

Drug Free Workplace

Policy No.: 540-50

Effective: 3/21/00

POLICY:

In accordance with CSU [Executive Order 930](#), it is the policy of California State University, Northridge to maintain a workplace free of illegal drugs. California State University, Northridge employees and students are expected to comply with campus rules and regulations which expressly prohibit the unlawful manufacture, use, sale, purchase, transfer or possession of dangerous drugs or narcotics, as those terms are used in federal statutes. This includes marijuana, cocaine, heroin and morphine, as well as barbiturates and amphetamines. In addition, campus regulations prohibit employees and students from being under the influence of alcohol and/or any legal or illegal drug while engaged in work on or off campus. Legally prescribed medications which do not adversely affect the employee's or student's work ability, job performance, or the safety of that individual or others, are an exception to this policy.

In addition to any State or Federal penalties resulting from conviction for a drug offense, violations of this policy while on or off campus when in work status by faculty or staff shall be grounds for appropriate disciplinary action up to and including dismissal. Violation of campus regulations concerning possession, sale, use, or distribution of dangerous drugs or alcohol subjects students to expulsion, suspension, probation, withdrawal of financial aid, or lesser sanctions.

The University also complies with the requirements of The Drug-Free Workplace Act, which contains specific reporting requirements for employees who are paid for work on a federal contract or grant and are convicted of any criminal drug statute violation occurring in the workplace or while on university business.

The recent passage of Proposition 64 by California voters, which legalized the recreational use of marijuana by persons over the age of 21, does not alter the Drug-Free Workplace Policy. Marijuana use, in any form, and marijuana production, possession, cultivation, purchase, sale, transportation, or distribution on CSUN property and/or in connection with CSUN activities remains prohibited – both by CSU policy and under state and federal law. Nothing in Proposition 64 changes the obligations of CSUN to maintain a drug-free community, prevent illegal drug use and misuse of legal drugs, and discipline employees and students who violate this policy.

PURPOSE:

The purpose of this policy is to inform California State University, Northridge employees and students about the University's obligation to create and maintain a drug-free environment.

PROCEDURES:

1. Violations of this policy by faculty and staff employees will be reviewed and appropriate action taken pursuant to standard University practices for progressive discipline.
2. Violations of this policy by students shall be grounds for expulsion, suspension, probation, withdrawal of financial aid, or lesser sanctions pursuant to standard University practices for student discipline.
3. In compliance with the Drug-Free Workplace Act, employees who are engaged in work on a federal grant shall also abide by the above standards of conduct as a condition of employment, and in addition shall notify the Associate Vice President of Human Resources of any criminal drug statute violation occurring in the workplace or while on university business, no later than 5 days after conviction. California State University, Northridge is required to notify the federal contracting/granting agency within 10 days of receiving such notice of conviction and to take appropriate corrective action.

RESPONSIBILITIES:

Employees and Students:

1. Employees and students are to maintain a drug-free workplace while engaged in university work either on or off campus.
2. Employees and students are prohibited from being under the influence of alcohol and/or any legal or illegal drug while engaged in university work on or off campus. Legally prescribed medications which do not adversely affect the employee's or student's work ability, job performance or the safety of that individual or others, are an exception to this policy.
3. Employees working on a federal contract or grant must, additionally, notify the Associate Vice President of Human Resources no later than 5 days after a drug statute conviction occurring in the workplace or while on university business.
4. The Associate Vice President of Human Resources is required to notify the federal contracting/granting agency within 10 days of receiving such notice of conviction and must recommend appropriate corrective and/or disciplinary action.
5. The Office of Human Resource is responsible for distributing the Drug-Free Workplace Campus Policy each year to all employees on campus. In addition, the office shall give the policy to each new employee at the time of hire.

HEALTH RISKS:

The following summaries are an overview of the major health risks associated with the use of illicit drugs and alcohol. Abuse of alcohol and other drugs can lead to chemical dependency and can be harmful during pregnancy.

Alcohol - Risk of overdose causing illness, injury, comatose state, and death. Risks increase when combined with the heavy use of caffeine, or the use of other drugs. Long-term use may lead to dependence, addiction, or death.

Anabolic Steroids - Use of anabolic steroids can cause changes to the brain and body that lead to serious injury or death. Long-term use can result in damage to the cardiovascular system.

Benzodiazepines/Sedatives - Risk of overdose causing memory impairment, loss of reflexes, illness, injury, comatose state, and death. Risks increase with the use of alcohol.

Cocaine - High risk of overdose resulting in seizures, cardiac arrest, stroke, comatose state, and death. Long-term use can result in increased hostility, paranoia, and profound addiction and dependence.

Ecstasy/MDMA - Risk of overdose causing greatly increased body temperature, hypertension, kidney failure, exhaustion, and death. Long-term use may lead to damage to serotonin receptors in the brain.

Hallucinogens - Belladonna drugs carry the risk of overdose causing seizures, coma, psychosis, and death. Non-belladonna drugs carry the risks of dehydration, diarrhea and nausea. Hallucinations from use may result in long-term psychological problems.

Heroin - High risk of overdose resulting in decreased heart rate and breathing, illness, injury, comatose state, and death. Risk of withdrawal is very high, causing loss of appetite, lethargy, diarrhea, shivering, sweating, cramps, and extreme sensitivity to pain. Even minimal use can develop dependence and addiction.

Marijuana - Use of marijuana may result in increased anxiety, impaired decision making, and complications to the cardiovascular system (particularly with individuals at-risk for heart disease). Long-term use is linked with impairment of certain brain functions (e.g. memory retention, reaction times) and decreased motivation.

Methamphetamine - High risk of overdose resulting in lethal cardiac arrest, extreme hyperthermia, and death. Long-term

use can result in loss of teeth, blemishes on the skin, dependence, and addiction.

Nicotine - Risk of overdose is possible, but rare, resulting in dizziness, weakness, nausea, tremors, and convulsions. Even short-term recurrent use of nicotine can lead to addiction.

Prescription Medications - Risk of overdose causing nausea, vomiting, and death. Long-term use may lead to lethargy, dependence, and addiction. Use of prescription medication also carries risks of the related side effects of that prescription medication.

CAMPUS RESOURCES:

Faculty and staff may contact the University's Employee Assistance Program, for confidential consultation regarding drug or alcohol abuse, or other personal problems at no cost to the employee or member of their immediate family. Log in to the CSUN Portal [here](#) if you need the LifeMatters phone number or website password. CSUN Portal > HR > Benefits > LifeMatters. An assessment of the situation will be made and alternatives will be offered which are both appropriate and affordable. All employee health insurance plans include provisions for the treatment of alcohol and substance abuse problems. If you are experiencing a medical emergency, related to substance use and any other circumstances, dial 9-1-1 or go to the nearest emergency room. Students may contact the Klotz Student Health Center at extension 3666, or University Counseling Services at extension 2366 for assistance.

REFERENCES:

[California Education Code section 89539](#)

[The Drug-Free Workplace Act of 1988](#)

[The Drug-Free Schools and Communities Act Amendments of 1989](#)

[Controlled Substances Act](#)

FURTHER INFORMATION:

Office of Human Resource Services (818) 677-2101

APPROVED BY THE PRESIDENT