



**University of Miami Drug-Free Campus/Workplace Drug and Alcohol Abuse Prevention Policy
Annual Notification:**

The Drug-Free Schools and Communities Act Amendments of 1989 and the Drug-Free Workplace Act of 1988 (collectively the “Act”), require that The University of Miami (UM) maintain a program to prevent the use of illicit drugs and abuse of alcohol by students and employees.

INTRODUCTION

The University of Miami is proud to be an Alcohol and Drug-Free Campus and Workplace. This initiative is intended to promote a safe, productive, and drug-free work and learning environment for our faculty, staff, and students.

Under the Act, UM is required to annually distribute the following information about its Drug and Alcohol program to all faculty, staff and students. You should read this notification carefully, which is divided into the following sections:

- I. Standards of Conduct and Sanctions
- II. Legal Statutes, Regulations, Policies and Penalties
- III. Health Risks
- IV. Prevention and Assistance

I. STANDARDS OF CONDUCT AND SANCTIONS

It is important to note that illegal drug use can cause negative health effects impacting the physical, behavioral, and psychological well-being of an individual as well as the surrounding community. In addition, it can also lead to addiction for the user. Illegal drug use and alcohol abuse negatively impact the mission and goals of the University.

Although the University of Miami respects the privacy rights of individuals as well as the right of an individual of legal age to partake in the consumption of alcohol, under appropriate circumstances, such rights cannot outweigh the need to maintain a safe working and learning environment.

The following is pertinent information you should be aware of in relations to the University’s drug and alcohol prevention initiative:

1. Employees are expected to report to work free of any adverse effects of alcohol or controlled substances.
2. The University prohibits the use, possession, distribution, or being under the influence of alcohol or any controlled substance by any employee in the following circumstances:
 - (a) while at work;
 - (b) while operating a University vehicle;

- (c) while present on the University's premises; or
- (d) conducting University-related business offsite at any time.
- 3. Additionally, the University also prohibits employees from making arrangements for such acts while conducting University business, or on or off University premises.
- 4. Lastly, the possession, use manufacturing, purchase, sale or distribution of controlled substances by an employee away from the University's premises while off duty may also result in disciplinary action since such conduct may reflect unfavorably on the University.

In furtherance of the aforementioned policy statements, the University requires the pre-employment testing of candidates for employment, and the testing of University employees where there is reasonable suspicion of drug or alcohol use in violation of this policy, including the occurrence of an accident or injury at the work place.

Any violation of this policy shall constitute grounds for:

- 1. Disciplinary action up to and including termination of employment.
- 2. Violations include, but are not limited to: using, possessing, distributing, or being under the influence of alcohol or any controlled substance as prohibited by this policy; making arrangements for such acts while conducting University business, or on or off University premises; falsifying or attempting to falsify test results for him/herself or for another employee; failing to comply with the procedures set forth above; and failing to adhere to terms and conditions imposed following a positive test result.
- 3. Any controlled substances confiscated from an employee under this policy will be turned over to an appropriate law enforcement agency.

In furtherance of this initiative, the University shall establish and maintain a University Drug-Free Campus/Workplace Drug and Alcohol Abuse Prevention Task Force, known as the Presidential Commission on Alcohol and Other Drug Issues, which shall include broad and diverse representation of UM faculty, staff and students. The University of Miami Drug-Free Campus/Workplace Drug and Alcohol Abuse Prevention Task Force shall be responsible for conducting biennial reviews of the University's drug-prevention program to:

- a. determine the effectiveness of the drug-prevention program and implement needed changes, if any to the program; and
- b. ensure the consistent enforcement of the disciplinary sanctions imposed on students and employees who violate the required standards of conduct.

The Drug & Alcohol Policy can be found by clicking the link: [UM Drug & Alcohol Policy](#).

II. LEGAL STATUTES, REGULATIONS, POLICIES AND PENALTIES

A. ALCOHOL

1. UM Policy

All members of the University community (students, faculty, staff, and alumni, and their guests) who purchase, possess, and consume alcoholic beverages on campus must do so responsibly and must have reached the legal age of 21. Students and employees are expected to take personal responsibility for their own conduct when making decisions regarding alcohol use.

The use, possession, or distribution of beverages containing alcohol on University property, including residence halls, is governed by Florida statute and University policy. The following University policy applies to all faculty, staff and students of the University, and their guests attending events and activities on University premises:

“Under the influence of alcohol” shall mean an alcohol concentration equal to or greater than .04 or actions, appearance, speech or bodily odors that reasonably suggest that an employee is impaired because of alcohol use.

“University premises” shall mean all property owned or managed by the University. This term includes, but is not limited to the following interior areas: buildings; facilities; common or private work areas; elevators; hallways; garages; restrooms; dining areas; employee lounges; conference or meeting room space; and any other enclosed or semi-enclosed area owned or managed by the University. This term includes, but is not limited to the following exterior areas: parking facilities and lots; facility/building entrance/exit ways; courtyards and plazas; rooftops; grounds; University-owned or leased vehicles (regardless of location); and any other outdoor area owned or managed by the University.

The University of Miami permits the consumption of alcoholic beverages, within reasonable limits, by persons of legal age. The University also provides for the limited use of alcoholic beverages at social events approved by the University.

The use or possession of alcoholic beverages is permitted only in those campus facilities so specified by the University’s Board of Trustees and in accordance with the terms stated in the Alcoholic Beverage Policy. Empty alcoholic beverages containers and alcohol paraphernalia (including but not limited to “beer pong” tables, funnels, or any other object used in the consumption of alcohol) may also constitute possession, and are not permitted.

Alcohol is permitted to be consumed in residential student rooms only by students who are 21 years of age or older. For the complete policy, please refer to the following link: [UM-B.1 Student Code of Conduct](#).

2. Florida Alcohol Laws

The following represents a summary of relevant Florida Statutes for alcohol related offenses:

It is unlawful for any person under the age of 21 years, except a person employed under the provisions of Florida Statutes acting in the scope of her or his employment within hotels, restaurants and other licensed establishments, to have in her or his possession alcoholic beverages. ([F.S. §562.111](#))

The prohibition in section 562.111 against the possession of alcoholic beverages does not apply to the tasting of alcoholic beverages by a student who is at least 18 years of age, who is tasting the alcoholic beverages as part of the student’s required curriculum at a postsecondary educational institution that is institutionally accredited by an agency recognized by the United States Department of Education and that is licensed or exempt from licensure pursuant to the provisions of chapter 1005 or is a public postsecondary education institution; if the student is enrolled in the college and is tasting the alcoholic beverages only for instructional purposes during classes that are part of such a curriculum; if the student is allowed only to taste, but not consume or imbibe, the alcoholic beverages; and if the alcoholic beverages at all times remain in the possession and control of authorized instructional personnel of the college who are 21 years of age or older.

Any person under the age of 21 who is convicted of a violation of subsection 562.111 is guilty of a misdemeanor of the second degree, punishable by up to 60 days imprisonment and a \$500.00 fine. Any person under the age of 21 who has been convicted of a violation of this subsection and who is thereafter convicted of a further violation of this subsection is, upon conviction of the further offense, guilty of a misdemeanor of the first degree, punishable by up to 1 year imprisonment and a \$1,000.00 fine. ([F.S. §775.082](#), [F.S. §775.083](#))

It is unlawful for any person to sell, give, serve, or permit to be served alcoholic beverages to a person under 21 years of age or to permit a person under 21 years of age to consume such beverages on the licensed premises. ([F.S. §562.11](#))

A person who violates subsection 562.11 commits a misdemeanor of the second degree, punishable by up to 60 days imprisonment and a \$500.00 fine. A person who violates this subparagraph a second or subsequent time within 1 year after a prior conviction commits a misdemeanor of the first degree, punishable by up to 1 year imprisonment and a \$1,000.00 fine. (F.S. §775.082, F.S. §775.083)

It is unlawful for any person to misrepresent or misstate his or her age or the age of any other person for the purpose of inducing any licensee or his or her agents or employees to sell, give, serve, or deliver any alcoholic beverages to a person under 21 years of age, or for any person under 21 years of age to purchase or attempt to purchase alcoholic beverages. (F.S. §562.11)

Anyone convicted of violating the provisions of subsection 562.11 is guilty of a misdemeanor of the second degree, punishable by up to 60 days imprisonment and a \$500.00 fine. (F.S. §775.082, F.S. §775.083)

No person in the state shall be intoxicated and endanger the safety of another person or property, and no person in the state shall be intoxicated or drink any alcoholic beverage in a public place or in or upon any public conveyance and cause a public disturbance. ([F.S. §856.011](#))

Any person violating the provisions of this subsection 856.011 shall be guilty of a misdemeanor of the second degree, punishable by up to 60 days imprisonment and a \$500.00 fine. (F.S. §775.082, F.S. §775.083)

Any person who shall have been convicted or have forfeited collateral under the provisions of subsection (1) three times in the preceding 12 months shall be deemed a habitual offender and may be committed by the court to an appropriate treatment resource for a period of not more than 60 days. (F.S. §856.011)

A person is guilty of the offense of driving under the influence and is subject to punishment if the person is driving or in actual physical control of a vehicle within this state and the person's normal faculties are impaired with a blood-alcohol level of 0.08 or more, or has a breath-alcohol level of 0.08 or more. ([F.S. §316.193](#))

Any person who is convicted of a violation of subsection 316.193 shall be punished:

1. By a fine of:
 - a. Not less than \$500 or more than \$1,000 for a first conviction.
 - b. Not less than \$1,000 or more than \$2,000 for a second conviction; and
2. By imprisonment for:
 - a. Not more than 6 months for a first conviction.
 - b. Not more than 9 months for a second conviction.

B. DRUGS

1. UM Drug Policies and Employment Requirements

I. PRE-EMPLOYMENT TESTING

All prospective employees offered a position with the University shall be required to submit to a drug/alcohol test within 72 hours of acceptance. All applicants must pass a drug/alcohol test before commencing work for the

University. Refusal to submit to testing or failure to test by the established deadline will result in disqualification from further consideration for employment with the University.

A. TESTING PROCEDURE

The drug/alcohol test must be administered by a qualified laboratory under established methods that follows accepted standards of testing and chain-of-custody requirements. All positive results will be confirmed by re-testing the same sample by using appropriate laboratory procedures. Subsequently, if the positive results are not confirmed in the second test, the overall test will be reported as negative.

B. TESTING RESULTS

If a drug/alcohol test concludes in a final positive result, the candidate shall not be employed to the position for which the candidate was selected. Additionally, candidates who test positive will not be eligible for employment to any University position for a period of one (1) year from the date the University's decision is communicated to the candidate.

II. REASONABLE SUSPICION TESTING

Employees are subject to testing based upon reasonable suspicion of drug/alcohol use or impairment, which also includes the occurrence of an accident or injury at the work place, and the employee's own admission of drug/alcohol use or impairment.

A. TESTING PROCEDURE

Where an employee is reasonably suspected to have used or be impaired as a result of alcohol or any controlled substance, Human Resources must be contacted immediately to evaluate the facts and circumstances giving rise to the suspicion. The employee's supervisor will be required to complete an Impairment Checklist by providing a written statement attesting to the behavior suggesting use or impairment as a result of alcohol or any controlled substance. Supervisors should describe behavior, performance deterioration or policy violation only, and should not comment on suspected reasons for the behavior or opinions about it. This form must be provided to Human Resources as part of its review.

If testing is approved by Human Resources, the employee will be advised by Human Resources of the basis for the reasonable suspicion testing and presented with a consent form. If the employee refuses to be tested, the employee will be considered to have voluntarily resigned and will be deemed ineligible from future employment with the University.

Once an employee signs the consent form, the employee will be accompanied to the testing site by the supervisor or designee. The University will arrange transportation to and from the test facility. Additionally, the University will make arrangements for the transportation of the employee to their place of residence once the test has been administered. Under no circumstances will the employee be permitted to operate a vehicle. The employee shall be placed on administrative leave by Human Resources pending the outcome of test results.

B. TESTING RESULTS

Employees with a negative test result shall meet with Human Resources and their supervisor to address the behaviors leading up the initial test to determine a course of positive corrective action. The employee shall immediately be reinstated to their position.

Employees with a positive test result shall be deemed to have violated this policy, and shall be subject to disciplinary action up to and including termination, and/or any other terms or conditions for an employee's continued employment. Such terms may include, but are not limited to, enrollment and completion of an

approved treatment program, referral to and confirmation of compliance with FSAP recommendations, and/or consent to random drug/alcohol testing for a period not to exceed one (1) year. The supervisor will consult with Human Resources to determine the most appropriate course of action. The University has the sole discretion to immediately terminate the employment of any employee upon notification of a positive test result regardless of the employee's disciplinary history.

When the decision is for the employee to receive disciplinary action short of termination and referral to FSAP, the employee must agree to complete rehabilitation and other recommendations issued by FSAP or designee. Furthermore, the employee must agree to undergo random screening for a period of one (1) year. In this case, an employee understands that their failure to agree to these conditions, non-compliance with FSAP's recommendations, or future policy violations shall result in the employee's termination of employment.

III. CONFIDENTIALITY

Information and records relating to positive test results, drug and alcohol dependencies, and legitimate medical explanations disclosed shall be kept confidential and will not be disclosed, except to the extent necessary to administer and enforce this policy, or as may be required by law. The University reserves the right to notify the appropriate professional or occupational licensing board of positive test results.

2. Florida Drug Laws

Florida Statute [§ 893.13](#) makes it unlawful for any person to sell, manufacture, or deliver, or possess with intent to sell, manufacture, or deliver, a controlled substance. Any person who violates this provision can be liable for the following penalties, depending on the classification and amount of drug involved:

Felony in the first degree	-	Up to 30 years imprisonment and a \$10,000.00 fine
Felony in the second degree	-	Up to 15 years imprisonment and a \$10,000.00 fine
Felony in the third degree	-	Up to 5 years imprisonment and a \$5,000.00 fine
Misdemeanor in the first degree	-	Up to 1 year imprisonment and a \$1,000.00 fine
Misdemeanor in the second degree	-	Up to 60 days imprisonment and a \$500.00 fine
Non-criminal charge	-	Other fines and civil penalties determined by court

Florida statute also prohibits the sale, manufacture, or delivery, or possession with intent to sell, manufacture or deliver, of a Controlled Substance "in, on, or within 1,000 feet of the real property comprising a public or private college, university, or other postsecondary institution." A conviction may be punishable by imprisonment for up to 30 years and a \$10,000.00 fine. (F.S. § 893.13(1)(d)).

Special Circumstances:

If a person violates any provision of Section 893.13 and the violation results in a serious injury to a state or local law enforcement officer, firefighter, emergency medical technician, paramedic, employee of a public utility or an electric utility, animal control officer, volunteer firefighter engaged by state or local government, law enforcement officer employed by the Federal Government, or any other local, state, or Federal Government employee injured during the course and scope of his or her employment, the person commits a felony of the third degree, punishable as provided above. If the injury sustained results in death or great bodily harm, the person commits a felony of the second degree, punishable as provided above. (F.S. § 893.13(6)(a)(d)(10)).

Florida Controlled Substance List and Schedules can be found under [F.S. §893.03](#). Florida "Precursor Chemical"

list, which are chemicals that may be used in manufacturing a controlled substance in violation of Florida Statute, can be found under [F.S. §893.033](#).

3. Federal Drug Laws

Types of Federal Drug Crimes

Federal drug laws prohibit the possession, distribution, sale, trafficking, cultivation, and manufacturing of various controlled substances. Prohibited drugs include marijuana, cocaine, methamphetamine, heroin, and a number of narcotic-based drugs such as Oxycodone and Vicodin, and more.

Marijuana Possession and Distribution

- Possession / any amount - Punishable by up to 1 year in prison and a fine of \$1,000 for a first conviction - Further convictions and greater amounts of marijuana result in stiffer penalties
- Sale of less than 50 kilograms (Smallest amount category) - Felony punishable by 5 years in prison and a \$250,000.00 fine

Cocaine and Heroin Possession and Distribution

- Possession of cocaine/heroin - Penalties are more severe than those of Marijuana
- Sale or distribution of cocaine/heroin - Penalty may include a life sentence

Factors that are considered when an individual is being charged with a drug crime such as possession or distribution of heroin or cocaine, include the quantity of drug involved, the prior criminal history of the defendant, the use or possession of weapons by the defendant, and whether minors were involved.

Drug Trafficking

- Transporting controlled substances (Over state-line or country's border) - Considered federal drug trafficking, a crime for which the penalties are severe - The death penalty is a possible punishment for drug "kingpins"¹

Penalties for Federal Drug Crimes

Under the Federal Sentencing Guidelines, the penalties for federal drug crimes are mandatory; the judge does not have any discretion to give lighter sentences. Additionally, the federal system provides only limited opportunities for probation following a conviction on a drug crime. There is also no parole in the federal justice system.

Anyone charged with a Federal and State drug charge should be aware that the United States Supreme Court

¹ The Continuing Criminal Enterprise Statute, commonly referred to as the CCE Statute or "The Kingpin Statute," is a United States federal law that targets large-scale drug traffickers who are responsible for long-term and elaborate drug conspiracies. (Chapter 13 of [Title 21 of the United States Code, 21 U.S.C. § 848](#))

has ruled that a defendant does not face double jeopardy if he or she is convicted of certain drug offenses and can be charged in both state and federal courts for the same act using all the prosecution powers of the two entities.

A comprehensive review of illicit drugs, including the history of the drug, its uses, short and long term effects, penalties for use, and pertinent legislation can be found under: <https://www.dea.gov/factsheets>.

A comprehensive review of federal penalties for drug trafficking can be found under: <https://www.deadiversion.usdoj.gov/21cfr/21usc/>.

III. HEALTH RISKS

A. ALCOHOL

Beer, wine, liquor

Alcohol is a depressant which leads to the loss of control over judgment, resulting in a loss of inhibitions. It affects physical coordination, causing blurred vision, slurred speech and loss of balance. Alcohol is involved in a large proportion of fatal road accidents, assaults and incidents of domestic violence.

Excessive drinking over time is associated with the following health problems and conditions:

Brain: Alcohol interferes with the brain's communication pathways, and can affect the way the brain looks and works. These disruptions can change mood and behavior, and make it harder to think clearly and move with coordination.

Heart: Consuming a large amount over a long period of time or too much on a single occasion can damage the heart, causing problems including:

- Cardiomyopathy – Stretching and drooping of heart muscle
- Arrhythmias – Irregular heart beat
- Stroke
- High blood pressure
-

Liver: Heavy drinking takes a toll on the liver, and can lead to a variety of problems and liver inflammations including:

- Steatosis, or fatty liver
- Alcoholic hepatitis
- Fibrosis
- Cirrhosis
-

Pancreas: Alcohol causes the pancreas to produce toxic substances that can eventually lead to pancreatitis, a dangerous inflammation and swelling of the blood vessels in the pancreas that prevents proper digestion.

Cancer: Drinking too much alcohol can increase your risk of developing certain cancers, including cancers of the:

- Mouth
- Esophagus
- Throat
- Liver
- Breast

Immune System: Drinking too much can weaken your immune system, making your body a much easier target for disease. Chronic drinkers are more liable to contract diseases like pneumonia and tuberculosis than people who do not drink too much. Drinking a lot on a single occasion slows your body's ability to ward off infections – even up to 24 hours after getting drunk.

Binge Drinking

Most adverse health effects from underage drinking stem from acute intoxication resulting from binge drinking. Immediate health effects of binge drinking may include:

Alcohol poisoning – A high level of alcohol consumption within a short span of time which results in the suppression of the central nervous system and causes loss of consciousness, low blood pressure and body temperature, coma, respiratory depression and death.

Risky sexual behaviors and increased risk of sexual assault. These behaviors can result in unintended pregnancy or sexually transmitted diseases. Violence, including intimate partner violence and child maltreatment.

[Source: U.S. Department of Health and Human Services]

B. DRUGS

Substance Category & Name

(Examples of Commercial & Street Names)

Possible Effects / Potential Health Consequences

Anabolic Steroids:

Testosterone

Depo Testosterone, Sustanon, Sten, Cyp

Other Anabolic Steroids

Parabolan, Winstrol, Equipose, Anadrol, Dianabol, Primabolin-Depo, D-Ball

Virilization, edema, testicular atrophy, gyneco-mastia, acne, aggressive behavior / Physical and internal damage, addiction, possible suicide

Cannabis:

Marijuana

Pot, Grass, Sinsemilla, Blunts, Mota , Yerba , Grifa

Tetrahydro-cannabinol

THC, Marinol

Hashish and Hashish Oil

Hash, Hash oil

Euphoria, relaxed inhibitions, increased appetite, disorientation / Fatigue, paranoia, possible psychosis

Depressants:

Gamma Hydroxybutyric Acid

GHB, Liquid Ecstasy, Liquid X, Sodium Oxybate, Xyrem®

Benzodiazepines

Valium, Xanax, Halcion, Ativan, Restoril, Rohypnol (Roofies, R-2), Klonopin

Other Depressants

Slurred speech, disorientation, drunken behavior without odor of alcohol, impaired memory of events, interacts with alcohol / Shallow respiration, clammy skin, dilated pupils, weak and rapid pulse, coma, possible death

Ambien, Sonata, Meprobamate,
Chloral Hydrate, Barbiturates,
Methaqualone (Quaalude)

Hallucinogens:

MDMA and Analogs

(Ecstasy, XTC, Adam), MDA (Love Drug),
MDEA (Eve), MBDB

LSD

Acid, Microdot, Sunshine, Boomers

Phencyclidine and Analogs

Angel Dust, Hog, Loveboat, Ketamine
(Special K), PCE, PCPy, TCP

Other Hallucinogens

Psilocybe mushrooms, Mescaline, Peyote
Cactus, Ayahausca, DMT,
Dextromethorphan (DXM)

*Heightened senses, teeth grinding and
dehydration / Increased body temperature,
Electrolyte imbalance, cardiac arrest
Illusions and hallucinations, altered perception of time
and distance / Longer, more intense "trip" episodes
Illusions and hallucinations, altered perception of time
and distance / Unable to direct movement, feel pain,
or remember*

Inhalants:

Amyl and Butyl Nitrite

Pearls, Poppers, Rush, Locker Room

Nitrous Oxide

Laughing gas, balloons, Whippets

Other Inhalants

Adhesives, spray paint, hair spray, dry
cleaning fluid, spot remover, lighter fluid

*Flushing, hypotension, headache / Methemo-
globinemia
Impaired memory, slurred speech, drunken behavior,
slow onset vitamin deficiency, organ damage /
Vomiting, respiratory depression, loss of
consciousness, possible death*

Narcotics:

Heroin

Diamorphine, Horse, Smack, Black tar,
Chiva, Negra (black tar)

Morphine

MS-Contin, Roxanol, Oramorph
SR, MSIR

Hydrocodone

Hydrocodone w/ Acetaminophen, Vicodin,
Vicoprofen, Tussionex, Lortab

Hydro-morphone

Dilaudid

Oxycodone

Roxicet, Oxycodone w/ Acetaminophen,
OxyContin, Endocet, Percocet, Percodan

Codeine

Acetaminophen, Guaifenesin or
Promethazine w/Codeine, Fiorinal, Fioricet
or Tylenol w/Codeine

Other Narcotics

Fentanyl, Demerol, Methadone, Darvon,
Stadol, Talwin, Paregoric, Buprenex

*Euphoria, drowsiness, respiratory depression,
constricted pupils, nausea / Slow and shallow
breathing, clammy skin, convulsions, coma, possible
death*

Stimulants:**Cocaine**

Coke, Flake, Snow, Crack, *Coca*,
Blanca, *Perico*, *Nieve*, Soda

Amphetamine/Meth-amphetamine

Crank, Ice, Cristal, Krystal Meth, Speed,
Adderall, Dexedrine, Desoxyn

Methylphenidate

Ritalin (Illy's), Concerta, Focalin, Metadate

Other Stimulants

Adipex P, Ionamin, Prelu-2, Didrex, Provigil

*Increased alertness, excitation, euphoria,
increased pulse rate & blood pressure,
insomnia, loss of appetite / Agitation, increased
body temperature, hallucinations, convulsions,
possible death*

Nicotine

Cigarettes, cigars, smokeless tobacco,
snuff, spit tobacco, chew

*Effects attributable to tobacco exposure includes
adverse pregnancy outcomes, chronic lung disease,
cardiovascular disease, stroke, cancer, tolerance, addiction*

Description of drugs and effects can be found in the [DEA Drug Fact Sheets](#).

[Source: U.S. Department of Justice's Drug Enforcement Administration]

IV. PREVENTION AND ASSISTANCE

Resources:**Human Resources**

(305) 284-3798 (Coral Gables/RSMAS Campus)

(305) 284-6482 (Medical Campus)

Counseling Center

(305) 284-5511

Services and programs are offered by Counseling Center staff, with expertise in dealing with student concerns and development. Their goal is to provide professional care to each student in a culturally sensitive environment. Students who are currently registered at the University of Miami are eligible to utilize these services and participate in the programs.

Faculty & Staff Assistance Program

(305) 284-6604

The Faculty & Staff Assistance Program is the faculty/staff employee assistance program of the University of Miami. FSAP provides confidential professional assistance, without charge, to help employees and their families resolve personal problems that affect their personal lives or job performance.

Student Health Service

Clinical Services: (305) 284-9100

Wellness Center: (305) 284-8500

Student Health Service provides affordable and accessible student-focused medical care and promotes healthy lifestyles through education, mentorship, and research activities thus facilitating the academic success of our

students. SHS provides professional, accessible, and cost-effective primary care services to registered students at UM -- with an emphasis on health education, prevention and self-care

The Sandler Center for Alcohol & Other Drug Education

The Sandler Center is a comprehensive prevention, intervention, education, and referral program focusing on alcohol and other drug use, misuse, and dependency. The Center works in partnership with all members of the campus community.

Community Resources:

Switchboard of Miami

(305) 358-4357

Switchboard of Miami, Inc. established in 1968, is a private, nonprofit organization that counsels, connects and empowers people in need. Through our suicide prevention programs, information and referral contact center, and crisis counseling and wellness services, Switchboard serves as both a first point of assistance and a last resource for people in need.

Alcoholics Anonymous:

Coral Gables

Miami-Dade Intergroup

24 Hr. Answering Svc: (305)461-2425

Website: www.aamiamidade.org

Fort Lauderdale:

Broward County A.A. Intergroup

Main: (954)462-0265

24 Hr. Answering Svc: (954)462-7202

Site: www.aabroward.org

Alcoholics Anonymous is a fellowship of men and women who share their experience, strength and hope with each other that they may solve their common problem and help others to recover from alcoholism. The only requirement for membership is the desire to stop drinking. There are no dues or fees for A.A. membership.

Narcotics Anonymous:

Helplines:

South Dade Area: 305-265-9555 North

Dade Area: 1-866-935-8811 Beach and

Bay Area: 305-628-8205 South Florida

Region: 1-866-288-NAN Website:

<http://www.namiami.org/>

Meetings: <http://www.namiami.org/meetings/>

Narcotics Anonymous is a nonprofit fellowship or society of men and women for whom drugs had become a major problem. The program is for recovering addicts who meet regularly to help each other stay clean. This is a program of complete abstinence from all drugs. There is only one requirement for membership, the desire to stop using.

The Florida Alcohol and Drug Abuse Association (FADAA)

(850) 878-2196

The Florida Alcohol and Drug Abuse Association, incorporated in 1981, is a non-profit membership association representing over 100 of Florida's premiere community-based substance abuse and co-occurring treatment and prevention agencies, managing entities, community anti-drug coalitions and over 3,000 individual members. The mission of FADAA is to represent its members in advancing addiction treatment, prevention and research through public policy leadership, communications, professional development and quality member services.

[Revised: 08.14.18/UCS]