

Drug Free Workplace cont...

In accordance with [Executive Order 930](#) the CSU is committed to maintaining a workplace environment free from the unlawful manufacture, possession, distribution, dispensation or use of any controlled substances. Employees violating this policy are subject to discipline up to and including dismissal. In addition to, or in lieu of discipline, CSU may require employees violating the policy to participate in a drug-use rehabilitation program.

Proposition 64 Does Not Alter Policy

The recent passage of Proposition 64 by California voters does not alter the Drug-Free Workplace Policy. Marijuana remains a controlled substance under federal law. Nothing in Proposition 64 changes the obligations of CSU to maintain a drug-free community, prevent illegal drug use, and discipline employees who unlawfully manufacture, possess, distribute, dispense or use illegal drugs on university property or activities.

Employee Assistance Program/Medical Plans

The CSU recognizes drug and alcohol dependency as a treatable condition and offers employee support programs for individuals with substance dependency problems. Employees are encouraged to seek assistance for drug and alcohol related problems. Employees can contact CSUCO Benefits Officer [Nikco Moore](mailto:co-benefits@csulb.edu), (co-benefits@csulb.edu) to learn what services are covered for substance abuse under your individual [CSU Medical Insurance Plan](#).

The CSU Employee Assistant Program (EAP) offered through mylifematters.com provides information, evaluation, counseling and referral service to employees seeking assistance with personal, emotional, substances abuse or chemical dependency.

Drug Free Workplace cont...

LifeMatters provides up to eight (8) free counseling sessions for employees and/or their family members to assist with problems related to substance abuse or chemical dependency.

For questions regarding the CSU Employee Assistance Program please contact [Vivian Dea](mailto:vdea@calstate.edu), vdea@calstate.edu.

Available Treatment and Support programs

Students who are needing treatment, support, or referrals can contact our **Student Health Center at 707 654-1170**.

Students and Employees can also contact:

Genesis House

(<http://www.genesis-house.com>),
(24 hrs) 707-557-3165

Alcoholics Anonymous (24 hrs)
707-643-8217



*Drug Free Schools
and Campuses Act
(DFSCA) Annual
Notification*

What is our Campus Drug Free Policy?

Drug Free Campus Policy Statement

Cal Maritime prohibits the unlawful possession, use, sale, or distribution of alcohol and illegal drugs by students, faculty, and staff on its property, training vessels, or as part of any Cal Maritime sponsored activity.

In accordance with the Drug-Free Schools and Communities Act (DFSCA) of 1989, also known as the Drug-Free Schools and Campuses Act, it is the practice at Cal Maritime to remain compliant with CSU and Federal Government directives.

Tobacco/No Smoking Policy

Effective September 1, 2017, all California State University campuses shall be 100% Smoke Free and Tobacco Free. Therefore, smoking, the use or sale of tobacco products, and the use of designated smoking areas are prohibited at Cal Maritime. This applies to the Training Ship GOLDEN BEAR.

Associated Health Risks

From Drugabuse.gov (<https://www.drugabuse.gov/drug-topics/health-consequences-drug-misuse/introduction>)

Drug Misuse - Short-term effects can range from changes in appetite, wakefulness, heart rate, blood pressure, and/or mood to heart attack, stroke, psychosis, overdose, and even death.

Drug use cont...

These health effects may occur after just one use.

Longer-term effects can include heart or lung disease, cancer, mental illness, HIV/AIDS, hepatitis, and others. Long-term drug use can also lead to addiction.

From the CDC - <https://www.cdc.gov/alcohol/fact-sheets/alcohol-use.htm>

Alcohol Use, Short-Term Health Risks

Excessive alcohol use has immediate effects that increase the risk of many harmful health conditions. These are most often the result of binge drinking and include the following:

- Injuries, such as [motor vehicle crashes](#), falls, drownings, and burns.
- Violence, including homicide, suicide, sexual assault, and intimate partner violence.
- Alcohol poisoning, a medical emergency that results from high blood alcohol levels.
- Risky sexual behaviors, including unprotected sex or sex with multiple partners. These behaviors can result in unintended pregnancy or sexually transmitted diseases, including HIV.
- Miscarriage and stillbirth or [fetal alcohol spectrum disorders \(FASDs\)](#) among pregnant women.

Alcohol Use, Long-Term Health Risks

Over time, excessive alcohol use can lead to the development of chronic diseases and other serious problems including:

- High blood pressure, heart disease, stroke, liver disease, and digestive problems.
- [Cancer](#) of the breast, mouth, throat, esophagus, voice box, liver, colon, and rectum.
- Weakening of the immune system, increasing the chances of getting sick.

- Learning and memory problems, including dementia and poor school performance.
- Mental health problems, including depression and anxiety.
- Social problems, including family problems, job-related problems, and unemployment.
- Alcohol use disorders, or alcohol dependence.

Discipline and Sanctions

Sanctions may range from a warning to suspension/dismissal from the University or loss of organizational status, depending on the nature of the violation and circumstances, and may also include referral to law enforcement agencies for prosecution.

Persons who unlawfully furnish alcoholic beverages to others who are not of legal drinking age may be liable for personal injuries or property damages resulting from misconduct committed by the underage persons.

For health and safety reasons, it is in the best interests of an intoxicated student in an impaired condition to be brought immediately to the attention of campus staff or medical personnel.

Drug Free Workplace

The CSU is committed to maintaining a workplace free from unlawful manufacture, possession, distribution, dispensation, or use of a controlled substances. Violation of this policy may result in disciplinary action, up to and including dismissal.