

ROGER WILLIAMS UNIVERSITY AND ROGER WILLIAMS UNIVERSITY SCHOOL OF LAW

ALCOHOL AND DRUG-FREE SCHOOL AND WORKPLACE POLICY

Introduction:

Roger Williams University and Roger Williams University School of Law (collectively referred to as the “University”) established this Alcohol and Drug-Free School and Workplace Policy (the “Policy”) in response to and in conformity with the Drug-Free Workplace Act of 1988 (41 U.S.C. § 701) and the Drug-Free Schools and Communities Act Amendments of 1989 (20 U.S.C. § 1011i). Students and employees of the University shall receive a copy of this Policy on an annual basis.

Standards of Conduct:

The unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance, illicit drug, or alcohol by any person, including visitors and vendors, is prohibited in or on the University premises, in vehicles owned, leased, or rented by the University, at any work site or location at which University duties are being performed by University employees or students, as part of any University activity, or at off-campus activities of student groups recognized by the University.

Health Risks:

Drinking alcohol has immediate effects that can increase the risks of many harmful health conditions. Excessive alcohol use can lead to increased risk of health problems such as liver disease or unintentional injuries. The use of illegal drugs also carries many serious health risks. Illegal drugs may be addictive and may lead to long-term damage to the body. Heavy or long-term use of some illegal drugs may cause the user to overdose, which may cause permanent damage to the body and can be fatal.

Counseling Programs:

Students and employees who may have a problem with the use of illegal drugs or the abuse of alcohol should be aware of resources at the University and the surrounding community that offer services to students and employees. The University resources listed below may not be available to all students and employees.

University Resources:

Center for Counseling and Student Development

Center for Student Development • (401) 254-3124

The Roger Williams University Center for Counseling and Student Development assists students through maintaining and enhancing their psychological and emotional well-being and promoting their normal development and maturation. Additionally, a wide offering of educational and support programs are designed to foster student development as healthy, thoughtful, responsible, respectful, and productive members of a diverse community who will be able to function at their full potential.

Health Education Program

Center for Student Development • (401) 254-3413

The Director of Health Education and the Student Health and Wellness Educators work together to provide education and support to students in maintaining a healthy lifestyle. They strive to motivate individuals to develop the physical, mental, social, intellectual, and spiritual dimensions of self and make choices toward a more successful and healthier existence.

Health Services

Center for Student Development • (401) 254-3156

Roger Williams University Health Services is committed to providing quality health care and disease prevention in a manner that exhibits compassion, professionalism, and excellence.

Roger Williams University School of Law Student Assistance Program (Available to Law Students)

Ronald N. Mancini, LCMHC & Associates • 970 Hope Street, Bristol, RI 02809 • (401) 253-7575

This group private practice provides mental health services and consultation to individuals, couples, families, and institutions. The clinical staff is comprised of seasoned professionals with a wide variety of specialties and expertise in the newest change strategies known in the fields of Psychology and Psychotherapy. The practice participates with all major insurance companies. A special sliding fee scale is available for law students with no current medical insurance. When utilizing services, please mention that you are associated with Roger Williams University School of Law.

Ability Assist® (Available to Employees)

1-800-96-HELPS • www.guidanceresources.com • company ID: HLF902 • company name: abili

The Hartford's Ability Assist program is offered by ComPsych®, a leading provider of employee assistance programs. Services include emotional, financial, and legal counseling, substance abuse information, child and elder care information and resources, marital and family counseling, and work-life consultation.

Outside Resources:

Al-Anon/Alateen

106 Rolfe St., Cranston, RI 02910 • (401) 781-0044 • www.riafig.org

Al-Anon is a worldwide fellowship of individuals whose lives have been deeply affected by another's drinking. The only requirement for membership is that there be a problem of alcoholism in a relative or friend. Members, who come from all walks of life, meet to share their experience, strength, and hope in order to solve their common problems.

Alcoholics Anonymous

www.rhodeisland-aa.org

410 North Broadway, East Providence, RI 02914 • (401) 438-8860 or 1-800 439-8860

2845 Post Road, Room 112, Warwick, RI 02886 • (401) 739-8777

P.O. Box 9342, Providence, RI 02840 • (888) 378-6561

Alcoholics Anonymous is a 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 to recover from alcoholism.

Butler Hospital

345 Blackstone Blvd., Providence, RI 02906 • (401) 455-6200 • www.butler.org

Butler Hospital is Rhode Island's only private, nonprofit psychiatric and substance abuse hospital for adults, adolescents, children, and seniors. Butler is affiliated with The Warren Alpert Medical School of Brown University and is the flagship for its department of psychiatry which has been recognized by its peers as one of the top ten in the United States. Recognized as a national leader in the development of acute, short-term psychiatric and substance abuse treatment, Butler has a reputation for providing the best care available to patients.

CODAC Behavioral Healthcare

www.codacinc.org-a.googlepages.com

1052 Park Ave., Cranston, RI 02910 • (401) 461-5056

349 Huntington Ave., Providence, RI 02909 • (401) 942-1450

93 Thames St., Newport, RI 02840 • (401) 846-4150

350 Columbia St., Wakefield, RI 02879 • (401) 789-0934

850 Waterman Ave., East Providence, RI 02914 • (401) 434-4999

CODAC, a non-profit organization, offers treatment and educational and prevention services. CODAC's goal is to help people lead a more productive, healthy life by learning to respond effectively to their own needs and the needs of the people they care for without the use of alcohol and other drugs, and free of violence.

Disciplinary and Legal Sanctions:

In addition to any action taken by law enforcement authorities as detailed below, the University will impose disciplinary sanctions on students and employees for violations of the standards of conduct required by this Policy, which may include referral for prosecution, mandatory participation in substance abuse treatment, counseling or education programs as a condition of reinstatement or continued employment, termination of employment, or expulsion of student.

Federal, state, and local drug and alcohol laws provide criminal penalties for the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance, illicit drug, or alcohol. Listed below are some examples of penalties for violations of Rhode Island's controlled substances and alcoholic beverages laws:

Controlled Substances:

Any person who manufactures, delivers, or possesses with the intent to manufacture or deliver a Schedule I or II controlled substance may be imprisoned to a term up to life, and/or fined \$10,000 to \$500,000. For Schedule III or IV controlled substances, such person may be imprisoned for up to twenty (20) years and/or fined up to \$40,000. For Schedule V controlled substances, such person may be

imprisoned up to one (1) year and/or fined up to \$10,000. Any person who knowingly or intentionally possesses a Schedule I, II, III, IV, or V controlled substance in the absence of a valid prescription may be imprisoned for up to three (3) years, and/or fined \$500 to \$5,000. R.I.G.L. § 21-28-4.01.

Alcoholic Beverages:

Sanctions for misrepresentation of age include (i) a mandatory fine of \$100 to \$500, thirty (30) hours of community service, and suspension of driving privileges for thirty (30) days for the first offense; (ii) a mandatory fine of \$500 to \$750, forty (40) hours of community service, and suspension of driving privileges for three (3) months for the second offense; and (iii) a mandatory fine of \$750 to \$1,000, fifty (50) hours of community service, and suspension of driving privileges for one (1) year for the third and subsequent offenses. R.I.G.L. § 3-8-6.

Sanctions for possession of alcoholic beverages by underage persons include thirty (30) hours of community service, minimum sixty (60) day suspension of driving privileges, and (i) fines of \$150 to \$750 for the first offense, (ii) fines of \$300 to \$750 for the second offense, and (iii) fines of \$450 to \$950 for the third and subsequent offenses. R.I.G.L. § 3-8-10.

Sanctions for furnishing or procuring alcoholic beverages for underage persons include (i) fines of \$350 to \$1,000 and/or imprisonment up to six (6) months for the first offense, (ii) fines of \$750 to \$1,000 and/or imprisonment up to one (1) year for the second offense, and (iii) fines of \$1,000 to \$2,500 and/or imprisonment up to three (3) years for the third or subsequent offenses. R.I.G.L. §§ 3-8-11.1 – 3-8-11.2.

In addition to the examples listed above, additional criminal penalties for violations of federal, state, and local drug and alcohol laws may be found at the following websites. There may be other provisions of federal, state, and local laws related to drugs and alcohol that are not included in this list.

For a list of federal drug trafficking penalties, see <http://www.usdoj.gov/dea/agency/penalties.htm>.

For a list of penalties for violations of the drug and alcohol laws of Rhode Island, see <http://www.rilin.state.ri.us/Statutes/TITLE3/INDEX.HTM> (alcoholic beverages); <http://www.rilin.state.ri.us/Statutes/TITLE11/INDEX.HTM> (criminal offenses); <http://www.rilin.state.ri.us/Statutes/TITLE21/INDEX.HTM> (food and drugs); and <http://www.rilin.state.ri.us/Statutes/TITLE31/INDEX.HTM> (motor and other vehicles).

For a list of penalties for violations of local drug and alcohol ordinances, see <http://www.municode.com/RESOURCES/gateway.asp?pid=10105&sid=39> (Bristol); <http://www.portsmouthri.com/frames.htm> (Portsmouth); <http://www.municode.com/resources/gateway.asp?pid=11458&sid=39> (Providence); and <http://www.municode.com/RESOURCES/gateway.asp?pid=12864&sid=39> (Tiverton).

Condition of Employment:

As a condition of employment, all employees must (i) agree to abide by this Policy, and (ii) notify the University of any criminal drug statute conviction for a violation occurring in the workplace no later than five (5) days after such conviction. Notices should be sent to the Assistant Vice President of Human Resources for Labor and Employment Administration.

Requirement for Students Receiving Federal Grants:

Students who receive Pell and certain other federal grants must report any conviction of a drug-related offense to the United States Department of Education within ten (10) days of the conviction if the offense occurred during the period covered by the grant.

Biennial Review:

The University shall conduct a biennial review of this Policy by December 31st of each even-numbered calendar year to (i) determine the Policy's effectiveness and implement any needed changes to the Policy, and (ii) ensure that the sanctions required by the Policy are consistently enforced.

Revised 07/01/2009