

Employee Assistance Program (EAP)

Drug and Alcohol abuse can lead to adverse health effects, legal ramifications, and may negatively impact work performance. The University offers an Employee Assistance Program (EAP) designed to assist UNI employees and their families with problems effecting personal relationships, health, and work performance. All services are confidential.

Employee and Family Resources

Counselors are available by phone for confidential questions and support at any time, 24 hours a day, 7 days a week. Call 1 (800) 327-4692 to set up an in-person appointment or speak to a counselor by phone. In-person appointments are set up quickly with counselors conveniently located near your home or workplace. You may also request EAP services online.

Crisis Resources

Your Life Iowa 24/7 Crisis Line

Call: 1 (855) 581-8111

Text: 1 (855) 895-8398

SAMHSA National Hotline

1 (800) 662-4357

National Suicide Prevention Lifeline

1 (800) 273-8255

UNI EAP Contact:

Therese Callaghan
(319) 273-4246

therese.callaghan@uni.edu

Community Resources

Pathways Behavioral Services

(319) 235-6571

Substance abuse evaluations, detoxification services, individual/group counseling, residential treatment, continuing care, OWI services, and prevention services.

MercyOne Horizons

(319) 272-8560

Substance abuse evaluations, medically managed detoxification, inpatient & outpatient treatment, pre-treatment classes, family treatment, and relapse prevention programs.

Alcoholics Anonymous (AA)

(319) 291-3627

Alcoholics Anonymous is a fellowship of people dedicated to helping others recover from alcoholism.

Al-Anon/Alateen Iowa

(319) 291-3660

Al-Anon is a program of recovery for families and friends of alcoholics. Alateen is a recovery program for young people sponsored by Al-Anon members.

Narcotics Anonymous (NA)

(319) 291-8803

Narcotics Anonymous is a nonprofit fellowship of people for whom drugs had become a major problem. Members meet regularly to help each other stay off drugs.

Nar-Anon Family Groups

1 (800) 477-6291

Nar-Anon Family Groups are a worldwide fellowship for those affected by a relative or friend's addiction.



Drug & Alcohol Free Workplace

**Policy
Procedure
Resources**

Human Resource Services
27 Gilchrist
Cedar Falls, IA 50614 0034
(319) 273 2422
Fax: (319) 273 2927

Purpose

The **Drug-Free Workplace and Schools** policy is intended to serve in maintaining the health and safety of the University's Faculty, Staff, Students, and Visitors, in addition to providing the practice and procedure for managing issues regarding drug and alcohol abuse in the workplace, and on campus.

Policy Statement

It is the policy of the University of Northern Iowa and the Board of Regents to provide a Drug-Free workplace and learning environment. Alcohol and drug abuse pose a threat to the health and safety of University Faculty, Staff, Students, and Visitors. In compliance with the Drug-Free Workplace Act of 1988, the University of Northern Iowa is committed to the elimination of drug and alcohol abuse in the workplace.

In compliance with the provisions of the Drug Free Schools and Communities Act Amendments of 1989, alcohol and drug prevention programs include policy enforcement, education programs, and treatment services.

The unlawful manufacture, distribution, dispensation, possession or use of a controlled substance by employees on property owned or leased by the University of Northern Iowa or in conjunction with a University-sponsored activity is prohibited. See also UNI policy **13.18 Alcohol and Drugs**.

In accordance with the Drug-Free Workplace Act of 1988, employees must report any conviction under a criminal drug statute for violations occurring while conducting official business on or off University premises, within 5 days of the conviction to the department head. The department head may consult with the director of Human Resources. See also UNI Policy **3.03 Personal Conduct Rules**.

Procedure

All employees are expected and required to report to work in an appropriate condition to carry out their responsibilities. In particular:

1. While performing work for the University, operating any University vehicle, or conducting University business, faculty and staff are prohibited from using, being under the influence of, possessing, buying, selling, manufacturing or dispensing an illegal drug (to include possession of drug paraphernalia). Any illegal drugs or drug paraphernalia found on University property will be turned over to University Police and may result in criminal prosecution.

2. Employees are prohibited from being impaired or under the influence of legal drugs and/or alcohol, including prescription medication, if such impairment or influence adversely affects the employee's work performance, the safety of the employee or others, or creates an unnecessary risk for the University. If taking necessary medication could compromise workplace safety or affect work performance, the employee is responsible for communicating with his/her supervisor to evaluate temporary job modification/re-assignment during the course of the treatment.

Employees who violate this policy may be referred for an educational/treatment program and may be subject to disciplinary action including a formal reprimand, being placed on enforced leave status, suspension, termination and/or referral for prosecution. Employee policy violations shall be addressed by the supervisor, in conjunction with the Director of Human Resource Services and/or the Associate Provost for Faculty.

Both state and federal laws prohibit distribution, manufacture of, or possession with intent to distribute a controlled substance or a counterfeit controlled substance. Specific drugs, amounts, and penalties are described in **Iowa Code Chapter 124** and **21 USC 801 et al.** Federal **penalties for drug trafficking** are noted by the DEA. State and federal legal sanctions are subject to change by the General Assembly and Congress, respectively.

Health Risks

Health Risks of Alcohol Consumption

Short-term effects: injuries, violence, alcohol poisoning, reproductive health consequences (STDs, unintended pregnancy, miscarriage, FASDS)

Long-term effects: chronic diseases; cancer; learning & memory problems; social, family, employment problems; alcoholism; death

Health Risks of Illegal Drug Use

Depressants: *Short-term effects* - drowsiness, nausea, confusion, memory problems *Long-term effects* - physical & psychological dependence *Overdose effects* - shallow respiration, weak & rapid pulse, coma, possible death

Hallucinogens: *Short-term effects* - sensory distortion, confusion, hallucinations, nausea, panic, increased heart rate & body temperature *Long-term effects* - flashbacks, paranoia, memory problems *Overdose effects* - psychosis, seizures, coma, possible death

Marijuana/Cannabis: *Short-term effects* - drowsiness, increased heart rate & appetite, memory problems, anxiety, impaired judgement, reduced physical coordination *Long-term effects* - mental health problems, chronic cough, frequent respiratory infections, suppressed immune system, addiction

Narcotics/Opioids: *Short-term effects* - pain relief, drowsiness, apathy, slowed physical activity, nausea, slowed breathing *Long-term effects* - increased risk of addiction/overdose *Overdose effects* - constricted pupils, cold clammy skin, confusion, slowed breathing, convulsions, possible death

Stimulants: *Short-term effects* - increased wakefulness/physical activity, decreased appetite, paranoia *Long-term effects* - confusion, insomnia, mood problems, tremors *Overdose effects* - high fever, agitation, convulsions, possible death