THE CITY UNIVERSITY OF NEW YORK
POLICY ON DRUGS AND ALCOHOL

The City University of New York ("CUNY") is an institution committed to
promoting the physical, intellectual, and social development of all individuals. As such,
CUNY seeks to prevent the abuse of drugs and alcohol, which can adversely impact
performance and threaten the health and safety of students, employees, their families, and
the general public. CUNY complies with all federal, state, and local laws concerning the
unlawful possession, use, and distribution of drugs and alcohol.

Federal law requires that CUNY adopt and implement a program to prevent the
use of illicit drugs and abuse of alcohol by students and employees. As part of its
program, CUNY has adopted this policy, which sets forth (1) the standards of conduct
that students and employees are expected to follow; (2) CUNY sanctions for the violation
of this policy; and (3) responsibilities of the CUNY colleges/units in enforcing this
policy. CUNY’s policy also (1) sets forth the procedures for disseminating the policy, as
well as information about the health risks of illegal drug and alcohol use, criminal
sanctions for such use, and available counseling, treatment, or rehabilitation programs, to
students and employees; and (2) requires each college to conduct a biennial review of
drug and alcohol use and prevention on its campus.

This policy applies to all CUNY students, employees and visitors when they are
on CUNY property, including CUNY residence halls, as well as when they are engaged
in any CUNY-sponsored activities off campus.

CUNY STANDARDS OF CONDUCT

The unlawful manufacture, distribution, dispensation, possession, or use of drugs
or alcohol by anyone, on CUNY property (including CUNY residence halls), in CUNY
buses or vans, or at CUNY-sponsored activities, is prohibited. In addition, CUNY
employees are prohibited from illegally providing drugs or alcohol to CUNY students.
Finally, no student may possess or consume alcoholic beverages in any CUNY residence
hall, regardless of whether the student is of lawful age, except for students living in the
Graduate School and University Center’s graduate housing facilities who may lawfully
posses and consume alcoholic beverages. For purposes of this policy, a CUNY residence
hall means a residence hall owned and/or operated by CUNY, or operated by a private
management company on CUNY’s behalf.

In order to make informed choices about the use of drugs and alcohol, CUNY
students and employees are expected to familiarize themselves with the information
provided by CUNY about the physiological, psychological, and social consequences of
substance abuse.
CUNY SANCTIONS

Employees and students who violate this policy are subject to sanctions under University policies, procedures and collective bargaining agreements, as described below. Employees and students should be aware that, in addition to these CUNY sanctions, the University will contact appropriate law enforcement agencies if they believe that a violation of the policy should also be treated as a criminal matter.

STUDENTS

Students are expected to comply with the CUNY and college policies with respect to drugs and alcohol. Any student found in violation may be subject to disciplinary action under Article 15 of the Bylaws of the Board of Trustees, which may result in sanctions up to and including expulsion from the University.

In addition, any student who resides in a CUNY residence hall and who is found to have violated any CUNY or college policy with respect to drugs and alcohol may be subject to sanctions under the CUNY Residence Hall Disciplinary Procedures, up to and including expulsion from the residence hall.

In lieu of formal disciplinary action, CUNY may, in appropriate cases, seek to resolve the matter through an agreement pursuant to which the student must see a counselor or successfully participate in a drug and alcohol treatment program.

In accordance with the Federal Educational Rights and Privacy Act (“FERPA”), CUNY may also choose—when appropriate—to contact parents or legal guardians of students who have violated the CUNY policy on drugs and alcohol.

EMPLOYEES

Any employee found to have violated this CUNY policy may be subject to disciplinary action, in accordance with the procedures set forth in applicable CUNY policies, rules, regulations, and collective bargaining agreements. Sanctions may include a reprimand, suspension without pay, or termination of employment. In lieu of formal disciplinary action, CUNY may, in appropriate cases, seek to resolve the matter through an agreement pursuant to which the employee must successfully participate in a drug or alcohol treatment program.

RESPONSIBILITIES OF CUNY COLLEGES/UNITS

Each college or unit of the University should make its best efforts to educate employees and students about this policy and the risks associated with the unlawful possession, use, or distribution of illegal drugs and alcohol. The President of each college or unit may choose to ban alcohol at on-campus functions or at any particular function. This policy, together with information about the health risks of illegal drug and
alcohol use, criminal sanctions for such use, and counseling, treatment, or rehabilitation
programs available to employees or students, must be distributed annually to all
employees and students. The Chief Student Affairs Officer shall be responsible for the
distribution of this material to students, and the Director of Human Resources shall be
responsible for the distribution of the material to employees.

The Vice President for Administration, or person performing the equivalent
function at each college or unit of CUNY, shall be responsible for conducting a biennial
review to determine the effectiveness of CUNY’s drug and alcohol program at its college
or unit, and to ensure that sanctions for drug and alcohol violations are consistently
enforced. Upon completion, the biennial review must be sent to the University’s
Executive Vice Chancellor and Chief Operating Officer. This biennial review must
include the number of drug and alcohol-related violations and fatalities that occur on the
college’s campus or as part of the college’s activities, as well as the number and type of
sanctions imposed as a result of drug and alcohol-related violations and fatalities that
occur at the college as part of its activities.

Adopted by CUNY Board of Trustees: June 22, 2002 and amended on May 2, 2011
(BOT May 2, 2011 Calendar Minutes: Item # 5.A.).