursday 8:00 am - 5:00 pm, Friday 9:30 am - 5 pm, excluding campus holidays & closures

Counseling and Psychological Services (CAPS)

CAPS offers confidential counseling to students experiencing personal problems that interfere with their academic progress, career or wellbeing.

Website: <https://caps.sonoma.edu/>

Phone: (707)-664-2153, 24/7 Support Available by calling this number

Location: Building 17A, behind Salazar Hall

Regular Appointment Hours: Monday and Tuesday, 8:00 am - 6:00 pm; Wednesday, Thursday, and Friday 8:00 am – 5:00 pm, excluding campus holidays and closures

Athletics

Website: <https://sonomaseawolves.com/staff-directory>

Phone: (707)-664-2521

NCAA Substance Abuse Prevention Tools

Developed in collaboration with athletics stakeholders and campus substance abuse prevention experts, the Substance Abuse Prevention Tool Kit provides recommended approaches and evidence-based resources for athletics administrators to address alcohol, marijuana and prescription drug abuse. The tool kit includes checklists and strategies, guided by the latest prevention science and deterrence strategies, that support collaboration with campus colleagues and promote healthy choices, fair competition and a positive environment for college athletes.

<https://www.ncaa.org/sport-science-institute/substance-abuse-prevention-tool-kit>

APPLE

A team of our SSU students and student athletes attended the NCAA Division 2 Athletic Prevention Programming & Leadership Education (APPLE) Institute in Orlando, Florida. The goal of the APPLE Training Institute is to assist colleges in applying the comprehensive APPLE model to their specific campus, to prevent student-athlete substance misuse and promote health and wellness.

<https://apple.studenthealth.virginia.edu>

The Gordie Center

The Mission of the Gordie center is to end hazing and substance misuse among college and high school students nationwide.

<https://gordie.studenthealth.virginia.edu>

University Programs and Resources for Employees

Human Resources Employee Assistance Program

The primary focus of Sonoma State University's substance abuse prevention program is education and counseling. As part of this program, the University will provide educational workshops for faculty, staff, and students, to address the medical, health, psychological, social and legal ramifications of illicit drug and alcohol use. Sonoma State's Employee Assistance Program (offered through Empathia at www.mylifematters.com) will continue to provide information, evaluation, counseling, and referral service to employees seeking help with personal, emotional, substance abuse, or chemical dependency.

Sonoma State recognizes drug and alcohol dependency as treatable conditions and offers employee support programs for individuals with substance dependency problems. Employees are encouraged, but not required, to seek assistance for drug and alcohol related problems. Employees can contact Empathia Pacific at (800) 367-7474, or www.mylifematters.com (password "sonoma"). LifeMatters [website](#) offers free assessment tests on Alcohol and Drug Screening, Drug Abuse Screening, and a General Risk Health Assessment as well as related articles and resources.

LifeMatters provides up to three counseling sessions for employees and/or their family members to assist with problems related to substance abuse or chemical dependency. Services provided directly by LifeMatters are free for all employees. If you are referred to outside resources, you will be advised about associated costs. Use of LifeMatters or a counselor is confidential, unless your safety or the safety of another individual may be at risk.

Website: <http://hr.sonoma.edu/payroll/benefit-services/employee-assistance-program>

Phone: (800) 367-7474

Hours: 24 hours a day, 7 days a week

Local Community Resources

Adult Children of Alcoholics

(ACA)/Dysfunctional Families is a Twelve Step, Twelve Tradition program of men and women who grew up in dysfunctional homes. We meet to share our experience of growing up in an environment where abuse, neglect and trauma infected us. This affects us today and influences how we deal with all aspects of our lives.

Website: www.adultchildren.org

Find a Meeting: <https://adultchildren.org/meeting-search/>

Contact: <https://adultchildren.org/contact/>

Al-Anon (Alateen)

Al-Anon members are people, just like you, who are worried about someone with a drinking problem.

Website: <https://al-anon.org/>

Find a Meeting: <https://al-anon.org/al-anon-meetings/find-an-al-anon-meeting/>

Contact: <https://al-anon.org/contact-us/>

Al-Anon (Alateen)-Sonoma County

If you've been affected by someone else's drinking, or know someone who has, you've come to the right place. We are a volunteer group who have no other affiliation. We have been helped by the Al-Anon program, and we appreciate the opportunity to share our positive experiences with others who have a family member, a friend, a coworker, or know anyone who is or has been affected by a problem drinker. We are proof that there is hope!

Website: <https://sonapal-anon.org/>

Location: PO Box 2412 Santa Rosa CA 95405 USA

Email: treasurer@sonapal-anon.org

Find a Meeting: <https://sonapal-anon.org/meeting/scounty/>

Alcoholics Anonymous

International fellowship of men and women who have had a drinking problem. It is nonprofessional, self-supporting, multiracial, apolitical, and available almost everywhere. There are no age or education requirements. Membership is open to anyone who wants to do something about his or her drinking problem.

Website: <https://www.aa.org/>

Find a Meeting: https://www.aa.org/pages/en_US/find-aa-resources

24 Hour hotline Santa Rosa: (707)-544-1300

24 Hour hotline Sonoma:(707)-938-8508

Alcoholic Anonymous Intergroup Fellowship Office (Sonoma County)

Service body directly responsible to the A.A. groups of Sonoma County. Its primary purpose is to meet the needs of the A.A. groups and to provide services as required.

Website: <http://www.sonomacountyaa.org/>

Location: St. Luke Lutheran Church, 905 Mendocino Avenue, Santa Rosa, CA 95401

Phone: (707)-546-2066

Fax: (707)-566-9677

Email: intergroup@sonomacountyaa.org

Anthem Blue Cross

For hospital employees represented by a collective bargaining unit. With Anthem, you'll find the best Medicare plans for your budget and health care needs. In California, you can pick from Medicare Advantage plans, Medicare Supplement plans and Prescription Drug Coverage plans. Our plans have Medicare coverage options for everyone so let us help you find one to fit your needs!

Website: <https://www.anthem.com/ca/>

Phone: 1-(800)-331-1476

Individuals & Family Plans (under age 65): 1-(855)-875-1584

Medicare Supplement and Medicare Advantage Plans: 1-(855)-816-3087

Medicare Part D Plans: 1-(855)-816-3084

Employer Plans: 1-(877)-242-5659

More assistance and phone numbers: <https://www.anthem.com/ca/contact-us/>

Cocaine Anonymous

Fellowship of men and women who share their experience, strength and hope with each other that they may solve their common problem and help others recover from their addiction.

Website: <https://ca.org/>

Phone: (310)-559-5833

Fax: (310)-559-2554

Email: cawso@ca.org

Cocaine Anonymous (Sonoma County)

Our primary purpose is to stay free from cocaine and all other mind altering substances, and to help others achieve the same freedom.

Website: <https://canorcal.org/>

Find a Meeting: <https://canorcal.org/find-a-meeting/>

Contact: <https://canorcal.org/contact-us/>

County Department of Health Services

Promoting and Protecting the Health and Well-Being of Every Member of the Community.

Provides a broad range of innovative programs and services designed to promote, develop and

sustain the health of individuals, families, and communities. Health Services is here for you and the community.

Website: <https://sonomacounty.ca.gov/Health-Services/>

Location: Health Services Administration, 1450 Neotomas Avenue Suite 200, Santa Rosa, CA 95405

Phone: (707)-565-4700

Contact: <https://sonomacounty.ca.gov/Health/Contact-Health-Services/>

Drug Abuse Alternatives Center (DAAC)

Turning Lives Around by Providing Healthy Alternatives to Alcohol and other Drug Use. We have provided thousands of people the tools and guidance to live a healthy and sober life.

Website: <https://www.daacinfo.org/>

Location: Center Point DAAC, 2403 Professional Drive Santa Rosa, CA 95403

Phone: (877)-888-DAAC(3222) or (707)-544-3295

Drug Enforcement Administration

Enforce the controlled substances laws and regulations of the United States and bring to the criminal and civil justice system of the United States, or any other competent jurisdiction, those organizations and principal members of organizations, involved in the growing, manufacture, or distribution of controlled substances appearing in or destined for illicit traffic in the United States; and to recommend and support non-enforcement programs aimed at reducing the availability of illicit controlled substances on the domestic and international markets.

Santa Rosa Phone: (707)-837-2324

Drug Facts Website: <https://www.dea.gov/factsheets>

Drug Scheduling Website: <https://www.dea.gov/drug-scheduling>

Drugs, substances, and certain chemicals used to make drugs are classified into five (5) distinct categories or schedules depending upon the drug's acceptable medical use and the drug's abuse or dependence potential.

Controlled Substances Website:

https://www.deadiversion.usdoj.gov/schedules/orangebook/c_cs_alpha.pdf

Resource Guide 2017 Edition: *Drugs of Abuse* Website:

https://www.dea.gov/sites/default/files/drug_of_abuse.pdf

Education plays a critical role in preventing substance abuse. *Drugs of Abuse*, A DEA Resource Guide, is designed to be a reliable resource on the most commonly abused and misused drugs in the United States. This comprehensive guide provides important information about the harms and consequences of drug use by describing a drug's effects on the body and mind, overdose potential, origin, legal status, and other key facts.

Drug Enforcement Administration Resource: Campus Drug Prevention

The Drug Enforcement Administration (DEA) is pleased to provide institutions of higher education and their surrounding communities with these resources to prevent drug abuse among college students. We are committed to promoting the importance of prevention and its role in helping ensure the health and safety of our nation's colleges and universities.

Website: <https://www.campusdrugprevention.gov/>

Location: SA Casey Rettig, 450 Golden Gate Avenue, 14th Floor, San Francisco, CA 94102

Phone: (415)-436-7994

Email: casey.m.rettig@usdoj.gov

Family Anonymous Drug Abuse

12 Step fellowship for the families and friends who have known a feeling of desperation concerning the destructive behavior of someone very near to them, whether caused by drugs, alcohol, or related behavioral problems. When you come into our rooms you are no longer alone, but among friends who have experienced similar problems. Any concerned person is encouraged to attend our meetings, even if there is only a suspicion of a problem.

Website: <https://www.familiesanonymous.org/>

Find a meeting: <https://www.familiesanonymous.org/meetings/meeting-directories/>

Phone: (800)-736-9805

Fax: 1-(847)-294-5837

Email: info@familiesanonymous.org

Kaiser

Founded on the radically simple idea that everyone deserves the chance to live a healthy life. That's why you can find high-quality care and coverage in one place.

As a member, you're at the center of everything we do — from pioneering new ways to treat cancer to building useful tools that make it easier to stay on top of your health. We're all in this together. And together, we thrive.

Website: <https://healthy.kaiserpermanente.org/html/kaiser/index.shtml>

Member Service Center Phone: (800)-464-4000

Medicare Members Phone: (800)-443-0815

Point-of-Service (POS), PPO, and Out-of-Area Indemnity (OOA) members Phone: (800)-788-0710

Northern California appointments and Advice Phone: (866)-454-8855

Hours: Open 7 days a week, 24 hours a day

Marijuana Anonymous

Fellowship of people who share our experience, strength, and hope with each other that we may solve our common problem and help others to recover from marijuana addiction.

Website: www.marijuana-anonymous.org/

Location: Marijuana Anonymous World Services, 340 S Lemon Ave # 9420, Walnut CA 91789-2706

Phone (English/Español): (800)-766-6779

Email: office@marijuana-anonymous.org

Find a Meeting: <http://www.marijuana-anonymous.org/find-a-meeting/>

Narcotics Anonymous

Help you find the freedom to live your life without the use of drugs.

Narcotics Anonymous is a fellowship or society of men and women for whom Drugs had become a major problem. We are not interested in what or how much you used or who your connections were, what you have done in the past, how much or how little you have, but only in what you want to do about your problem and how we can help. Our Primary Purpose – to carry the message to the addict who still suffers.

Website (English): www.todayna.org/

Website (Español): <https://todayna.org/contact/>

Phone (English): (800)-TODAYNA or (800)-863-2962

Phone (Español): (888)-NAAHORA or (888)-622-4672

Contact: <https://todayna.org/contact/>

Find a meeting: <https://todayna.org/social-meetings/>

National Council on Alcohol and Drug Dependency

Saving Lives and Helping Families Recover The National Council on Alcoholism and Drug Dependence, Inc. (NCADD) and its Affiliate Network is a voluntary health organization dedicated to fighting the Nation's #1 health problem – alcoholism, drug addiction and the devastating consequences of alcohol and other drugs on individuals, families and communities.

Website: <https://www.ncadd.org/>

Location: National Council on Alcoholism and Drug Dependence, Inc. (NCADD)217 Broadway, Suite 712, New York, NY 10007

Hope Hotline Phone: (800)-NCA-CALL or (800)-622-2255

Email: national@ncadd.org

Petaluma People Services (Counseling and Prevention Services)

Collection of 53 human services programs based on best practice research with measurable outcomes. We are a community of caregivers existing within the larger community whose sole purpose is to help make people's lives better. We strive to do this one child, one adult, and one senior at a time.

Website: <http://petalumapeople.org/>

Location: 1500A Petaluma Bl S, Petaluma, CA 94952

Phone: (707)-765-8488

Fax: (707) 765-8482

Contact: <http://petalumapeople.org/contact/>

Santa Rosa Treatment Program, Inc.

Medication Assisted Treatment for Opiate Use Disorder. We've created a warm and nurturing environment in which patients are encouraged to find clarity and peace with who they are. Our Outpatient program uses a combination of Medication Assisted Treatment and one-on-one counseling to help individuals take back control of their life and overcome addiction.

Website: <https://www.srtp.net/>

Location: 1901 Cleveland Ave, Suite B, Santa Rosa, Sonoma County 95401

Phone: (707)-576-0818

Fax: (707)-576-7845

Contact: <https://www.srtp.net/contact>

Statement about Disciplinary Sanctions

Students found to be in violation of the laws and policies established pursuant to Title V California Code of Regulations Sections 41301 of these laws or policies may be subject to disciplinary action, up to and including expulsion, in addition to any criminal or civil penalties resulting from violating local, state, and/or federal law. (See [Student Conduct](#) and [California State University Executive Order 1098](#)).

Violations of these policies by employees may result in the application of sanctions, including but not limited to required participation in an approved drug abuse assistance or rehabilitation program, referral for prosecution, and disciplinary action up to and including dismissal, demotion or suspension without pay under the applicable provisions of the California Education Code, University policies and labor contracts.

In addition to the sanctions imposed by the university, individuals who have violated state and federal law regarding possession, use, and/or distribution of alcohol and other drugs may be referred by the university to the appropriate authorities for arrest and prosecution. Local, state and federal laws establish severe penalties for violations of drug and alcohol statutes. These sanctions, upon conviction, may range from a fine to life imprisonment. With possession or distribution of illegal drugs, these sanctions could include the seizure and summary forfeiture of property, including vehicles. Any person found in a public place to be under the influence of intoxicating liquor or drugs and unable to care for his/her own safety or interfering with a public way can be charged with disorderly conduct, a misdemeanor offense. The Sonoma State Police Department will enforce these laws.

University Policies and Regulations

The following sections describe applicable policies and regulations related to the abuse/misuse of alcohol and other drugs.

Sonoma State University Alcoholic Beverages Policy No. 1985-1

The possession, consumption or sale of alcoholic beverages on campus is prohibited unless approved by the President of the University or his/her official designee.

<https://www.sonoma.edu/policies/alcoholic-beverages>

Departments, groups, organizations, or the Person in Charge found to be in violation of the Campus Alcohol Policy may lose the privilege at future events and are subject to university disciplinary action and/or civil penalties for which there is no established maximum.

The most up to date policy information can be found: [sonoma.edu/policies](https://www.sonoma.edu/policies).

Sonoma State University Drug-Free Workplace Policy No. 1989-1

It is the goal of Sonoma State University to maintain a drug-free workplace. To that end, and in compliance with the Drug-Free Workplace Act of 1988 (Public Laws 100-440 and 100-690), the University has adopted the following policies:

1. The unlawful manufacture, distribution, dispensing, possession, or use of controlled substances is prohibited in the workplace.
2. Employees who violate this prohibition (paragraph 1) are subject to corrective or disciplinary action as deemed appropriate, up to and including termination.
3. As an on-going condition of employment, employees are required to abide by this prohibition (paragraph 1); and to notify the campus Office of Human Resources of any criminal drug statute conviction they receive for a violation occurring in the workplace. Notification must be provided no later than five days after such a conviction.
4. If an employee receives such a conviction (paragraph 3), the University shall:
 - a. take appropriate personnel action against the employee, up to and including termination and the loss of University-controlled housing; or
 - b. require the employee to participate satisfactorily in an approved drug-abuse assistance or rehabilitation program.
5. The University regularly offers drug-awareness programs and activities for employees, including new-employee orientations, articles in campus publications, training and development courses, and lectures and workshops. In addition, through the Office of Human Resources the University makes available to employees information about drug counseling, rehabilitation, and employee assistance programs.

The most up to day policy information can be found:
<https://policies.sonoma.edu/policies/drug-free-workplace>

Smoking and Tobacco-Free Policy

To provide a safe and healthy environment for all of our faculty, staff and students, the university maintains a smoke and tobacco-free environment.

The most up to day policy information can be found:
<https://www.sonoma.edu/policies/smoking-and-tobacco-free-policy>

Student Conduct

Title V of the California Code of Regulations, as it relates to the [Standards for Student Conduct](#), stipulates that students found in violation of the Alcohol Policy are subject to expulsion, suspension, probation or a lesser sanction as determined by the disciplinary hearing process. The code governing student conduct may be found on the [Office of Student Rights and Responsibilities](#) website at <http://studentaffairs.sonoma.edu/student-resources/student-conduct>.

On-Campus Housing

Alcohol use is prohibited for those students who are underage and living on Campus. Drugs, other than alcohol, including the misuse of prescription drugs, are prohibited for ALL students regardless of age.

The Residential Community is governed by the “Campus Housing Regulations & Guidelines,” and varies based upon the age of the student and the terms of the community where alcohol may be consumed. The full text of these regulations can be found at <http://housing.sonoma.edu/resources/policies>. The Campus Housing Regulations & Guidelines specifically as they relate to alcohol are included below.

The following regulations are in support of a safe environment in regards to alcohol use within the Residential Community:

If you are under the age of 21, you or your guest(s) may not possess alcohol in the Residential Community. No alcohol or alcohol containers are allowed in any apartment/suite designated as an under-21-year-old apartment/suite (no resident living in the space is 21+), even by guests over the age of 21.

If you are over 21, you may possess alcohol in your apartment. There should be no more than one drink serving open at any time per person of legal age. Alcohol should not be seen from outside of the apartment.

The following are considered alcohol violations of the SSU Residential Education and Campus Housing (REACH) Regulations:

- Alcohol possession, consumption, or distribution that contributes to a potential high risk situation. A high-risk situation is defined as any action, behavior, or conduct which poses detrimental consequences to an individual, community member, or University property as a result of alcohol.
- Possession of mass consumption or common source containers or devices such as kegs, beer bongs or funnels.
- Students under 21 may not possess or consume alcohol in the Residential Community.
- Possession of empty alcohol containers including collector's items.
- Hosting, contributing to, or presence at, a gathering in the Residential Community where alcohol violations occur.
- Using/possessing alcohol in any public area including outside, common areas, balconies, patios, stairwells and residential parking lots.
- Displaying items that can be viewed from outside that promote or advertise alcohol.
- Providing alcohol to a person under 21.
- Unable to care for self or others as a result of alcohol consumption.
- Exceeding the number of allowable containers for those 21 or older.
- Participating in drinking games, simulated drinking games, or possession of drinking game equipment/paraphernalia.

SSU Employees

When problems arise due to alcohol and other drug use and abuse, the university's goal is to provide employees, whenever possible, with options for assessment, recommendations, counseling, referrals and/or treatment. If a faculty or staff member violates university policy, the individual may be subject to discipline up to and including dismissal, in addition to federal, state and municipal legal action and penalties. Thus, self-referral and early detection and referral are critical to the rehabilitation of employees.

Local Law

The following summarizes some of the city state laws regarding drugs and alcohol that may be relevant to students and employees for Rohnert Park and Cotati.

Rohnert Park Ordinance 951: “The 365 Ordinance.”

Pursuant to Chapter 9.48 of the Rohnert Park Municipal code, the host of a party in the community is responsible for any crimes relating to the possession and consumption of controlled substances on the property in which they are the primary resident. Even if the host does not know that the minor is in violation of the law, the host can be charged. Additionally, the standards for “unruly parties,” are very strict. If found in violation of the law, a notice will be posted outside of the property, and the legal owner of the property, in most cases, a landlord, may be notified by mail. The offending party can even be held liable for the cost of responding to complaints. If it happens more than once within the space of a year from the first offense, the offending party could be subject to a \$500 fine.

Cotati Municipal Code; Chapter 9.38

In Cotati, many of the laws are the same as in Rohnert park, but with less strict standards for enforcement. That said, serving alcohol to minors is still taken very seriously, with all of the above holding true, except for the posted notice.

California Law

The following summarizes some of the California state laws regarding drugs and alcohol that may be relevant to students and employees.

Controlled Substances

- California penalties for offenses involving controlled substances include those set forth in the California Health & Safety Code § 11350: Imprisonment in the county jail or state prison, a fine not to exceed \$70, or probation with fine for felony convictions of at least \$1,000 for the first offense and at least \$2,000 for second or subsequent offenses or community service for unlawful possession of controlled substances. (HS § 11350)
- Under California law, possession of certain controlled substances (Schedule I, II, and III) for sale or purchasing for the purpose of sale are punishable by imprisonment of two, three, or four years. (HS §§ 11054, 11055, 11056 & 11351)
- Penalties are more severe for offenses involving heroin, cocaine, cocaine base, or any analog of these substances and occurring upon the grounds of, or within, a church or synagogue, a playground, a public or private youth center, a child day care facility, or a

public swimming pool, during hours in which the facility is open for business, classes, or school-related programs, or at any time when minors are using the facility. (HS § 11353.1)

- It is unlawful to possess any device, contrivance, instrument, or paraphernalia used for unlawfully injecting or smoking certain controlled substances. (HS § 11364)
- Personal property may be subject to forfeiture if it contains drugs or was used in a drug manufacture, distribution, dispensation or acquired in violation of this division. (HS § 11470)
- The California Legislature declares that the dispensing and furnishing of prescription drugs, controlled substances and dangerous drugs or dangerous devices without a license poses a significant threat to the health, safety and welfare of all persons residing in the state and shall be guilty of a crime. (HS § 11352.1)

Alcohol

- It is illegal for persons under the age of 21 to possess an alcoholic beverage in any public place or any place open to the public. Sanctions range from a fine of \$250-\$500 and community service, depending on whether the offense is a first or subsequent violation. (BP § 25662)
- Any person who furnishes, gives or sells any alcoholic beverage to someone under the age of 21 is guilty of a misdemeanor. Potential sanctions include fines of \$250 or higher, community service, and imprisonment, depending on the facts of the case. (BP § 25658)
- Any person under the influence of alcohol in a public place and unable to exercise care for one's own safety or that of others is guilty of a misdemeanor. (PC § 647 (f))
- It is illegal for persons to operate a motor vehicle while under the influence of alcohol or other intoxicants or with a blood alcohol level of .08% or higher. (CVC § 23152)
- It is a misdemeanor to ride a bicycle upon a highway under the influence of alcohol, drugs or both. (CVC § 21200.5)
- It is an infraction to possess an open container of an alcoholic beverage while in a motor vehicle. (CVC § 23223)
- It is an infraction for an owner or driver of a motor vehicle to allow an open container of alcohol in the passenger area. (CVC § 23225)

Driving Under the Influence

- First conviction: Imprisonment in the county jail for not less than 96 hours, at least 48 hours which are continuous, nor more than six months and by a fine of not less than \$390 nor more than \$1,000 and except as otherwise provided suspension of privilege to operate a motor vehicle. (CVC § 23536)
- Conviction of driving under the influence with or without bodily injury within ten years of certain other felony convictions including vehicular manslaughter and driving under the influence: Imprisonment in state prison or in the county jail for not more than one year

and a fine of not less than \$390 nor more than \$1,000 and revocation of privilege to operate a motor vehicle. (CVC § 23550.5)

- Driving under the influence causing bodily injury: Imprisonment in state prison or county jail for not less than 90 days nor more than one year and a fine of not less than \$390 nor more than \$1,000 and suspension of privilege to operate a motor vehicle. (CVC § 23554)
- Driving under the influence causing bodily injury or death to more than one victim: Enhancement of one year in state prison for each additional injured victim up to a maximum of three one-year enhancements. (CVC §23558)
- Second conviction of driving under the influence causing bodily injury within ten years or conviction within ten years of separate conviction of other specified offenses involving alcohol or drugs: Imprisonment in the county jail for not less than 120 days nor more than one year and a fine of not less than \$390 nor more than \$5,000 and revocation of privilege to operate a motor vehicle. (CVC § 23560)

Federal Law

Federal law prohibits the illegal possession of a controlled substance (21 U.S. C §844(a)).

- First offense: prison sentences up to one year and a minimum fine of \$1,000.
- Second offense: prison sentences up to two years and a minimum fine of \$2,500.
- Third offense: prison sentences up to three years and a minimum fine of \$5,000.
- Special sentencing provisions apply for possession of flunitrazepam, including imprisonment of three years as well as the fine schedule referenced above

Biennial Review

In compliance with the Drug-Free Schools and Communities Act (DFSCA) articulated through Education Department General Administrative Regulations (EDGAR) Part 86, a review of Sonoma State University's alcohol and other drug programs is assessed every two years.

Since the DFSCA's 1994 amendments to the Higher Education Act of 1965, institutions of higher education have been responsible for communicating standards and prevention efforts regarding the unlawful possession, use, or distribution of alcohol and other illicit drugs (AOD) on their campuses. Every year, institutions are responsible for notifying students, faculty, and staff of the consequences AOD brings to the campus community. Every other year, in a Biennial Review, institutions must prepare a report that assesses AOD prevention efforts and allows for growth by examining the strengths and weaknesses of current offerings. Institutions are charged with determining the effectiveness of their efforts and ensuring that disciplinary standards for enforcement are being upheld.

This Biennial Review is completed by the Alcohol and Other Drug Task Force ("AOD Task Force"). The AOD Task Force is a group that fosters campus and community collaboration aimed at reducing the negative impact of alcohol and other drug use in our community. This group makes recommendations for policy and program changes, serves as the lead campus group to collaborate with community resources to reduce alcohol and other drug-related problems, coordinates the institutional alcohol and other drugs biennial review, and supports efforts of the community to reduce high risk alcohol and other drugs related negative behavior on and off campus.

The Dean of Students in the Division of Student Affairs is responsible for oversight of the AOD Task Force.

The Biennial Review contains means of measuring outcomes. Data collected includes AOD violations through the Office of Student Conduct and sanctions imposed. Surveys are sent to all students in violation of AOD policies, and periodically reviewed. The Sonoma State University chemical dependency counselor provides a summary.

The Biennial Review includes:

- A program inventory
- Statement of AOD program goals and goal achievement
- Summary of AOD program strengths and weaknesses
- Procedures for distribution of annual AOD notification to students and employees
- Recommendations for revising AOD programs
- Appendices

- Program and event spreadsheet
- Annual notification of drug and alcohol prevention program disclosures and the Code of Student Conduct
- Office of Student Conduct data
- Residence Services disciplinary data
- Chemical dependency counselor service summary
- Academic survey and results

Through the Higher Education Center for Alcohol and Other Drug Abuse and Violence Prevention, the U.S. Department of Education funded *Complying with the Drug-Free Schools and Campuses Regulations [EDGAR Part 86]: A Guide for University and College Administrators*, Washington D.C., 2006, revised by Beth DeRicco, Ph.D., CPP-R (“Guide”). According to the Guide, “this publication is in the public domain. Authorization to reproduce it in whole or in part is granted.” Sonoma State University acknowledges that intellectual information and direction from the Guide have been utilized in the creation of this Biennial Review.

Appendix A. Annual Notification Letter to Students

From: **Sonoma State University** <updates@sonoma.edu>
Date: Mon, Sept 19, 2022
Subject: Drug-Free Schools and Communities Act — Annual Notification
To: All-Seawolves <all-seawolves@lists.sonoma.edu>



September 19, 2022

TO: All Sonoma State University Students
FR: Dr. Ryan Jasen Henne
RE: Drug-Free Schools and Communities Act — Annual Notification

Dear Sonoma State University Student,

You are receiving this notification in accordance with the federal Drug-Free Schools and Communities Act Amendments (DFSCA) of 1989 and the Drug-Free Workplace Act, which require universities to provide students and employees information annually about alcohol and other drug issues. The University takes seriously its obligation to inform the campus community of available resources and support for the benefit of the Sonoma State community, as well as the educational, disciplinary, health, and legal consequences of abuse of alcohol and illegal drug use, in compliance with relevant federal and state law.

Sonoma State University is committed to creating an academic environment free of alcohol and drug misuse. While the majority of our students and employees do not misuse alcohol or drugs, SSU is not immune to this serious health issue. As a University family, we are concerned about any individual on campus who may have a problem with alcohol and other drugs, and are always ready to support individuals as needed. Please consider saving this email as it contains valuable information that may be of assistance to you or a friend. Please visit the Division of Student Affairs [DAAPP website](#) to learn more about the services and programs available to you.

The content below provides information on our University policy, health risks, and legal sanctions associated with alcohol and other drug abuse. Also included is information about campus programs that offer prevention, intervention, assessments, counseling, and referrals.

Commitment to a Safe and Healthy Campus

Consistent with our concern for the wellbeing of faculty, staff, and students, it is the policy of the University to maintain a work and academic environment free from drug and alcohol abuse. The unlawful manufacture, distribution, dispensation, possession, sale, offer to sell, offer to purchase, and/or unlawful use of controlled substances or alcohol on campus or as any part of University-related activities is prohibited. Controlled substances include, but are not limited to, cannabis, heroin, cocaine, LSD, and amphetamines.

As a condition of employment, all California State University (CSU) employees (faculty, staff, and student employees) must comply with the CSU Drug-Free Workplace Policy. You can find the Sonoma State University Drug-Free Workplace Policy [here](#).

By virtue of enrollment at Sonoma State University, each student consents to follow the policies and procedures of the University, including those outlined in the Code of Student Conduct. It is the individual student's responsibility to be familiar with all applicable conduct-related policies. A student may access all [University policies online](#).

The Office of Student Rights and Responsibilities is responsible for the adjudication of cases involving students and student organizations accused of violating campus rules, regulations, or policies, federal or state laws, and/or municipality ordinances. The Student Conduct process is not a legal process and is separate from federal, state, and local court proceedings. Instead, the standard of responsibility is based on a preponderance of evidence. The student conduct process is expected to:

- Determine responsibility for behaviors that violate university rules, policies, and federal, state, and local laws or ordinances
- Offer outcomes to assist students in learning about the impact of their actions on themselves and others within their respective communities

- Protect the integrity of students, faculty, staff, the institution, and the University community

All University students, faculty members, and staff are subject to local state and federal laws regarding the unlawful possession, distribution, or use of alcohol and illegal drugs. Violators are subject to University discipline, criminal prosecution, and/or removal from University housing. The unlawful manufacture, distribution, dispensing, possession, or use of illegal drugs on the University campus or at any off-campus, University-sponsored event is also prohibited.

Penalties for Violating the Drug-Free Schools and Communities and Drug-Free Workplace Acts

Local, state, and federal laws establish severe penalties for violations of drug and alcohol statutes. These sanctions, upon conviction, may range from a fine to life imprisonment. With possession or distribution of illegal drugs, these sanctions could include the seizure and summary forfeiture of property, including vehicles. Any person found in a public place to be under the influence of intoxicating liquor or drugs and unable to care for his/her own safety or interfering with a public way can be charged with disorderly conduct, a misdemeanor offense. The Sonoma State Police Department will enforce these laws.

Health Risks of Substance Abuse

Health risks of drug abuse include but are not limited to sleep disorders, confusion, hallucinations, paranoia, deep depression, malnutrition, liver and kidney damage, cardiac irregularities, hepatitis, and neurological damage.

Alcohol is a depressant. It depresses the central nervous system and can cause serious physical damage. Excessive drinking damages the liver, resulting in cirrhosis. Chronic alcohol abuse also causes hypertension, cardiac irregularities, ulcers, pancreatitis, kidney disease, cancer of the esophagus, liver, bladder, or lungs, memory loss, tremors, malnutrition, vitamin deficiencies, and possibly sexual dysfunction. Abuse of alcohol or drugs during pregnancy increases the risk of birth defects, spontaneous abortion and stillbirths.

Campus Programs for Prevention, Intervention, Assessments, Counseling, & Referrals

The primary focus of Sonoma State University's substance abuse prevention program is education and counseling. As part of this program, the University will provide educational workshops for faculty, staff, and students, to address the medical, health, psychological, social, and legal ramifications of illicit drug and alcohol use. Sonoma State recognizes drug and alcohol dependency as treatable conditions and offers employee support programs for individuals with substance dependency problems.

Alcohol and Other Drugs Education & Prevention Specialist (AODEPS)

The AOD Education and Prevention Specialist reports to the Director of Student Conduct within the Division Student Affairs. In consultation with the University Care Team, the AODEPS provides individual or group sessions for students in order to identify risky behaviors in hopes to prevent alcohol and drug abuse amongst Sonoma State students.

Email: Steve.MacDonald@sonoma.edu

Hours: by appointment

Student Health Center (SHC)

The Student Health Center provides high quality medical, public health, and health education services designed to support the retention, academic achievement, and success of SSU students, facilitate healthy lifestyle choices & help promote a safe, healthy campus environment.

Website: <https://health.sonoma.edu/>

Location: West side of campus, north of Schulz Library & across from Zinfandel Residence Halls. See map of our location: <https://health.sonoma.edu/contact>

Phone: (707)-664-2921

Email: centerhe@sonoma.edu

Hours: Monday - Thursday 8:00 am - 5:00 pm, Friday 9:30 am - 5 pm, excluding campus holidays & closures

Counseling and Psychological Services (CAPS)

CAPS offers confidential counseling to students experiencing personal problems that interfere with their academic progress, career or wellbeing.

Website: <https://caps.sonoma.edu/>

Phone: (707)-664-2153, 24/7 Support Available by calling this number

Location: Building 17A, behind Salazar Hall

Regular Appointment Hours: Monday and Tuesday, 8:00 am - 6:00 pm; Wednesday, Thursday, and Friday 8:00 am – 5:00 pm, excluding campus holidays and closures

Appendix B. Annual Notification Letter to Employees



September 19, 2022

TO: All SSU Employees

FR: Erin Taylor, Director of Employee and Labor Relations

RE: Drug-Free Schools and Communities Act — Annual Notification

Commitment to a Safe and Healthy Campus

Sonoma State University is committed to providing a safe, healthy, and productive work and academic environment for all members of our campus. Consistent with our concern for the well-being of faculty, staff and students, it is the policy of the University to maintain a work and academic environment free from drug and alcohol abuse. Employees must remain free from the influence of controlled substances or alcohol while on duty. The unlawful manufacture, distribution, dispensation, possession, sale, offer to sell, offer to purchase and/or unlawful use of controlled substances or alcohol on campus, or as any part of University-related activities, is prohibited. Controlled substances include, but are not limited to, cannabis, heroin, cocaine, LSD, and amphetamines.

As a condition of employment, all California State University (CSU) employees (faculty, staff and student employees) must comply with the [CSU Drug-Free Workplace Policy](#). The Sonoma State University Drug-Free Workplace Policy is available at <https://www.sonoma.edu/policies/drug-free-workplace>.

Dangers of Substance Abuse in the Workplace

All drugs, including controlled and legal substances, and alcohol are toxic and/or poisonous when abused. Using drugs, or alcohol, impairs decision-making and physical abilities, and this

can be a deadly combination when on the job. Drug and alcohol abuse can cause problems at work including:

- Safety concerns and accidents when using equipment
- After-effects of substance use (withdrawal) affecting job performance,
- Preoccupation with obtaining and using substances while at work, interfering with attention and concentration,
- Illegal activities at work including selling illegal drugs to other employees, and
- Psychological or stress-related effects due to drug or alcohol abuse by a family member, friend or co-worker that affects another person's job performance

Health risks of drug abuse include, but are not limited to sleep disorders, confusion, hallucinations, paranoia, deep depression, malnutrition, liver and kidney damage, cardiac irregularities, hepatitis, and neurological damage.

Alcohol is a depressant. It depresses the central nervous system and can cause serious physical damage. Excessive drinking damages the liver, resulting in cirrhosis. Chronic alcohol abuse also causes hypertension, cardiac irregularities, ulcers, pancreatitis, kidney disease, cancer of the esophagus, liver, bladder or lungs, memory loss, tremors, malnutrition, vitamin deficiencies and possibly sexual dysfunction. Abuse of alcohol or drugs during pregnancy increases the risk of birth defects, spontaneous abortion and still births.

Employee Assistance Programs

The primary focus of Sonoma State University's substance abuse prevention program is education and counseling. As part of this program, the University will provide educational workshops for faculty, staff, and students, to address the medical, health, psychological, social and legal ramifications of illicit drug and alcohol use. Sonoma State's Employee Assistance Program (offered through Empathia at mylifematters.com) will continue to provide information, evaluation, counseling, and referral service to employees seeking help with personal, emotional, substance abuse, or chemical dependency.

Sonoma State recognizes drug and alcohol dependency as treatable conditions and offers employee support programs for individuals with substance dependency problems. Employees are encouraged, but not required, to seek assistance for drug and alcohol related problems.

Employees can contact Empathia Pacific at (800) 367-7474, or mylifematters.com (password “sonoma”).

LifeMatters [website](#) offers free assessment tests on Alcohol and Drug Screening, Drug Abuse Screening, and a General Risk Health Assessment as well as related articles and resources.

LifeMatters provides up to three counseling sessions for employees and/or their family members to assist with problems related to substance abuse or chemical dependency. Services provided directly by LifeMatters are free for all employees. If you are referred to outside resources, you will be advised about associated costs. Use of LifeMatters or a counselor is confidential, unless your safety or the safety of another individual may be at risk.

Penalties for Violating the Drug-Free Workplace Policy

Local, state and federal laws establish severe penalties for violations of drug and alcohol statutes. These sanctions, upon conviction, may range from a fine to life imprisonment. With possession or distribution of illegal drugs, these sanctions could include the seizure and summary forfeiture of property, including vehicles. Any person found in a public place to be under the influence of intoxicating liquor or drugs and unable to care for his/her own safety or interfering with a public way can be charged with disorderly conduct, a misdemeanor offense. The Sonoma State Police Department will enforce these laws.