

Drug and Alcohol-Free Policy

Auguste Escoffier School of Culinary Arts (AESCA)- Boulder recognizes its responsibility as an educational institution to promote a productive and healthy environment. This responsibility demands implementation of programs and services to facilitate that effort.

PURPOSE

AESCA- Boulder is committed to increasing the awareness of alcohol and drugs abuse. As part of this commitment, AESCA will strive to provide meaningful and educational alcohol and drug awareness information. The AESCA- Boulder program includes this policy which prohibits illegal use of drugs and alcohol in the workplace, on school property or as part of any school sponsored activities.

Policy

1. Requires all students and employees to abide by the terms of this policy as a condition of initial and continued enrollment/employment.
2. Recognizes that the illegal use of drugs and alcohol is in direct violation of local, state, and federal laws as well as school policies set forth within this policy.
3. Strictly prohibits the illegal use, possession, manufacture, dispensing, or distribution of alcohol, drugs, or controlled substances in the workplace, on its premises, or as a part of any school sponsored activities.
4. Considers a violation of this policy to be a major offense, which may result in requirement for satisfactory participation in a drug or alcohol rehabilitation program, referral for criminal prosecution, and/or immediate disciplinary action up to and including termination from employment and suspension or expulsion from the school. A criminal conviction is not required for sanctions to be imposed upon an employee or student for violations of this policy.
5. Recognizes that violations of applicable local, state, and federal laws may subject a student or employee to a variety of legal sanctions including but not limited to fines, incarceration, loss of driver's license, imprisonment and/or community service requirements. Convictions become a part of an individual's criminal record and may prohibit certain career and professional opportunities.
6. Requires an employee to notify the Campus President in writing of criminal charges for drug or alcohol related offenses occurring in the workplace no later than five calendar days following the charge(s). Additionally, any employee convicted of a drug or alcohol related offense which occurred in the workplace is required to notify the Campus President in writing within five calendar days of such conviction.
7. Provides referral assistance for counseling services, access to AESCA Boulder's **Employee/Student Assistance Program or the Student Resource Service, and referrals for employees/students to counseling services/programs** that inform students and employees about the dangers of drug and alcohol abuse. Voluntary participation in or referral to these services is strictly confidential.

8. Students needing assistance should contact their Student Services representative.
9. AESCA employees may also contact our health insurance provider for various assistance at:

Employee Services:

Blue Cross/Blue Shields
800-541-2767
www.mdlive.com/bcsil

HealthAdvocate

866-799-2485
answers@HealthAdvocate.com
HealthAdvocate.com/members

10. AESCA is responsible for notifying federal funding agencies within ten calendar days whenever an employee is convicted of a drug-related crime that occurred in the workplace.
11. Forbids an employee from performing sensitive safety functions while a prohibited drug(s) is in his or her system.
12. Could mandate drug testing of employees prior to employment, when there is reasonable cause, after an accident, on a random basis, and before returning to duty after refusing to take a drug test or after not passing a drug test.
13. Health risks associated with alcohol and drug abuse can result in but are not limited to a lowered immune system, damage to critical nerve cells, physical dependency, lung damage, heart problems, liver disease, physical and mental depression, increased infection, irreversible memory loss, personality changes and thought disorders.
14. Provides for annual distribution of this policy to all staff, faculty, and students.

Your Role in a Drug-Free Workplace

- Familiarize yourself and follow the AESCA -Boulder Drug and Alcohol Policy.
- Seek help if you think you have a problem.
- Reach out to Student Services or your manager for any concerns you might have around policy violation.

Local Resources - Boulder Area

HealthAdvocate

866-799-2485
answers@HealthAdvocate.com
HealthAdvocate.com/members

Addiction Recovery Services

Boulder County

bouldercounty.org/families/addiction/addi-
ction-recovery-centers/
303-443-8500

Adult Children of Alcoholics (ACOAs)

Find a meeting near you:
<http://www.allone.com/12/aca/>
Narcotics Anonymous
(303)412-2884
www.na.org

Alcoholics Anonymous - www.aa.org

5375 Western Ave
Boulder, CO 80301
(303) 447-8201

County or State Addiction or Mental Health Agency:

Addiction Recovery Centers (ARC)ARC
Broadway: 303-441-1275
Boulder
3470 Broadway
Hours: 8 a.m.-4:30 p.m. M-F

NorthStar Transitions

(888) 988-5182
Boulder, Colorado 80301

County/Victim/Mental Health Hotline

Boulder County Safehouse:
303- 444-2424

American Cancer Society - www.cancer.org

2255 S Oneida St, Denver, CO 80224
(303) 758-2030

National Resources

HealthAdvocate

866-799-2485
answers@HealthAdvocate.com
HealthAdvocate.com/members

Alateen (for children of the user)

District Eight Hot Line - 303-665-1766
This is a 24-hour answering service for
meeting information and messages for a
member to call back

[www.al-anon.org/newcomers/teen-corner-
alateen/](http://www.al-anon.org/newcomers/teen-corner-alateen/)

Nar-Anon (for family members and friends)

www.nar-anon.org

National Institution on Drug Abuse

1-800-662-HELP
Information and Referral line
(M-F, 8:30 a.m.-4:30 p.m.)

The Center for Substance Abuse

Treatment and Referral Hotline
Information and referral line that
directs callers to treatment centers in
the local community.
(1-800-662-HELP)

The Drug Free Workplace Helpline

A line that provides information only
to private entities about workplace
programs and drug testing.
Proprietary schools may use this line.
(1-800-967-5752)