



Weill Cornell Medical College

Statement on Drug and Alcohol Abuse

Federal and New York laws as well as University regulations prohibit the illegal possession, use and distribution of illicit drugs and alcohol.

The unlawful manufacture, distribution, dispensation, possession, or use of an illicit drug or alcohol by any member of the Weill Cornell Medical College community, including employees, faculty members, students and visitors, is prohibited at all Cornell facilities (including residences) and activities. Appropriate action including termination and/or dismissal will be taken for violations of the foregoing prohibition.

The University will not condone criminal conduct on its property, of at Cornell or student sponsored activities, and will take appropriate action whenever such conduct is discovered to enforce the law and its own internal regulations. Violators of Federal and state laws may also be referred to appropriate civil and criminal authorities for prosecution.

Drug-Free Workplace Policy and Statement:

The Drug-Free Workplace Act of 1988 requires Weill Cornell Medical College, as a Federal grant recipient and contractor, to certify that it will provide a drug-free workplace by, among other actions, requiring that each person engaged in a Federal grant or contract (including person and consultants) be given a copy of this Statement and notifying such person that as a condition of participation in such grant or contract, the person will:

- Abide by the terms of this Statement; and
- Notify the person's supervisor, department chairperson, or dean of any criminal drug statute conviction (including acceptance of a guilty plea by a judicial authority) for a violation occurring in the workplace no later than five (5) days after such conviction.

Weill Medical College shall, within thirty (30) days after receipt of notice take appropriate action against such person up to and including termination or dismissal, and/or require such person to satisfactorily participate in a drug assistance or rehabilitation program.

Sanctions:

- Violations of University Policy can result in termination, suspension or expulsion from the university.
- Faculty and non-academic staff can be subject to disciplinary action up to and including termination of employment.
- Student violators can be subject to disciplinary action up to and including dismissal. Any drug or alcohol abuse violation may become part of a student's permanent record and may impact on a student's fitness or suitability for advancement.

Examples of Legal sanctions under Federal and New York laws:

(Sanctions can include severe criminal penalties such as fines and/or imprisonment. The severity of the penalty depends upon the nature of the criminal act and the identity and amount of the drug involved.)

- LSD – Possession with intent to sell can result in up to seven years in prison.
- Marijuana – Sale to a person under the age of 18 years can result in up to seven years in prison.
- Cocaine – The possession of four or more ounces, or the sale of two or more ounces, can result in a minimum of 15-25 years, and a maximum of life in prison.
- Alcohol:
 - It is illegal in New York-
 - For anyone under the age of 21 to possess with the intent to consume alcohol. A violation can mean up to a \$50 fine.
 - For anyone of any to give or sell alcohol to anyone under the age of 21, to anyone who is already drunk, or to anyone who is habitually drunk. A violation can mean three months in jail and up to a \$500 fine.
 - To practice medicine when impaired by alcohol (or any mind-altering drug), or for a licensed physician to be a habitual alcohol or drug abuser. A violation can mean loss of professional license and up to a \$10,000 fine.

Health Risks:

The University recognizes the convincing medical evidence that alcohol abuse and the use of illegal drugs and substances pose a significant threat to health and condemns alcohol abuse and the use of such drugs and substances as harmful to the physical and psychological well-being of the user and the well-being of the Cornell community.

The following list by category is only a short sampling of some risks involved:

- **Narcotics:** Slow and shallow respiration, clammy skin, convulsions, coma, and death.
- **Stimulations:** Increased pulse rate, blood pressure and body temperature; insomnia, agitation, convulsions, possible death.
- **Cannabis:** Disorientated behavior, fatigue, paranoia, possible psychosis.
- **Alcohol:** Drowsiness, impairment of judge and coordination, liver and heart damage, respiratory depression and death. Mothers who drink during pregnancy risk giving birth to infants with fetal alcohol syndrome which can include irreversible physical abnormalities and mental retardation.

Counseling and Treatment:

Cornell provides various awareness and education programs for faculty, staff and students about the dangers of illegal drugs and the abuse alcohol. Confidential support services are available for those with abuse problems who individually pursue treatment and counseling.

A Drug-Free and Alcohol Abuse Awareness Program has been established at Cornell to inform members, staff and students about the dangers of drug and alcohol abuse in the workplace, the University's policy of maintaining a drug-free workplace, available drug and alcohol abuse counseling, rehabilitation and employee assistance programs, and the potential penalties for drug and alcohol abuse violations. Further

information is available from the Human Resources Department, supervisors, department chairpersons or deans.

The Employee Assistance Program (EAP) is a short-term counseling and referral service for drug and alcohol abuse as well as other employee concerns. Through the EAP, eligible employees and their dependents may obtain free counseling for substance and alcohol abuse issues which affect them and their families. EAP counselors will assess each case and may make a referral to an appropriate internal program or outside agency best suited to address the rehabilitation needs. EAP counselors will also assist in determining how Cornell health insurance will be helpful in covering costs. The Academic Staff Handbook and Employee Handbook contain further information about the Employee Assistance Program. An EAP counselor can be contacted by calling 212-746-5890

Students are reminded to review the Substance Abuse Policy (which covers illicit drug and alcohol abuse) set forth in the Student Handbook and that any drug or alcohol abuse violation may impact on a student's fitness or suitability for advancement. Professional staff and advisors are available to assist and direct students to internal and outside programs. Students may also obtain assistance by contacting the Weill Cornell Medical College Student Health Service at 212-746-1450 or the Student Mental Health Service at 212-746-4775.

Substance Abuse – Impairment Counseling

- ❖ Dr. Ross Brower : 212-772-8620
- ❖ Dr. Richard A. Friedman: 212-746-5775
- ❖ Dr. Edward M. Paul: 212-447-5712

Institutional Review:

Weill Cornell Medical College will conduct a biennial review of its drug and alcohol abuse policies and programs to determine the effectiveness of such policies and programs, implement any necessary changes, and ensure consistent enforcement of required sanctions.

Faculty and Staff:

Management of Needle stick and Bodily Fluid Exposure

All puncture wounds and other exposures to blood and body fluids should be reported IMMEDIATELY after thoroughly washing the area to Workforce Health & Safety Clinic (212) 746-4370 so that the exposure can be documented and appropriate preventative measure initiated.

An exposure is defined as contact by:

- Needle stick or sharp puncture wound
- Open cut, burn or abrasion contaminated by bodily materials such as blood, pus, saliva, urine or stool.
- Splash to mucous membranes (e.g. eye or mouth) with such materials.

Each case will be assessed and counseling given concerning the epidemiology of Hepatitis B and HIV and will include, if appropriate, indications for prophylactic AZT and for active and/or passive Hepatitis immunization.

Since maximum benefit of therapy may occur with prompt treatment, the following policy has been established:

1. For exposures Monday through Friday (8:30 a.m. to 4:30 p.m.) the WMC faculty or staff member will report to Workforce Health and Safety Clinic. During nights, weekends or holidays he/she will report to the Emergency Room for immediate, and if appropriate, early treatment.
2. Initial treatment for Hepatitis exposure will depend on the employee's antibody status and the source patient's antigen status.
3. Follow-up HIV serologic testing is encouraged. If the employee consents to HIV testing, a baseline HIV antibody will be obtained and repeated at 6 weeks, 3 months, 6 months and 12 months post-exposure.
4. Follow-up treatment for all exposures will be given by Workforce Health and Safety Clinic.

*Approved by the Executive Faculty Council November 1, 1990 and the General Faculty Council November 12, 1990.



Weill Cornell Medical College

Department of Human Resources

Weill Cornell Medical College
1300 York Ave.
New York, NY 10021

July 2007

To: All WCMC Employees
From: Human Resources Department
Subject: Smoking Policy

In accordance with New York State and City smoking laws, fire department regulations, and this Policy, smoking is prohibited anywhere on the premises of WCMC and within twenty-five feet of all entrances/exits to WCMC controlled or owned buildings. This policy does not currently apply to dormitory rooms and apartments. The following outdoor areas have been specifically designated for smoking, and appropriate receptacles are being provided for extinguished cigarette butts.

- **Hamad bin Kahlifa Biomedical Research Building (515 East 71st Street) – 25 ft. west of the front entrance, near the sidewalk.**
- **Kipps Bay Building (411 East 69th Street) – approximately 25 ft. east of the front entrance.**
- **Lasdon House (420 East 70th Street) – approximately 25 ft. west of the front entrance.**
- **Weill Greenberg Center – approximately 45 ft. to the south of the York Avenue entrance.**
- **1300 York Ave – approximately 35 ft. to the north and to the south of the York Ave. entrance.**

The Office of Environmental Health & Safety (EHS) is responsible for the posting of “No Smoking” signs and the posting of this policy throughout the institution. Employees who observe anyone smoking in a “No Smoking” area should contact security officers of EHS to report the infraction.

Any employee who does not comply with this policy will be subject to corrective action up to and including termination of employment. Any employee reporting a violation of this policy is protected from retaliatory adverse employment action.

Human Resources Department
Telephone 212.746.9001