



# NEW YORK MEDICAL COLLEGE

A MEMBER OF THE Touro College and University System

## Drug-free School and Campus Policy

New York Medical College recognizes its special responsibility to prevent the illicit use of drug or alcohol on College premises by faculty, students and employees. The effects of drug or alcohol dependency compromise work and academic performance as well as health care. This, therefore, is to advise that the College, in consultation with faculty, the Deans' offices and appropriate administration, has developed and adopted a Drug-prevention Program which reaffirms our policy regarding the use of drugs and alcohol and provides specific information in compliance with the Drug-Free Schools and Communities Act Amendments of 1989.

The College's Drug Prevention Program is as follows:

1. It is the policy of New York Medical College to prohibit the unlawful possession, use or distribution of illicit drugs and the abuse of alcohol by faculty, employees and students on College premises or as part of any activities of the College.
2. Violation of the above policy shall result in, as a primary and remedial objective, written submission satisfactory to the College indicating completion of an approved drug or alcohol counseling, treatment, or rehabilitation program as a requirement for continued employment or, as a last resort, appropriate disciplinary action, up to and including suspension or termination of employment and, as applicable, referral for prosecution.
3. The abuse of alcohol and illicit drugs is associated with a number of substantial health risks affecting the performance of employees both at work and home. Alcohol is associated with liver disease, ulcers, birth defects, malnutrition, heart disease and stroke and can cause brain damage. Its effects on performance include poor concentration, coordination and judgment, as well as absenteeism, lateness, mood swings and fatigue. Even low doses significantly impair the judgment and coordination required to drive a car safely, increasing the likelihood that the driver will be involved in an accident. Moderate to high doses of alcohol cause marked impairments in higher mental functions, severely altering a person's ability to learn and remember information. Very high doses cause respiratory depression and death. If combined with other depressants of the central nervous system, much lower doses of alcohol will produce the effects just described. Repeated use of alcohol can lead to dependence. Sudden cessation of alcohol intake is likely to produce withdrawal symptoms, including severe anxiety, tremors, hallucinations and convulsions. Alcohol withdrawal can be life threatening.

Mothers who drink alcohol during pregnancy may give birth to infants with fetal alcohol syndrome. These infants have irreversible physical abnormalities and mental retardation. In addition, research indicates that children of alcohol parents are at greater risk than other youngsters of becoming alcoholics.

Cocaine (crack) can result in death from heart or respiratory failure, stroke or seizures, lung and voice damage. It causes impaired performance by decreasing attention span, causing poor judgment and mood swings, and induces paranoia, hallucinations and depression from withdrawal. The abuse of marijuana

and anti-anxiety drugs (such as valium, librium or xanax) are also associated with both physical and performance impairments.

4. The legal sanctions under federal, state or local laws for the unlawful possession or distribution of illicit drugs or alcohol are severe and substantial requiring mandatory imprisonment and/or fines. Please contact the Department of Human Resources for further information regarding federal and New York State penalties concerning unlawful distribution or trafficking of drugs and illegal possession of controlled substances.
5. New York Medical College strongly encourages students, faculty and employees needing help in dealing with drug or alcohol dependence to participate in drug counseling and rehabilitation programs approved for such purposes by federal, state or local agencies. A description of some of the available drug or alcohol counseling, treatment or rehabilitation or reentry programs for students, faculty or employees is available through the Department of Human Resources.

This statement shall be distributed annually and shall be posted in conspicuous places on College premises and at affiliate locations. It shall also be incorporated into our orientation of new employees and students. The College's Drug Prevention Program shall be reviewed biennially to determine its effectiveness and to implement changes to the program if they are needed, and to ensure that the disciplinary sanctions mentioned above are consistently enforced.