CWU Alcohol & Drug Policy

- Alcohol possession and consumption are expressly forbidden on campus property, except by persons of age in the privacy of specifically designated areas.
- Furnishing alcohol to minors in any form is prohibited.
- Smoking of any substance inside any campus building is not allowed.
- Possession, consumption, intoxication or trade of any federally scheduled* substance on campus or at any University sponsored event is prohibited.

*Federal Schedules

Schedule 1—heroin and many other opiates, PCP, LSD, GHB, DMT, Ecstasy, Peyote, Psilocybin Mushrooms & Cannabis

Schedule 2—Morphine & Methadone, Cocaine, Ritalin, Amphetamines

Schedule 3—Ketamine, LSA, Anabolic Steroids

Schedule 4—Many Barbiturates, Xanax & Valium

A brief description of applicable local, and state, and federal laws is provided in CWUR 4-20-005.6. The university policy assumes that individuals of the University community have read, understood, and agree to abide by these local, state, and federal laws.

Health Effects

Alcohol consumption causes a number of marked changes in behavior. Even low doses significantly impair the judgment and coordination required to drive a car safely. Low to moderate doses of alcohol also increase the incidence of a variety of aggressive acts. 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. For more information on these and other alcohol health risks please follow this link.

Health Effects of Different Drugs

Use of illicit drugs and abuse of prescription drugs also increases the risk of adverse health effects. Please follow this link for more information.

More Information on Alcohol

CWU is an AA/EOE/Title IX Institution
TDD 509-963-2143

Central Washington University
Your future is Central
Proscribed Employee Conduct

As a condition of employment at the university, all employees will abide by the terms of the Drug Free Workplace Act of 1988 that prohibits the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance in the university workplace. This Act also requires that employees notify their supervisor of any criminal drug statute conviction for a violation occurring in the workplace no later than 5 days after the Conviction.

In addition, university employees (i.e., faculty, staff, administrators, and student employees) are obligated to work effectively and cooperatively in their positions. Responsibility to improve substandard performance or to correct unacceptable work behavior rests with the individual employee, regardless of the underlying causative factors or circumstances that may be present. While alcoholism and/or other drug dependencies may be among the factors contributing to an employee’s job performance problems, it remains the responsibility of the individual employee to seek appropriate treatment. Failure to correct unsatisfactory job performance or behavior, for whatever reason, will result in appropriate disciplinary action, up to and including termination of employment.

Employee Education and Referral for Alcohol and other Drug Issues

Alcoholism and drug dependency are defined as illnesses that may interfere with an employee’s ability to perform assigned work satisfactorily or that adversely affect job behavior. Employees are encouraged to voluntarily seek expert assistance for alcoholism, alcohol abuse, drug dependency, or any other job-impairing personal problem. Assistance is available through a variety of professional resources on campus and in the community. Questions regarding medical insurance coverage for professional services should be referred to the employee’s medical plan provider or through consultation with the EAP provider. Confidential employee assistance is available by calling 1-877-313-4455.

Employee Assistance Program

The purpose of the CWU Employee Assistance Program (EAP) is to help employees and their family members resolve personal or work-related problems. Using the EAP services does not cost you anything. EAP will provide assessment, short-term problem solving, and referral services for each management-referred or self-referred employee, or their family member. EAP will conduct an initial assessment in person or by telephone, develop an action plan, make referrals to community resources and conduct follow-up services.

For additional information and FAQ please go to www.dop.wa.gov/eap

For more information about the CWU Alcohol & Drug Policy please contact The Office of Student Rights and Responsibilities at 509-963-1515