



**SAN FRANCISCO  
STATE UNIVERSITY**

## **Drug Free Schools & Communities Act Biennial Review Report 2023-2026**

**San Francisco State University**

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## Table of Contents

Introduction	2
Description of the AOD Program Elements	3
Campus Strengths and Areas of Growth	15
Policy Inventory	16
Procedures for Distributing Annual Notification to Campus Community	17

### Introduction

In support of the Drug Free Schools & Communities Act SF State conducts a Biennial Review. The purpose of the Biennial Review is to review all the campus' alcohol and other drug (AOD) programs to determine their effectiveness and the consistency of sanction enforcement. We do this to identify and implement any necessary changes to improve our programs. Outside of policy compliance, Health Promotion & Wellness believes this process is an important part of building in periodic opportunities to bring all campus partners together who are touched by or focus on student substance use. This focus on partnership and collaboration identifies gaps in services to students as well as ensures that promoting healthy behaviors and access to resources is embedded in all areas of campus.

We are proud that this report is a result of the collaboration of the following departments:

1. Health Promotion & Wellness
2. Counseling & Psychological Services
3. Student Health Services
4. Residential Life
5. Athletics
6. Student Activities & Events
7. New Student & Family Programs
8. Office of Student Conduct
9. Residential Life
10. University Police Department
11. Human Resources
12. Environmental Health & Safety

# AOD Program Summaries

## Health Promotion & Wellness

**Description of organization:** The purpose of HPW is to promote wellness and health on campus in order to foster student success. We do this by:

- Creating opportunities for students to learn and enact healthy behaviors
- Creating health equity on campus
- Shift campus culture to champion health and wellness
- Create opportunities that empower students to reach their full potential as healthy adults and leaders

## **Programs in support of AOD/Mental Health:**

### Late Night Events

- Late Night Events provide students with the opportunity to engage and network with others while learning about protective behaviors surrounding substances. Events include Art Night, Game Night, and Movie Night.

### Substance Use Education Workshops

- **Socializing in College: Alcohol 101:** Learn the basics of safer alcohol use and the many protective behaviors people can take to avoid a hangover. We will cover standard drink sizes and how to continue to have fun in safer ways.
- **Let's Talk About Drugs:** In this workshop, we will discuss the effect of alcohol and drugs and the protective behaviors that can be taken to reduce the undesirable consequences. We will also cover on-campus and off-campus resources for support.
- **Developing Healthier Habits and Setting SMART Goals:** In this workshop, we will cover tips and tricks to support behavior change around substance use through goal setting that is Specific, Measurable, Achievable, Relevant, and Time-Bound. You will also learn about virtual and physical resources on and off-campus. This workshop is open to anyone who wishes to know more about resources for themselves or others.

### Link Up Series Workshops

The Link Up Series: During the first eight weeks of the Fall semester, Alcohol, Tobacco, & Other Drugs, Sexual Violence Prevention, and Sexual Health team up to provide a series of six workshops to build a network of resources addressing concepts such as bystander intervention, sexual communication, and safe partying, all from a harm reduction lens. The workshops are as follows:

- Healthy Relationships, Sex, & Substance Use
- Honoring Boundaries
- From Start to Finish: A Conversation about Relationships
- Blacked Out: Yes, No, maybe? Hooking up & Drinking
- Handling Rejection
- Sexual Communication

Additionally, the substance use team hosts resource fairs in support of Collegiate Alcohol awareness and other Awareness events. Opioid Overdose Prevention Workshops, Campus Safety Week, Earth Day Butt Clean Up, Sip & Tell workshops and much more. Refer to this for summary of [programs for the Academic Year 20-21](#).

### Substance Use Peer Prevention (SUPP)

SUPP is a student-led organization that aims to:

- Provide evidence-based strategies and honest information on the effects of drugs and their potential risks
- Create safe spaces to talk about health, substance use, and personal safety
- Work together with local organizations to advocate for safety first strategies.

#### Mental Health Programs

- Wags for Wellness: Therapy Animals visit campus and aim to build community through stress-relieving activities and raise awareness of mental health and wellness resources on campus.
- Teatime Out highlights tea as an alternative to coffee and less caffeine while having stress relieving benefits. Learn about healthy sleep habits and how you need sleep to get A's!
- Self-Care Station highlights that self-care is not a luxury but a way to check in with oneself to promote positive mental health. Learn various self-care strategies including self-reflection, practicing gratitude, and engaging our different senses.
- Mental Health Kits: Provides supplies and activity instructions to promote mental health. Kits are given out at the HPW Office – Grab & Go Resource Table, handed out in workshops, as well as outreach activities/opportunities.

#### Mental Health Workshops

- Self-Care for Resilience: Managing Stress: This workshop explores various self-care strategies to utilize on a daily basis to promote positive mental health, manage stress and healthy sleep habits. Participants will engage in different self-care strategies and develop personal goals to managing stress.
- How to Help a Friend in Distress: This workshop helps you identify when a person is in distress, this includes feeling upset, stressed, anxious, depressed, or has emotional or psychological symptoms. Participants will be able to feel confident in helping a friend in distress and be able to refer them to on-campus resources.

#### Active Minds Student Organization

Active Minds is a student-led organization changing the conversation about mental health on campus. Members participate in activities and events on educating about mental health/mental health illnesses, reducing mental health stigma, and encouraging people to seek help.

#### Strategic Partnerships & Collaborations

- HPW Communications: Contribute to HPW media content development to provide mental health education, awareness building and social norming.
- MH trainings (ICANHELP, QPR) for peer mentors (FYE Peer Mentors, AAPI Student Services Mentors) and faculty/staff
- Center for Equity in Excellence in Teaching & Learning: Mental Health and Wellness in the Classroom Workshops; Integrated in teaching institute
- Enhancing academic and learning spaces to integrate mental health and wellness during midterms, finals and other high stress times of the semester (e.g. Library, Metro College Success Programs, Diversity Equity & Community Inclusion Office, EOP etc.)
- Counseling & Psychological Services (CAPS) & Gator Health: Participate in meetings and committees to support collaborations and partnerships.

#### **Strengths/Outcomes of Programs:**

- Harm Reduction Substance Use Health Education Programming is very well received by our student population. Workshops, events, and resource fairs are well attended and promoted by faculty and other campus organizations.

- Connections to off campus substance use support services is strong, with relationships and connections to organizations like National Harm Reduction Coalition’s the Dope Project, SF AIDS Foundation, SF Community Health Center, Native American Health.
- Prioritization of funding for Mental Health and AOD programming continues to grow.
- Asynchronous education and content developed by our Health Educator and Peer Health Educators and [can be found on our site here.](#)
- Mental Health Education is grounded in applied life skills, reflection and mindfulness and focus on topics that reflect mental health priority areas reflected in NCHA data.
- Strategies focus on changing the context/environment and meeting students where they’re at – already existing academic learning and community spaces.
- Added one additional student leader position to support program efforts.

**Areas of Improvement/Growth for the Future:**

- Capacity building and streamlining of services across the Gator Health units that include HPW, SHS, CAPS and FSS. We hope that being in closer proximity to one another in our new center can support with this process.
- Streamlining AOD health education services for students who have been sanctioned by Residential Life and referred to CAPS.
- Creating a recovery network focused on moderation use for students at SFSU
- More cross collaborations with other student organizations and campus departments related to intersectionality of mental health and AOD.
- More conversations on AOD and Drug Policy and the inequitable repercussions of the War on Drugs on marginalized BIPOC communities.
- Improve online AOD policies and increase awareness of campus AOD policies related to Alcohol, Drugs, and Smoke, Vape, and Tobacco.
- Continue to support Gator Health Integration efforts to support coordination, streamlining of services (I.e. referrals, outreach, etc.).
- Development or reconvening of a Mental Health Task Force to coordinate a MH strategic plan for the campus
- Continue capacity building for faculty to apply mental health and wellness promotion strategies.

**Reach of Students per Academic Year:** Approximately 11,500 students in programs operated by two full time Health Educators and 7-8 part time student assistants during the academic year.

**Staff/Faculty who Supports this Work:**

Elizabeth Nunez Gandara, Substance Use Education Coordinator, [egandara@sfsu.edu](mailto:egandara@sfsu.edu)

Vincent Lam, Mental Health Education Coordinator, [vlam@sfsu.edu](mailto:vlam@sfsu.edu)

**Trends:** SF State AOD Research can be found in [our reports and data page](#) which is available publicly.

## **Counseling and Psychological Services**

**Description of the Organization:** The mission of Counseling & Psychological Services is to enhance the psychological well-being of the entire campus community and thereby facilitate the retention and successful educational experience of students, faculty, and staff.

### **Programs/Activities/Events/Workshops in support of AOD/Mental Health:**

Our Alcohol and Other Drug (AOD) Counseling service provides support for students struggling with substance related problems through assessment, counseling and referrals. An Alcohol and Other Drug Counselor provides a safe, non-judgmental, and confidential space to talk about your concerns, help you assess the impact AOD has had in your life, and share useful tools and resources

**Programs/Activities/Events/Workshops in support of AOD/Mental Health:** [Alcohol and Other Drug Resource Page](#)

- One on one counseling
- Alcohol and Cannabis e-CheckUp To Go

## **Student Health Services**

**Description of organization:** The mission of SF State Student Health Services (SHS) is to provide accessible and cost-effective quality medical care for all registered students at SF State. SHS strives to work with students to enhance lifelong health and wellness, facilitate retention and graduation, and to reduce systematic health disparities related to human and cultural diversity.

### **Programs/Activities/Events/Workshops in support of AOD/Mental Health:**

- Regularly screen students for smoking, alcohol, and substance use during medical visits
- Reduce the number of students using tobacco and nicotine products through individual health counseling and provision of smoking cessation products
- Evaluate and address health consequences related to AOD use
- SHS Pharmacy advertises and stocks Nicotine Replacement Therapy (NRT) including patches, lozenges, and gum
- SHS student engagement team promotes SHS services on social media and at campus events. Social media posts have included messaging around safer use of AOD
- In 2023, all SHS staff members participated in an emergency drill to recognize an opioid overdose and learn how to administer Narcan
- In 2023, an SHS Nurse Practitioner collaborated with HPW to present two workshops to a campus Greek Life organization regarding alcohol and substance use

### **Strengths/Outcomes of Programs:**

- SHS is able to provide in depth individual visits with students seeking help addressing acute medical concerns including health issues related to substance dependence.
- Clinicians able to provide assistance with smoking cessation goals

### **Areas of Improvement/Growth for the Future:**

- Implement regular evaluations regarding screening for alcohol and substance use to ensure that students are routinely screened
- Integrate services with HPW to recognize and address trends on campus regarding AOD use
- Integrate services with CAPS to refer students for AOD counseling

- Provide continuing education for clinicians regarding alcohol and substance use among college students
- SHS is working on a protocol for distributing Narcan to students
- Connect with local off campus resources that could provide outpatient and inpatient counseling/rehabilitation for students

**Reach of Students per Academic Year:**

- 2022: 5228 students reached through direct patient care
- Jan –May 2023: 3070 reached through direct patient care

**Staff/Faculty who Supports this Work:**

Student assistants, RN’s, MA’s, clinicians, pharmacists, student engagement team

**Residential Life**

**Description of organization:** Residential Life provides SF State students in residence an experience that supports responsible community engagement, student success, and leadership development. Residential Life’s vision is to create opportunities for co-curricular learning that promotes equity, inspires courage, and creates a community where members are respected, valued, and actively involved in shaping their residential experience.

**Programs/Activities/Events/Workshops in support of AOD/Mental Health:**

- Student Leaders (Resident Assistant and Programming Assistants) Programs
- Bulletin Board with AOD/Mental health information
- Individual conversations facilitated with RAs focused on wellness
- Newsletters from Res Ed team
- Developmental Training opportunities (offered during monthly all-staff meetings, weekly community team meetings, and bi-annual department-wide staff trainings).
- Referral to CAPS (AOD Transports or high-risk residents)
- Judicial Educator Models for students found responsible for AOD policies
- Policy Notice Letters
- Themed community outreach highlighting specific policies during timeframes connected to high-risk behavior (e.g. Halloween, 4/20, etc.)
- Let’s Talk and Individual Counseling appointments with Residential Life Counselor

**Strengths/Outcomes of Programs:**

- Campus partners we have engaged with thus far to support positive student outcomes include; ACT, HPW, Basic Needs, and HOPE. The focus of the time with campus partners is to learn about additional resources, opportunities, and build relationships with fellow campus case managers
- Case management has moved into Maxient and away from emails, excel, or shared documents on Box. This allowed for staff to have a stronger ability to share case information, update cases, document communication and resources provided, frequency of incidents impacting a resident or the community and provided information for staff to review trends. Staff is better able to pull their own reports for their specific community
- Warning Letters/Email for first time violations and put’s residents on notice. Repeat violation of AOD polices would result in a conduct meeting with a Residential Life Professional Staff
- A welcome back email was sent to all returning residents from 2021/2022 that may have been students of concern. A plan has been created for residents joining for the 2023/2024 academic year based on trauma-informed and best practices from NABITA.

**Areas of Improvement/Growth for the Future:**

- Opportunity to enhance online/remote learning opportunities (as they relate to conduct sanctions).
- Currently there is no preventative education put out to support systems or students prior to their arrival in the halls. More marketing, zoom meetings, Instagram live or posts, and presence with orientation to better engage incoming residents with their insurance, connection with DPRC resources, and changing or navigating time with doctors in San Francisco.
- Opportunity to utilize conduct trend data to inform additional education and passive programming (i.e. mailings, social media, community bulletin boards, and etc.).
- Alcohol and Other Drug sanctioning model still needs to be examined and optimized to address cases involving alcohol and cannabis.
- “Other Drugs” is being examined and discussed for more accurate language “Cannabis” moving forward, since our department deals exclusively with cannabis.
- AOD Topics can be part of the individual connections for RAs
- Streamlining AOD health education services for students who have been sanctioned by Residential Life

**Reach of Students per Academic Year:** AY22/23 Housing Occupancy: 4,200 Residents

**Staff/Faculty who Supports this Work:** Directors (MPPs), Residential Rights and Responsibilities Coordinator, Case Manager, Residential Life Counselor, Area Coordinators, Residential Coordinators for Residential Education, and Community Desk Residential Coordinators

**Athletics**

**Description of organization:** The mission of the Department of Athletics at San Francisco State University is to provide a broad-based NCAA Division II intercollegiate athletics program that fosters the physical, intellectual, social, and emotional development of a diverse and highly skilled group of student-athletes. Intercollegiate athletics are an important part of the heritage and vitality of the University and provide an opportunity for students, faculty, staff, alumni and friends to share experiences, and by doing so, enhance the cohesiveness of campus life.

**Programs/Activities/Events/Workshops in support of AOD/Mental Health:**

We work with on campus with CAPS and we did a mental health campaign with our SAAC (Student Athletic Advisory Committee)

**Strengths/Outcomes of Programs:**

We don't really hold programs of our own, we work individually with our athletes and get them help when needed.

**Areas of Improvement/Growth for the Future:**

We are wanting to work more closely with other programs to create more avenues of communication for our athletes.

**Reach of Students per Academic Year:** 250

**Staff/Faculty who Supports this Work:** Coaches, Admin and Athletic Trainers

**Student Activities & Events**

**Description of organization:**



Student Activities & Events partners with students to support organizations and clubs, facilitate programs and events that create community, develop the whole person, and foster a deep sense of connection to each other and our campus. Students have the ability to join a wide variety of student organizations based upon their various extracurricular interest. With over 270 organizations, students can connect with others professionally, culturally, politically, spiritually, religiously, academically, etc.

**Programs/Activities/Events/Workshops in support of AOD/Mental Health:**

- Paint and Sip with HPW
- Mental Wellness Check-ins
- Stress Relief Tips and Tricks
- Self-Love Program
- SPEAK (Student Artist in all Forms performs Poems, Music, or Painting to express their feelings and or what on their mind)

**Strengths/Outcomes of Programs:**

- Students foster a deep sense of connection to each other and our campus
- Students gain leadership skills along with networking practice to utilize in their future careers.
- Programs are created to help educate, uplift, enhance, and connect the student population together through the years.
- Gator Fest is hosted during the Fall and Spring to promote multifaceted of educational, social justice, social, economic programs, and events for students.
- Campus Partners we engage with throughout the year this far to support positive student outcomes includes: HPW, Residential Life, NSFP, Black Unity Center, Associated Students, University Police Department

**Areas of Improvement/Growth for the Future:**

- We only host a handful of programs in support of AOD/Mental Health, we should host more programs
- Collaborate with more offices
- Establish communication with students and other departments programming efforts
- Consistent Promotion for Student Organizations programs to the mass population of students

**Reach of Students per Academic Year:** 4000

**Staff/Faculty who Supports this Work:**

- 2 Full Time Staff
- 5 Student Workers

**New Student & Family Programs (NSFP)**

**Description of organization:** The **New Student & Family Programs (NSFP) department**, part of the Student Engagement & Transition (SET) team, is a relatively new area moving from Academic Affairs to Student Affairs. The Orientation Program prepares students for SF State holistically, for all three hundred sixty degrees of college life, contributing to a successful, healthy start academically, socially, and emotionally.

**Programs/Activities/Events/Workshops in support of AOD/Mental Health:**

1. New Student Orientation
2. Welcome Week
3. GatorFest!
4. Family Forums

**Strengths/Outcomes of Programs:**

- Students develop an understanding of resources related to healthy choices, substance abuse, emergency response, and student conduct.
- Students engage in conversations regarding the college experience and the reality of substance use in the college setting. These conversations prepare students for possible situations they may encounter and what support is available to them.
- Students engage in conversation and educational programs around community standards and expectations related to AOD and behavior
- Students engage in conversation around active bystander intervention in relation to community living.
- Participants engage in networking with on-campus departments such as HPW, SHS, Student Conduct, and others to build relationships and develop a comfort level with support staff who assist with drug and alcohol education & harm reduction services around campus
- Orientation provides a mechanism for campus communities, staff, and student groups to meet and education new students around a variety of topics including drug and alcohol abuse prevention
- Students develop a sense of belonging and connection to their peers and institution
- New Student & Family programs amplifies the effects of communication strategies through various marketing mediums to promote educational events
- Welcome week includes intentional programming around AOD education, harm reduction and prevention
- Orientation includes a uniquely tailored campus tour which identifies physical locations for AOD Resources
- Educates families around AOD resources, community standards, and college realities + supportive challenge & support approaches for student supporters

**Areas of Improvement/Growth for the Future:**

- Establish orientation as a mandatory new student program
- Establish a collaborative presentation related to AOD and education during the orientation experience.
- Identify session resources and other collateral to better market support services related to AOD for all new students
- Develop a Canvas course related to AOD for all new students
- Inventory CO mandates and current practices which facilitates them
- Establish a first-time medical alcohol and drug amnesty policy

**Reach of Students per Academic Year:** 8000+

**Staff/Faculty who Supports this Work**

- 4 pro staff
- 35 student employees

**Office of Student Conduct****Description of organization: Mission Statement**

The Office of Student Conduct (OSC) at San Francisco State supports the University's educational purpose and goals set forth by interpreting and enforcing standards of student behavior, related policies and procedures under the State of California Code of Regulations, Title V, sections 41301-41304 through [Executive Order 1098](#), Student Conduct Procedures. The OSC strives to facilitate student learning, ethical development in connection with the student disciplinary process, promote academic integrity and responsible conduct through outreach, conduct outcomes, and education. The OSC works to maintain a safe and orderly campus environment.

**Programs/Activities/Events/Workshops in support of AOD/Mental Health:**

- Most programs are **not** AOD/mental health related.
- Referring students to AOD counseling is a majority of the collaborative work OSC does with AOD.
- Most cases that are instigated by a mental health concern are usually referred to the Action Care Team (ACT) to facilitate a more holistic vs. punitive connection. I.e. referral to CAPS through ACT/CAPS follow up.

**Strengths/Outcomes of Programs:**

- Facilitating connections between students abusing substances and the AOD counselor/CAPS
- Pushing resources in the direction of students who may need mental health services through the ACT program

**Areas of Improvement/Growth for the Future:**

- Collaborate with more offices
- Figure out how to put presentations in front of more people who can use our office to reach student of concern or in need of help
- Getting more creating in getting students to seek CAPS services.

**Reach of Students per Academic Year:**

- 2019-2021 roughly between 100-150 students per year.
- 2022-2023 year to date 175+ (a larger # of Academic Integrity violations)

**Staff/Faculty who Supports this Work:**

- Student Conduct Manager
- AOD counselor from CAPS and CAPS itself
- Academic Advising Center
- Dean on Call Program
- Dean of Students
- Action Care Team (ACT)

**Trends:**

- Continuous Alcohol and Marijuana abuse
- Occasional Hard illicit drug use.

**Campus Recreation**

**Description of organization:** The Campus Recreation Department is a student-driven department guiding development through transformative activities, creating a sense of belonging within our community, and being a key partner in integrating health and wellness across the University.

**Programs/Activities/Events/Workshops in support of AOD/Mental Health:**

- Wellness Wednesday
- Game/Trivia Night
- Intramural Sports
- Oasis Program
- Gator Fest
  - Rec the Night
  - Giants Baseball Game
- Gator Adventure Trips
  - Gator Wild Adventure

**Strengths/Outcomes of Programs:**

- Diverse selection of programs
- Has the ability to serve a large demographic of student population
- Gives opportunities for students to experience several support services experiences
- Low cost
- Educates students on how to use skills to aid them long term
- Teaches life skills
- Teaches transferable skills

**Areas of Improvement/Growth for the Future:**

- Serve more students
- Improve how inclusive some programs are

**Reach of Students per Academic Year:**

- About 7000 students annually

**Staff/Faculty who Supports this Work**

- 11 FT staff
- 30-40 Part Time Student Assistants

**University Police Department****Description of organization:**

The University Police Department is a pro-active professional police agency dedicated to providing a safe environment for our campus community. The University Police Department consists of a group of dedicated professionals who strive to serve the academic environment and do it with pride.

**Programs/Activities/Events/Workshops in support of AOD/Mental Health:****UPD Assistance:**

- Well-Being Checks: UPD personnel conduct well-being checks, upon request, of community members who may be experiencing mental health, alcohol or drug related issues.
- Referrals: UPD has a referral process for community members experiencing trauma or in need of mental health support. Referrals may be made to ACT, CAPS, Student Health Center, Title IX, external campus resources, etc.

**Training provided to UPD Officers in support of AOD/Mental Health:**

- First Aid/CPR
- Narcan Training

**Programs:**

- UPD provides a variety of programs with a focus on safety, which for many provides the additional benefit of helping reduce fear and anxiety (mental health benefit): SafeWalk, RAD Training, Campus Summer Strolls (2021), Smart Shopper (2021), etc.

Social Events (Coffee with a Cop, Badges & Boba, Cops & Cones):

- UPD hosted several online social events to encourage social interaction and reduce personal stress and anxiety associated with the COVID lockdown (mental health benefit).

Social Media Postings (Mental Health Awareness, Alcohol & Drug Postings):

- Promote awareness of mental health and alcohol and other drug usage.

**Strengths/Outcomes of Programs:**

- Provide and arrange for medical attention for community members suffering from alcohol and drug intoxication and/or a mental health crisis.
- Provide support and resources to campus community members in need.
- Developed collaborative relationships with campus partners to support positive student interactions and outcomes.

**Areas of Improvement/Growth for the Future:**

- Opportunity to increase involvement in collaborative activities with campus partners in support of AOD/mental health (for example increase involvement in DUI demonstrations utilizing the DUI goggles).

**Reach of Students per Academic Year:**

- Fluctuates from year to year – approximately 250-500 students/year for 2020-2022

**Staff/Faculty who Supports this Work:**

Sworn Personnel: 20

Civilian Personnel: 21

**Trends:** Cases involving subjects in need of medical attention due to alcohol or drug intoxication, or experiencing a mental health crisis: January 1-October 31, 2023.

Medical Assist – Alcohol

- 2020: 9
- 2021: 14
- 2022: 14
- 2023 (to present): 17

Medical Assist – Drug

- 2020: 0
- 2021: 2
- 2022: 5
- 2023 (to present): 7

5150 W&I

- 2020: 16
- 2021: 10
- 2022: 11
- 2023 (to present): 16

**Human Resources**

**Description of organization:**

Human Resources provides services to all employees in the University. These services include, but are not limited to:

- Benefits, Leaves and Retirement Services
- Compensation and Classification

- Employee & Labor Relations
- Employment Services
- Human Resources Information Systems (HRIS)
- Payroll
- Performance Management
- Professional Development
- Whistleblower & Compliance

**Programs/Activities/Events/Workshops in support of AOD/Mental Health:**

- Annual Notice - Drug-Free Workplace
- Employee Assistance Program (EAP)

**Strengths/Outcomes of Programs:**

- EAP: In an effort to employees work through life's transitions from recruitment to retirement, the Employee Assistance Program is offered as part of SF State's robust benefits program. EAP provides with helpful guidance, counseling, local resources, or reliable professional care, 24/7 via phone or internet.

**Areas of Improvement/Growth for the Future:**

- EAP: Hopeful more employees will take advantage of this free benefit in order to better balance their work and family lives in order to better support our student population.

**Staff/Faculty who Supports this Work:** SF State Human Resources

**Environmental Health & Safety**

**Description of organization:**

Environment, Health & Safety (EHS) works to promote environmental stewardship and protect the health and safety of SF State faculty, staff, and students. We provide technical expertise and support through the development of EHS programs, training, and consultation.

**Programs/Activities/Events/Workshops in support of AOD/Mental Health:**

- Provide Narcan training to the University Police Department
- Provide First Aid/CPR/AED training to the campus four (4) times per calendar year

**Strengths/Outcomes of Programs:**

- Narcan training to UPD is on a as-needed basis.
- Identified the need to forecast FA/CPR/AED training for the year versus scheduling 1-2 months before training.

**Areas of Improvement/Growth for the Future:**

- Offer Narcan training to entire campus or assist HWP with their training.

**Reach of Students per Academic Year:**

- Undetermined as FA/CPR/AED classes are open enrollment to all member of campus

**Staff/Faculty who Supports this Work:**

- One (1) EHS manager
- One (1) EHS specialist

## **SF State's Substance Use Prevention Strengths**

**Collaboration and Partnerships:** Many departments and programs mentioned they collaborate with various campus partners, organizations, and support services to triage, enhance student experiences, and improve outcomes related to well-being and academic success.

**Student Engagement:** A strong emphasis was placed on engaging students through educational programs, events, workshops, and activities related to substance use, health education, leadership development, and community building.

**Holistic Wellbeing:** Departments and programs emphasize providing comprehensive support to students, addressing not only their academic needs but also their mental health, substance use concerns, and overall well-being.

**Harm Reduction and Prevention Education:** Educating students on harm reduction approaches, substance abuse prevention methods and healthy choices is a major focus of HPW, CAPS, and SHS. Among the services provided are educational programs, counseling, other forms of support, and off-campus referrals.

**Resource Availability:** Gator Health Units and other campus partners ensure that students have access to resources, whether it's through developing asynchronous educational content, resource fairs, workshops and activities, providing in-depth individual visits, or offering low-cost programs and services.

**Personal and Professional Development:** Many programs aim to enhance students' personal and professional skills through resource sharing health education, leadership development, life skills training, networking opportunities, and support during transitions.

**Communication and Outreach:** Various departments use different communication strategies, such as welcome emails, marketing platforms, and campus tours, to reach out to students, families, and the campus community and provide information about available resources and services.

**Campus Safety and Wellness:** Many departments and campus committees focus on providing a safe and healthy environment by addressing alcohol and drug intoxication, mental health crises, emergency response, and training related to safety measures such as Narcan Administration and Training for the police officers.

**Continuous Improvement:** Many departments indicate a desire to improve services and reach more students, staff, and faculty. This includes seeking collaborations, exploring innovative approaches, and finding ways to connect students, staff, and faculty to resources like counseling, education and support programs.

**Staff and Faculty Support:** The Human Resources department offers an Employee Assistance Program (EAP) to provide staff and faculty with guidance, counseling, and resources throughout various life transitions, reflecting a commitment to the well-being of the entire university community. This includes support with mental health and substance use.

## **SF State's Substance Use Prevention Areas of Growth**

**Collaboration and Integration:** Various departments express an interest for increased collaboration and integration with other departments on campus to better tackle issues related to mental health, substance use, and student support.

**Streamlining and Capacity Building:** There is need to streamline services on campus, improve processes, and enhance capacity to provide more efficient and effective support to our campus community. This includes creating sustainable recovery networks, integrating student affair and academic services, and optimizing sanctioning models.

**Education and Awareness:** There is a focus on increasing education and awareness around AOD policies, mental health, and substance use among students and the campus community. This includes evaluation, continuing education for staff/faculty, and improved marketing and communication strategies. A good start might be to look at older policies and new laws that have gone into effect in the past 5 years. EO 1108, SB 367, AB 461, and AB 472.

**Student Engagement and Inclusion:** Community engagement is desired through programming and communication. Through SFSU programs and services, we aim to reach a broader student population. Inclusion is important and requires a harm reduction education approach through equity and social justice.

**Collaborative Presentations and Efforts:** There is a expressed need to collaborate more with other offices and provide presentations to students, staff, and faculty. As a result, coordinated efforts to support the campus community are essential.

**Campus-wide Training and Support:** For campus safety and well-being, some departments requested campus-wide training, such as increased Narcan training.

**Orientation and New Student Programs:** As part of the New Student and Family Program and other departments, programs related to AOD education will be developed to enhance orientation experiences for new students and families. In addition, we strive to connect incoming students to resources and develop comprehensive support services.

**Improving Support Services:** The availability of support services, such as referrals to counseling, needs to be improved. We can develop the use of Canvas courses and establish transparent and clear policies regarding the medical amnesty program. As a result, stakeholders aim to provide better support to students seeking help.

**Data-Informed Decision Making:** Residential Life and other departments highlight the importance of continuing to utilize data to inform decision-making, conduct trend analysis, and implement targeted education and programming efforts. Other departments indicate a need to stay current on trends and identify continued communication with other stakeholder departments around mental health and substance use trends to develop and implement appropriate interventions.

**Well-being of Employees:** When staff and faculty practice wellness in their daily lives, they can support students in doing so as well. Creating more clarity around EAP might be a goal for the future.



## **Policy Inventory**

[San Francisco State University Alcohol and Drug Policy](#)

[San Francisco State University Policy on Substance Abuse in the Work Place](#)

[CSU Executive Order 1098- Student Conduct Procedures](#)

## **Procedures for Distributing Annual Notification to Campus Community**

Karen Boyce, Director of Health Promotion & Wellness submits annual notification letter for student and staff and faculty.

- For students, annual notification is reviewed and approved by the Associate Vice President for Disability Access and Student Well-Being, and the Vice President of Student Affairs. Once approved the VP of Student Affairs sends it to the student body.
- For staff and faculty, annual notification is reviewed and approved by the Associate Vice President, Human Resources. Once approved, the AVP sends the email out to all staff and faculty at San Francisco State University.

## Annual Notification Letters



# San Francisco State University

## SFSU AOD Policy Notice 22-23

Greetings Gators,

This annual notice is being provided to you as required by the Drug-Free Schools and Communities Act Amendments of 1989 and the Drug-Free Workplace Act of 1988.

As an academic community, San Francisco State University is committed to providing an environment in which everyone can learn and grow. Drug and alcohol use and misuse can seriously impede or derail a student's pathway to higher education success. Thus we have policies that strive to provide a substance free environment for students to learn and grow.

### Health Risks Associated with Alcohol Abuse or Illicit Drug Use

Substance use is linked to serious negative health effects including chronic diseases, increased risk of injury, and in some cases overdose. Drug and alcohol misuse can be influenced by many factors including trauma, economic challenges, or self-medication for untreated mental health challenges. In addition, drug and alcohol laws have historically impacted marginalized communities due to social inequities and biases.

Substance misuse and addiction is a social justice issue that heavily impacts the personal, professional, and academic endeavors of students and our entire campus community. As an institution of higher education, we are committed to supporting those who need support through the various resources highlighted below.

### Resources for Support:

#### Prevention Education- Health Promotion & Wellness (HPW)

HPW provides health education through workshops and seminars on topics related to alcohol and other drugs, and provides training to volunteers who work with other students, faculty, and staff to assist in creating a campus environment that reinforces healthy lifestyles around substance use that are focused on reduction of harm and social justice. Information can be found at <https://wellness.sfsu.edu/alcohol-tobacco-other-drugs>

### Resources for Help and Treatment

For students:

On-Campus (Confidentiality Assured) For students:

- **Counseling & Psychological Services:** SSB 205, (415) 338-2208
- For medical appointments, **Student Health Services:** (415) 338-1719

For everyone:

- Alcoholics Anonymous on-campus meetings: **Sober@SFState**, <https://www.aa.org/find-aa>  
Off-Campus - San Francisco Bay Area

- [List of Community Low-Fee Programs](#) through caps.sfsu.edu
- For information on treatment options and substance misuse resources, please refer to the <https://findtreatment.gov/> website.

### **Standards of Code of Conduct, Sanctions, & Applicable Laws**

The University has a zero-tolerance policy regarding the use and sale of illegal drugs on the university campus or at any university-sponsored event off campus. The possession, transportation and/or consumption of alcohol by individuals under 21 years of age is strictly prohibited. Alcoholic beverages may not be consumed in public areas and must be concealed and not in plain view when transported in the residence community.

The University also enforces state laws regarding driving while under the influence of alcohol. A police officer can confiscate the license of any driver suspected to be driving under the influence who refuses to take a blood alcohol concentration (BAC) test. Anyone under 21 found in possession of alcohol can have their driver's license taken away, even if the underage person was not drinking, drunk, or driving.

No one may use illegal substances, or abuse legal substances, including alcohol, in a manner, which impairs performance of assigned tasks in the workplace and/or academic environment. A more complete description of these regulations is contained in the following University Directives:

- University Directive #89-12 (The Alcohol and Drug Policy)- [https://adminfin.sfsu.edu/sites/default/files/documents/UED%2089-12\\_0.pdf](https://adminfin.sfsu.edu/sites/default/files/documents/UED%2089-12_0.pdf)
- University Directive #90-15 (Policy on Substance Abuse in the Workplace)- <https://adminfin.sfsu.edu/sites/default/files/documents/UED%2090-15.pdf>

Student violators are subject to discipline through the [Student Conduct process](#), which may result in either probation, suspension, or expulsion from the University and/or the CSU system. This may also include removal from university housing. Parents or guardians may be notified about any disciplinary violation involving alcohol or a controlled substance that has been committed by a student who is under the age of 21. All members of the campus community may be subject to criminal prosecution for violation of applicable local, state, or federal laws.

Thank you,  
 Dr. Jamillah Moore  
 Vice President  
 Student Affairs & Enrollment Management

Date: December 22, 2022  
To: SF State Employees  
From: Ingrid C. Williams, Ed.D.  
Department of Human Resources

**Subject: Annual Notice - Drug-Free Workplace**

This annual notice is being provided to you as required by the Drug-Free Schools and Communities Act Amendments of 1989 and the Drug-Free Workplace Act of 1988.

SF State is committed to promoting the health of its campus community members by creating an environment free from drug and alcohol abuse. Please visit SF State's policies related to alcohol and drug use.

- University Directive #89-12 (The Alcohol and Drug Policy)-  
[https://adminfin.sfsu.edu/sites/default/files/documents/UED%2089-12\\_0.pdf](https://adminfin.sfsu.edu/sites/default/files/documents/UED%2089-12_0.pdf)
- University Directive #90-15 (Policy on Substance Abuse in the Workplace)-  
<https://adminfin.sfsu.edu/sites/default/files/documents/UED%2090-15.pdf>

In accordance with [CSU's Drug-Free Workplace Policy](#), the following outlines the dangers of drug and alcohol abuse in the workplace; resources available to employees; and penalties that may be imposed for drug and alcohol abuse violations occurring on University property or as part of a University-related activity.

**Dangers of Drug and Alcohol Abuse**

Substance abuse can cause very serious health and behavioral problems, including short-and long-term effects upon both the body (physiological) and mind (psychological), as well as impairment of learning ability, memory, and performance. Chronic health problems may arise from long-term abuse, and acute, traumatic reactions may arise even from one-time or moderate use. In addition to the toxicity of specific drugs, mixing drugs can compound toxic effects.

Illegal, "counterfeit," or "designer" drugs may be toxic, contaminated, or have impurities causing poisoning, and can be lethal. Acute health problems may include heart attack, stroke, and sudden death (even first-time use of cocaine or GHB). Long-term effects include heart and/or lung damage, high blood pressure, blood vessel leaks in brain, brain cell destruction, permanent memory loss, infertility, impotency, immune system impairment, kidney failure, and cirrhosis of the liver. Substance abuse is correlated with high-risk behavior that could lead to accidents and injury, increased risk of contracting a sexually transmitted infection, or unwanted pregnancy. Drugs and alcohol might also be used to incapacitate individuals resulting in sexual assault and other crimes. Using alcohol or other drugs while pregnant can cause fetal damage, birth defects, miscarriage and infant death.

For additional information concerning the health risks of substance abuse, please review the following:

- [Alcohol Use and Your Health](#)
- [Health Consequences of Drug Misuse](#)
- [Fetal alcohol spectrum disorders\(FASDs\)](#)

**Resources for Employees**

Employees can access resources via the Employee Assistance Program (EAP) through LifeMatters.

- ○ (800) 367-7474 (24 hours a day, 7 days a week)
- ○ [www.mylifematters.com](http://www.mylifematters.com)
- ○ All calls and referrals made by Empathia are strictly confidential.

For information on Alcoholics Anonymous programs near you, please visit <https://www.aa.org/find-aa>.

For additional alcohol and other drug resources, please visit <https://psyservs.sfsu.edu/content/resources-0>.

For information on treatment options and substance misuse resources, please refer to the <https://findtreatment.gov/> website.

**Penalties and Sanctions**

- [Federal Penalties and Sanctions](#)

Under Federal law, it is a felony offense to sell or intend to sell, manufacture, or distribute DEA scheduled drugs or mixtures containing them (e.g. cocaine, methamphetamines, heroin, Ecstasy, GHB, Ketamine, LSD, PCP, and so-called “designer drugs”, as well as “counterfeits” purported to be such drugs), or to traffic in marijuana or hashish. Federal law also prohibits the illegal possession of a controlled substance. Those convicted of possession or distribution of controlled substances can be barred from receiving benefits of federal programs, including student grants and loans, contracts, ability to conduct teaching and research using controlled substances, and professional and commercial licenses; may be subject to forfeiture of property used in or traceable to illegal controlled substance transactions; and, if non-citizens, subject to deportation.

### **State Penalties and Sanctions**

California law prohibits furnishing and selling alcoholic beverages to underage (younger than 21) or obviously intoxicated individuals. Underage persons may not buy alcoholic beverages or possess them on campus, in public, or in places open to public view; the penalties for violations of these laws may include substantial fines and jail. Alcohol may not be sold without a license or permit. State law also prohibits driving a motor vehicle under the influence (a blood alcohol level of .08 percent or higher creates a presumption of intoxication, but can be charged with lower blood alcohol levels); drinking or possessing an open container of alcohol while driving; and operating a bicycle while intoxicated. Drunk driving penalties include jail or prison, fines of \$1,000 or more, driver’s license suspension or revocation, and required drug/alcohol treatment programs. Refusing to submit to a test for blood alcohol can result in suspension of driver’s license for up to 3 years. Sale or possession for sale of controlled substances such as cocaine, methamphetamines, heroin, Ecstasy, GHB, Ketamine, LSD, PCP, marijuana, and “designer drugs” is a felony with terms of 3 years or more; manufacture results in terms of 3 years or more; possession alone is punishable by up to 4 years in prison. Sentences are enhanced for previously convicted felons, for distribution within 1,000 feet of a school or University or within 100 feet of a recreational facility, and for distribution to a pregnant woman or to someone under 18 by one over 18. Property used in drug transactions can be seized.

### **University Discipline**

Employees found to be violation of federal or state laws, or CSU or University policies, may be subject to disciplinary action, up to and including dismissal, under applicable University policies and/or collective bargaining agreements. Employees may also be required to participate in an appropriate treatment program, in addition to any potential criminal or civil penalties resulting from violating a local, state or federal law.

Questions concerning this notification may be directed to AVP Williams at [hrwww@sfsu.edu](mailto:hrwww@sfsu.edu).