SONORAN UNIVERSITY
OF HEALTH SCIENCES

Drug and Alcohol Abuse and Prevention Policy

1. **POLICY STATEMENT/PURPOSE**
   Sonoran University of Health Sciences, the Sonoran University Medical Center, Sonoran University Neil Riordan Center for Regenerative Medicine & the Ric Scalzo Institute for Botanical Research (hereafter referred to as Sonoran); and all associated patient care sites are committed to providing a safe, healthy, and productive work/school environment. Sonoran University recognizes that employees and students impaired by alcohol or drugs, pose a health risk to themselves as well as a risk to the safe and efficient operation of Sonoran University and to the safety of its patrons. Accordingly, Sonoran and all extended patient care sites shall establish and implement the following Drug and Alcohol Abuse and Prevention Policy ("Policy").

   Sonoran University established this drug and alcohol abuse prevention program to inform students and employees of:
   a. the dangers of drug and alcohol abuse
   b. the penalties of drug and alcohol abuse
   c. the availability of drug and alcohol counseling

2. **HISTORY/BACKGROUND**
   Policy established in 1999.

3. **DEFINITION(S)**
   a. **Associated Sites:** All private clinics, extended sites, field observation sites and elective offsite clinics connected to or under agreement with the University.
   b. **Controlled Substance or Substance:**
      i. Any substance defined as a "controlled substance" under federal or state law or regulation;
      ii. Any illegal drugs or other substances made illegal under federal or state law;
      iii. Any legal drug or other substance whether ingested, inhaled, injected subcutaneously, intramuscularly or intravenously, or otherwise that has known mind altering or function-altering effects upon the human body or that may potentially impair one's ability to safely perform his or her work or may otherwise adversely affect the work/school environment;
      iv. Alcohol; and
      v. Drugs includes, but is not limited to, "synthetic or designer" drugs; illegal inhalants; "look-alike" drugs; amphetamines, high THC content cannabis (marijuana and hashish), cocaine, phencyclinidine (PCP), and opiates; and any other drugs (whether or not such drugs are narcotics).
   c. **Covered Persons:** Includes but is not limited to all Sonoran students and employees as defined below, applicants for employment at Sonoran University to whom a conditional offer of employment has been made, and individuals who require follow-up screening for violation of this policy.
   d. **Drug Trafficking:** The sale, purchase, theft, transfer, conversion, distribution, manufacture, or dispensing of an illegal drug or possession with the intent to do any of the foregoing.

e. **Employee:** All supervisors, management and executive personnel employed by Sonoran; all faculty of Sonoran under contract whether in full-time or part-time employment, or under contract to act as quarterly adjunct faculty; all staff of Sonoran University and extended patient care sites, all other compensated and contracted employees; and students hired under Federal Work Study (FWS) Program.
f. **Illegal Drug:** Any drug defined as illegal under federal or state law, and any drug that does not otherwise satisfy the definition of legal drug. See section VI, Policy Item K.
g. **Impairment:** Symptoms that an individual may be under the influence of drugs or alcohol that may decrease or lessen the individual's performance of the duties or tasks of the individual's role/responsibilities, including symptoms of speech, walking, standing, physical dexterity, agility, coordination, actions, movement, demeanor, appearance, clothing, odor, irrational or unusual behavior, negligence or carelessness in operating equipment, machinery or production or manufacturing processes, disregard for the safety of themselves or others, involvement in an accident that results in serious damage to equipment, machinery or property, disruption of a work or educational environment, process, any injury to the individual or others or other symptoms causing a reasonable suspicion of the use of drugs or alcohol.
h. **Legal Drug or Medication:** Any drug that (1) is properly prescribed by a qualified medical professional for a specific individual or is sold over-the-counter, and (2) is legally obtained and used for the purpose for which it was prescribed or sold.
i. **Possession:** To have on one's person, in one's personal effects, in one's vehicle or otherwise under one's care, custody, or control.
j. **Premises:** For the purpose of this policy, all property, facilities, buildings, structures, installations, work locations, work areas, or vehicles owned, operated, leased, or under the control of Sonoran University, to which such premises or property pertains. Private vehicles parked on premises or properties of Sonoran are also included under this definition.
k. **Prescription:** A valid prescription issued by a licensed health care provider authorized to issue such prescription, and used as directed for its intended purpose as prescribed before any expiration date.
l. **Reasonable Suspicion/Belief:** Belief based on specific observation concerning the employee while working that the employee may be under the influence of drugs or alcohol that may decrease or lessen the employee's performance of the duties or tasks of the employee's job position, including symptoms of the employee's speech, walking, standing, physical dexterity, agility, coordination, actions, movement, demeanor, appearance, clothing, odor, irrational or unusual behavior, negligence or carelessness in operating equipment, machinery or production or manufacturing processes, disregard for the safety of the employee or others, involvement in an accident that results in serious damage to equipment, machinery or property, disruption of a production or manufacturing process, any injury to the employee or others or other symptoms causing a reasonable suspicion of the use of drugs or alcohol.
m. **Student:** The term includes any individual or candidate registered or enrolled in a Sonoran degree, certificate or non-degree program, including the date he/she submits a tuition deposit or payment toward enrollment until the last day of the final quarter in which he/she enrolls. The university retains conduct jurisdiction

over students who choose to take a leave of absence, withdraw, or have graduated, for any misconduct that occurred prior to the leave, withdrawal or graduation.

n. **Under the Influence:** No Covered Person shall attend class/rotation or report to work with alcohol or with any detectable amount of drugs in their system. A detectable amount refers to the standards generally used in drug and alcohol screening. For medical marijuana, please see Section D2 of this policy.

4. SCOPE/KEY STAKEHOLDERS

a. Except as may be expressly limited herein, the Drug and Alcohol Abuse and Prevention Policy applies to all of the following (collectively, Covered Persons):
   - **i.** Employees of Sonoran University and all extended patient care sites;
   - **ii.** Students of Sonoran University.
   - iii. Applicants for employment at The University to whom a conditional offer of employment has been made, and students who seek entry into clinical rotations at Sonoran or any extended patient care site; and
   - iv. Individuals who require follow-up screening for violation of this policy.

b. No Covered Person shall be exempt from the terms and conditions of this Policy on the grounds that he/she is suffering from a drug, or alcohol addiction, or habituation.

5. POLICY ITEMS

a. In accordance with the Drug-Free Schools and Communities Act of 1989, Sonoran University is committed to providing a drug-free environment for all Sonoran students and employees. To achieve this goal and to comply with federal law, the university prohibits the unlawful sale, manufacture, distribution, dispensation, possession and use of controlled substances on its property or as part of any of its activities. Sanctions are imposed on a student who violates this Policy. Sanctions may include suspension or dismissal/expulsion and may also include the requirement that the student participate in a drug education or assessment program. Sanctions are imposed on an employee who violates this Policy. Those sanctions may include progressive discipline, termination of employment, and the requirement that the employee participate in a drug education or assessment program.

b. Sonoran University annually notifies and educates students and employees of this Policy and the effects and implications of illicit drug and alcohol abuse through its drug and alcohol prevention program.

c. Admitted students to Sonoran University's degree programs are required to complete an alcohol and drug abuse prevention safety course prior to matriculation. As part of the safety course, admitted students are required to sign the DAAP policy.

d. The following policy statements are provided to clearly inform students and employees of the implications of illicit drug and alcohol at Sonoran University:
   - i. **A Standard of Conduct** for individual students and student organizations regarding the unlawful possession, use, or distribution of illicit drugs and alcohol.
   - ii. **A Description of Health Risks** associated with the use of alcohol and specific illicit drugs.

iii. **A Description of Drug and Alcohol Counseling, Treatment or Rehabilitation or Re-Entry Programs** available to Sonoran students and employees.
iv. **A Description of the Applicable Legal Sanctions**, which will be applied by federal, state, and local officials for the unlawful possession, or distribution of illicit drugs and alcohol.
v. **Sanctions for Violations of the Standard of Conduct Regarding Illicit Drug and Alcohol USE** may include immediate dismissal/expulsion or termination.
    1. A full description of the Student Code of Conduct can be found in the Sonoran Student Handbook A full description of the Employee Standards of Conduct & Discipline can be found in the Sonoran Employee Handbook – Section 4.1 & 4.2
vi. **Missing Substances**
vii. **Statements on the Arizona Medical Marijuana Act (Proposition 203) and the Arizona Smart and Safe Act (Proposition 207)**

e. STANDARD OF CONDUCT
    i. Covered Persons are prohibited from:
        1. Unlawfully manufacturing, distributing, dispensing, or otherwise trafficking, possessing, or using any controlled substance, including illegal drugs or alcohol, in or around the premises of Sonoran University or any associated institutions, or associated patient care sites. (Alcohol may only be used in compliance with Sonoran's Policy on Alcoholic Beverage Consumption in Sonoran Facilities)
        2. Being under the influence of alcohol, illegal drugs, or other controlled substances, including being under the influence of legal drugs that may impair the Covered Person's performance or threaten the safety of the Covered Person or others, while on Sonoran University premises, attending college-related activities or while performing any Sonoran business off Sonoran University premises; and To the extent such conduct is deemed to have a substantial impact on the safety or general welfare of Sonoran University or their patrons, engaging in the foregoing conduct—regardless of where or when such conduct occurs.
    ii. Arizona Medical Marijuana Cardholders, Prescription Drugs, and Over-the-Counter Drugs
        ~~1.~~ Sonoran University prohibits the possession, use or ingestion of marijuana on university property or while performing work duties. Employees are also prohibited from reporting to work or working while impaired by marijuana. The university will not take adverse employment action based solely on an individual's status as a registered Arizona medical marijuana cardholder or for lawful off-duty use, unless such action is necessary to comply with federal law or regulations or to avoid the loss of a federal monetary of licensing-related benefit.
        2. When an employee must take prescription or over-the-counter drugs, the employee must ask the medical professional or

pharmacist if the drug has any side effects which may impair the employee's ability to safely or productively perform the employee's job duties. If a legally prescribed medication may impact performance, the employee must engage in the ADA interactive process with HR. This may include temporary reassignment or approved accommodation. With input from the employee, the university will determine if the employee should work in his or her regular job, be temporarily assigned to another job, or placed off work.

3. Furthermore, if Sonoran University has designated a position as safety-sensitive and Sonoran has a good faith belief that the employee is using any drug, whether legal, decriminalized, or prescribed by a physician, that could cause an impairment while working, or otherwise impact the employee's job performance or ability to perform job duties, then the university may take appropriate action to exclude the employee from the safety-sensitive position. For instance, the company may assign the employee to another job or place the employee off work.

iii. Unless there is a nexus to the health and safety concerns of Sonoran University, or as otherwise specified herein, this Policy does not apply to the legal use or possession of alcohol or legal drugs in the personal residences of any Covered Person.

iv. This Policy does not prohibit Covered Persons from taking action that is otherwise legally permissible and consistent with Sonoran policies in connection with the treatment of a patient, or in connection with an authorized Sonoran education-related activity.

v. A student or employee may be required to submit to screening procedures designed to detect the presence of drugs and/or alcohol if he or she is acting in a manner that leads to a suspicion that they either possess, control, or are under the influence of a drug and/or alcohol or have been involved in the use, possession, and/or sale of drugs or alcohol in areas controlled by Sonoran University and associated patient care sites.

vi. Any employee or student who knowingly conceals or withholds information about a Covered Person's violation of this policy shall be subject to disciplinary action.

f. DESCRIPTION OF HEALTH RISKS

There are definite health risks associated with the abuse of alcohol and controlled substances. Alcohol or any other drug used in excess over time can produce illness, disability, and even death. The health consequences of substance abuse may be immediate and unpredictable, such as cardiac arrest with cocaine use, or more subtle and long term, such as liver deterioration associated with the prolonged use of alcohol. In addition to health-related problems, other concerns relating to substance abuse include, but are not limited to, the following:

i. People who abuse alcohol and other drugs often have erratic lifestyles, which interfere with sleep, nutrition, and exercise.

ii. Alcohol and substance abuse may lead to financial difficulties, domestic violence, child abuse, harm to an unborn child, deterioration of the family

structure, motor vehicle accidents, and crime and decline in job performance.

iii. Repeated abuse of alcohol and other drugs can lead to dependence.

iv. For more information on drug/substance abuse and related health related risks, see https://medlineplus.gov/drugabuse.html, National Library of Medicine, NIH and https://www.drugabuse.gov/related-topics/health-consequences-drug-misuse, National Institute on Drug Abuse, NIH.

g. DESCRIPTION OF DRUG AND ALCOHOL COUNSELING, TREATMENT OR REHABILITATION ORRE-ENTRY PROGRAMS

i. Sonoran University Student Success Center makes available to all covered persons informational handouts and materials on drug and alcohol awareness, prevention and associated health risks. Additionally, information on drug and alcohol awareness, prevention and associated health risks is distributed at New Student Orientation and New Employee Orientation.

ii. The following state and national alcohol and drug prevention counseling resources, self-help and peer-support groups are confidential and do not involve Sonoran University Administration. The list is provided to assist any member of the Sonoran community who may have a drug or alcohol problem.

1. Arizona Providers: A complete list of Service Providers is available through the Substance Abuse and Mental Health Services Administration (SAMHSA) at https://findtreatment.samhsa.gov/
2. Al-Anon 1-800-344-2666 or https://al-anon.org/
3. American Council on Alcoholism Helpline 1-800-527-3344
4. National Council on Alcoholism and Drug Dependence 1-800 NCA-Call (622-2255)
5. National Alcohol and Substance Abuse Information Center, 1-800-784-6776
6. SMART Recovery 1-866-951-5357 or http://www.smartrecovery.org/

iii. Sonoran sponsored counseling services at https://my.scnm.edu/ICS/Students/Student_Health__Mental_Wellness_Resources/ Covered Persons are encouraged to voluntarily seek treatment or counseling for drug or alcohol addiction or habituation, including, where relevant, a leave of absence in accordance with established leave of absence policies and procedures or a referral to any employee assistance program then sponsored by Sonoran University.

iv. Sonoran provides counseling services through Supportlinc. Information is available at https://my.scnm.edu/ICS/Campus_Life/Human_Resources/Health__Wellness.Benefits.jnz Any Covered Person who has been disciplined under this Policy and successfully completes a drug or alcohol rehabilitation program approved by Sonoran University may, at the sole discretion of the University and upon presenting adequate documentation, be considered for re-enrollment, reassignment, re-employment, or reinstatement consistent with the availability of that person's former position. Regarding a student's re-enrollment and re-eligibility of federal financial aid, the rehabilitation program entered must be in compliance with federal guidelines.

v. Sonoran University may, at its sole discretion, create a special job or position deemed appropriate for a rehabilitated employee.
vi. As a condition of any reassignment, re-employment, reinstatement, or re-enrollment, such Covered Persons shall comply with all terms of a written aftercare program and shall submit to random drug or alcohol screening in accordance the provisions of the Sonoran Drug Screening Policy or as otherwise agreed to as a condition of reassignment, re-employment, reinstatement, or re-enrollment.

h. DESCRIPTION OF THE APPLICABLE LEGAL SANCTIONS.
   i. State and Federal laws impose significant criminal penalties for the unlawful possession, use, manufacture, or distribution of alcohol and illicit drugs. These penalties may include imprisonment, fines, and assigned community service. The following is a description of some of the applicable legal sanctions under federal, state, and local laws for the unlawful possession, use, or distribution of illicit drugs, including alcohol. This list is not intended to be an exhaustive list of all offenses involving drugs and alcohol, and this material should not be relied upon as legal advice or guidance regarding these offenses:
      1. Federal law prohibits, among other things, the manufacturing, distributing, selling and possession of controlled substances as outlined in 21 United States Code, Sections 801 through 904. Depending on the amount, first offense maximum penalties for trafficking marijuana range from five years imprisonment and a fine of $250,000 to imprisonment for life and a fine of $1 million. Depending on the amount, first offense maximum penalties for trafficking other controlled substances (e.g., methamphetamine, heroin, cocaine, cocaine base, PCP, LSD, fentanyl, and fentanyl analogue) range from five years to life imprisonment and fines range from $2 to $4 million. First offense penalties and sanctions for the illegal possession of small amounts of controlled substance range from up to one year in prison or a fine of at least $1,000. For more information see https://uscode.house.gov/view.xhtml?path=/prelim@title21/chapter13/subchapter1&edition=prelim
      2. Information on local and state criminal drug-related offenses and sanctions for trafficking and possession of controlled substances is available at http://www.azleg.gov/arsDetail/?title=13. See Title 13, Chapters 34 – 34.1. Additional state and local penalties and sanctions may also apply.
   ii. In order to assure fair and consistent treatment of all students and employees who are accused of illegal drug use and alcohol, Sonoran University will handle all cases which come to its attention and impose disciplinary sanctions within the guidelines of the Sonoran University Student Code of Professional Conduct and Student Disciplinary Procedures, Staff Rules of Conduct and Disciplinary Action and where appropriate, local state, and federal regulations.

i. SANCTIONS FOR VIOLATIONS OF THE STANDARD OF CONDUCT REGARDING ILLICIT DRUG AND ALCOHOL USE
   i. Any violation of this Policy may result in disciplinary action up to and including suspension, dismissal/expulsion, discharge, or loss of faculty or

student status, pursuant to applicable disciplinary procedures. Students may be required to complete the Everfi Alcohol and Drug Abuse Prevention – Sanctions course. Any Covered Person engaging in prohibited conduct under this Policy may also be subject to legal action.

ii. Covered Persons who are the subject of investigations into alleged violations of this Policy may be suspended in the interim (if a student) or placed on administrative leave with pay (if an employee), pending completion of investigation and any disciplinary procedures resulting there from. In the event the investigation fails to substantiate a violation of this Policy, the Covered person, if a student, will be provided an appropriate opportunity to make up any academic work missed as a result of the interim suspension.

iii. If a substance screen performed on a Covered Person demonstrates that the Covered Person has violated this policy, the Covered Person shall be subject to discipline, up to and including, dismissal from the university, pursuant to applicable disciplinary procedures.

iv. Sonoran University may conduct searches of university property, including lockers, and any Covered Person's personal property in cases where there is reason to believe that a Covered Person has, or is, violating this policy. Any Covered Person who refuses to cooperate in the conducting of such searches will be subject to discipline, up to and including, dismissal from Sonoran University, pursuant to applicable disciplinary procedures.

v. Any Covered Person who has been arrested for a criminal offense related to any criminal drug statute or other substance-related violation under state or federal law shall notify Sonoran University in writing within five (5) calendar days of the arrest. Students must notify the Dean of Students and Employees must notify the Director of H.R. Sonoran University reserves the right to pursue their own investigation and, where appropriate, impose discipline, up to and including dismissal, in connection with behaviors leading up to the arrest, regardless of whether the arrest results in criminal prosecution, conviction, or other legal action.

vi. Any Covered Person who is convicted of any criminal drug statute or other substance-related violation under state or federal law, or who pleads guilty or nolo contendere (i.e., no contest) to such charges, must inform Sonoran University in writing within five (5) calendar days of the conviction or plea. The university reserves the right to impose discipline, up to and including dismissal, in addition to any penalty imposed by legal authorities in connection with the conviction or plea.

vii. Upon receipt of notice that a Covered Person has been convicted of a violation of a criminal drug statute, Sonoran University shall: Notify the U.S. Department of Health and Human Services with ten (10) days of receiving actual notice from any source, if the Covered Person has been convicted of a drug violation occurring in the workplace or school.

viii. Failure of a Covered Person to inform Sonoran University of an arrest/conviction/plea within the required timeframe will result in disciplinary action up to and including dismissal from the university, pursuant to applicable disciplinary procedures.

ix. Sonoran University will comply with all regulatory licensing boards and bodies in its adjudication of this policy and its imposing of sanctions. This

policy does not supersede any state, local, regional, or federal board or regulatory body.

j. MISSING SUBSTANCES
   i. When there is a medication administration/handling discrepancy or where a substance is missing, all Covered Persons who were involved in the handling of, or had access to, the missing or allegedly mishandled substance may immediately be required to submit to a substance screen. Covered Persons who admit to diversion of medications are subject to disciplinary action up to and including dismissal from Sonoran University, pursuant to applicable disciplinary procedures.
   ii. This portion of the Drug Policy applies to the any Covered Person who has access to controlled substances maintained by Sonoran for educational purposes, for treatment of Clinic patients, or for other purposes.

k. STATEMENTS ON THE ARIZONA MEDICAL MARIJUANA ACT (PROPOSITION 203) AND THE ARIZONA SMART AND SAFE ACT (PROPOSITION 207)
   Arizona voters approved the Arizona Medical Marijuana Act (Proposition 203) in 2010. Under certain circumstances, this act permits individuals to possess and use limited quantities of marijuana for medical purposes. In 2020, Arizona voters approved the Arizona Smart and Safe Act (Proposition 207), legalizing the adult recreational use of marijuana. Because of its obligations under federal law, however, Sonoran University has always prohibited and will continue to prohibit marijuana possession and use on campus and at any associated institutions or associated patient care sites for any purpose. The Federal Controlled Substances Act prohibits the possession, use, production and distribution of marijuana, even for medical use. Failure to comply with the Controlled Substances Act would violate the Drug Free Workplace Act of 1988 and the Drug Free Schools and Communities Act of 1989, rendering Sonoran ineligible to receive funds or any other form of financial assistance under any federal program, including participation in any federally funded or guaranteed student loan program. Therefore, Sonoran will continue to enforce its current policies prohibiting the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance on its property or as part of any of its activities. Employees and students who violate Sonoran's policy prohibiting the use or possession of illegal drugs on campus, at any associated institutions or associated patient care sites, will continue to be subject to disciplinary action, up to and including expulsion from school and termination of employment.

6. RESPONSIBILITY FOR IMPLEMENTATION

Human Resources and Student Affairs

7. RELATED POLICIES (non-mandatory)

Sonoran University Drug Screening Policy
Sonoran University's Alcoholic Beverage Consumption in Sonoran University Facilities Policy

8. NEXT REVIEW DATE

Pursuant to law, this policy must be reviewed biennially. Next review: Academic Year Fiscal year 2027/2028

9. POLICY AUTHOR/CONTACT

Elaina Warner Human Resources and Melissa Winquist, Student Affairs

10. NEXT REVIEW DATE

Pursuant to law, this policy must be reviewed biennially.

11. VERSION CONTROL AND CHANGE HISTORY

Version	Approved by	Date Approved	Date Effective	Amendment Information
1	President's Council	3/1999	3/1999	
2	President's Council	12/2017	12/2017	D2. Medical Marijuana
3	President's Council	7/28/21	7/28/21	Updates Throughout
4	n/a	n/a	7/15/24	Branding Updates
5	n/a	n/a	6/4/26	Annual review, minor edits