INSTITUTIONAL: The unlawful manufacture, distribution, dispensation, possession, or use of illegal drugs or other controlled substances and the unauthorized use of alcohol by University employees in the workplace is prohibited.

Employees found in violation of the standards of conduct referred to in this policy may be subject to discipline under the provisions of their union contract(s). Sanctions that may be imposed include, in addition to those found in the various contracts, verified attendance and successful participation in a drug/alcohol assistance program.

STATE AND FEDERAL: Both federal and state law make it a criminal offense to manufacture, distribute, or simply possess a controlled substance.

The New York State Penal Law makes it a criminal offense to possess, possess with intent to sell, or actually sell various drugs. The drugs to which this law applies include marijuana and those listed in the schedules contained in the New York Public Health Law section 3306.

The possible sanctions for violation of federal or state law depend upon aggravating factors, including the type and quantity of drugs involved. Sanctions range from community service to monetary fine and/or imprisonment.

It is a violation of New York State Penal Law section 240.40 for a person to appear in public under the influence of narcotics or a drug other than alcohol to the degree that the person may endanger him or herself or other persons or property, or annoy persons in his/her vicinity. It is also a violation of New York State Penal Law section 260.20 (2) for a person to give or sell an alcoholic beverage to a person less than 21 years old.

Any person who operates a motor vehicle while intoxicated or while his/her ability to operate such vehicle is impaired by the consumption of alcohol or drugs, in violation of Vehicle and Traffic Law section 1192, is subject to suspension or revocation of driving privileges in the state as well as a fine and possible imprisonment. These begin at $300 to $500 in fines and/or up to (15) days in prison, plus a 90-day suspension. In addition, under New York State Civil Practice Law and Rules sections 1311 and 1321, seizure and forfeiture of vehicles driven while impaired or intoxicated is also possible.

For information and assistance call the CUNY Work/Life Program 24 hours a day/seven days a week at 800.833.8707 or www.cuny.edu/worklife

Policy/Standards of Conduct

Sanctions

Alcohol and Drug Treatment Services

INPATIENT SERVICES:
Flushing Hospital Medical Center
4500 Parsons Blvd.
Flushing, New York 11355
Intake: 718.670.5540
Kingsbors Alcoholism Treatment Center
754 Lexington Avenue
Brooklyn, New York 11221
Intake: 718.453.3200
Richmond University Medical Ctr.
355 Bard Avenue
Staten Island, New York 10310
Intake: 800.273.3114
Staten Island University Hospital
392 Seguine Avenue
Staten Island, New York 10309
Intake: 718.356.8910

OUTPATIENT SERVICES:
Richmond University Medical Ctr.
355 Bard Avenue
Staten Island, New York 10310
Intake: 718.818.6132
Staten Island University Hospital
392 Seguine Avenue
Staten Island, New York 10309
Intake: 718.356.8910

HOT LINES:
Al-Anon 212.941.0094
Alcoholics Anonymous 212.647.1680
Narcotics Anonymous 212.928.6262
NY State Drug Information Hotline 800.522.5353
Richmond University Medical Center Psychiatric Emergency Room 718.818.6300
NYS Smokers' Quitline 866.NY.QuitTS

The unlawful possession, use, or distribution of alcohol or other drugs on campus is prohibited.
<table>
<thead>
<tr>
<th>DRUG</th>
<th>STREET NAME</th>
<th>METHOD OF USE</th>
<th>SIGNS &amp; SYMPTOMS</th>
<th>HAZARDS OF USE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cocaine</td>
<td>Coke, Snow, Toot, Blow Rock, Crack</td>
<td>Most often smoked or inhaled, also injected or swallowed in powder, pill, or rock form</td>
<td>Restlessness, irritability, anxiety, talkativeness. Diluted pupils, sniffing. Intense, short-term high followed by depression. Hallucinations &amp; paranoia with prolonged use.</td>
<td>Intense psychological dependence; sleeplessness; sniffing. Anxiety, nasal passage damage; lung damage; liver toxicity; cardiovascular effects &amp; death from overdose.</td>
</tr>
<tr>
<td>Designer's Rave/Club Drugs</td>
<td>Ecstasy, X-TC, ADAM</td>
<td>Most often taken orally, sometimes snorted and rarely injected</td>
<td>Blurred vision, chills/sweats, increased heart rate; blood pressure, nausea, muscle tension, rapid eye movement, diluted pupils</td>
<td>Anxiety, depression, severe mood swings, paranoia, sleep problems, psychosis &amp; violence.</td>
</tr>
<tr>
<td>GHB (Gammahydroxybutyrate)</td>
<td>Soap, Liquid Ecstasy, Liquid X, Scoop, G</td>
<td>Taken orally, rarely injected</td>
<td>High doses-interference with mobility, dizziness; induces sleep, drowsiness</td>
<td>Slower respiration &amp; heart rate, drop in temperature, temporary amnesia &amp; coma.</td>
</tr>
<tr>
<td>Rohypnol (Flunitrazepam)</td>
<td>Roach, Roofies, Rope, Rib</td>
<td>Swallowed in pill form, snorted, or by drinking</td>
<td>Difficulty in speaking &amp; moving, amnesia when used with alcohol.</td>
<td>Blackouts, death from accidents, nausea &amp; addition.</td>
</tr>
<tr>
<td>Ketamine</td>
<td>Special K, Kat Valium, Bump</td>
<td>Most often ingested in pill form, snorted, injected or, by drinking</td>
<td>Shuttered speech, confusion, paranoia, insomnia, ataxia, vomiting, hallucinations &amp; disorientation.</td>
<td>Confusions, muscle rigidity, elevated blood pressure &amp; pulse rate &amp; short-term memory loss.</td>
</tr>
<tr>
<td>Hallucinogens</td>
<td>Dust, Super-grass, Crystal, Emulhaling Fluid</td>
<td>Most often smoked, can be inhaled (snorted), injected, or swallowed in tablets</td>
<td>Shuttered speech, blurred vision, uncoordination. Confusion, agitation, aggression.</td>
<td>Anxiety, depression, impaired memory &amp; perception. Uncontrolled aggression.</td>
</tr>
<tr>
<td>LSD</td>
<td>Acid, Cubes, Purple Haze, Tabs, Blotter, Meco Dot, Dip</td>
<td>Usually swallowed in liquid form</td>
<td>Diluted pupils, sweating, trembling, illusions, hallucinations, mood swings.</td>
<td>Breaks from reality, emotional breakdown, flashback.</td>
</tr>
<tr>
<td>Inhaling</td>
<td>Snuff, Huff</td>
<td>Inhaled or sniffed, often with use of paper or plastic bag or rag (also called huffing).</td>
<td>Poor motor coordination, impaired vision, memory &amp; thought.</td>
<td>Dristic weight loss. Brain, liver &amp; bone marrow damage. High risk of sudden death.</td>
</tr>
<tr>
<td>Marijuana Hashish</td>
<td>Poppers, Snappers, Rush, Locker Room</td>
<td>Inhaled or sniffed from haze or ampules.</td>
<td>Abusive violent behavior, light-headedness.</td>
<td>Anemia, death by anoxia.</td>
</tr>
<tr>
<td>Narcotics</td>
<td>Pot, Grass, Blunt, Joint, Wood Sticks, Herb, Spiff, Dope, Tea, Buddha, Chronic</td>
<td>Most often smoked, can also be swallowed in solid form (baked in cookies).</td>
<td>Sweet, burnt odor; red eyes; high followed by depression. Chronic heavy use may lead to loss of interest &amp; motivation, possible weight change.</td>
<td>Impaired memory perception, interference with judgment &amp; perception. Loss of appetite, death from overdose.</td>
</tr>
<tr>
<td>Steroids (Anabolic)</td>
<td>Dope, Smack, Dramer, Miss Emma, Junk</td>
<td>Injected, smoked, or snorted</td>
<td>Needle marks, constricted pupils, neglected appearance.</td>
<td>Death from overdose, injury or accident; synergistic effects of interaction with alcohol.</td>
</tr>
<tr>
<td>Stimulants</td>
<td>Tranks, Sleepers, Vs or Vees, Blues, Sticks, Z-Bars, Drunk Pills, Pins</td>
<td>Swallowed in pill or injected.</td>
<td>Drowsiness, confusion, impaired judgment, slurred speech, needle marks, constricted pupils.</td>
<td>Death from overdose, injury &amp; accident; synergistic effects of interaction with alcohol.</td>
</tr>
<tr>
<td>Cough Suppressants</td>
<td>Jif, Skippy, Vitamin R, R-ball, Speed, Uppers, Pop Pills, Bennies, Ice, Dexies, Meth, Crack, Crank</td>
<td>Smoked or swallowed in pill or capsule form; also injected; some are crushed and snorted</td>
<td>Excess activity, irritability, restlessness, nervousness &amp; mood swings. Diluted pupils; needle marks.</td>
<td>Death from overdose, injury &amp; accident; synergistic effects of interaction with alcohol.</td>
</tr>
<tr>
<td>Alcoholic Beverages</td>
<td>Smokes, Cigarettes, Cigars, Chew, Snuff</td>
<td>Smoked, inhaled, or chewed.</td>
<td>Smell of tobacco, stained teeth &amp; yellowed fingers. High carbon monoxide levels.</td>
<td>Loss of appetite, weight loss, hallucinations, paranoia, addiction, psychosis, heart arrhythmias, tooth decay.</td>
</tr>
<tr>
<td>Tobacco</td>
<td>Swallowed in pill or syrup form</td>
<td>Swallowed speech, disorientation, loss of coordination, vomiting</td>
<td>Hallucinations, confusion, dizziness, blurred vision, rapid heart beat. Tylenol in syrup may cause liver damage.</td>
<td>Cancers of the lung, throat, mouth, esophagus. Heart disease, emphysema.</td>
</tr>
</tbody>
</table>