

Employee Assistance Program

Drug and Alcohol abuse can lead to adverse health effects, legal ramifications, and may negatively impact work performance.

The University offers an [Employee Assistance Program \(EAP\)](#) designed to assist UNI employees and their families with problems effecting personal relationships, health, and work performance. All services are confidential

Employee and Family Resources

Counselors are available by phone for confidential questions and support at any time, 24 hours a day, 7 days a week. Call to set up an in-person appointment or speak to a counselor over the phone. In-person appointments are set up quickly with counselors conveniently located near your home or workplace.

**Phone
Numbers
1-800-327-4692**

**Your UNI EAP Contact
Therese Callaghan
Gilchrist 27
319-273-6164
therese.callaghan@uni.edu**

Community Resources

Pathways Behavioral Services

235-6571

Substance abuse evaluations; individual and group counseling; residential treatment; and prevention services.

Covenant Medical Center Horizons Unit

272-2873

Substance abuse evaluations, treatment referrals, detoxification services, chemical dependency outpatient and inpatient treatment programs for adults and adolescents, and relapse prevention and continuing care programs.

Alcoholics Anonymous (AA) Hotline

291-3627

AA is a group of men and women who share their experiences, strength and hope to help one another recover from alcoholism. There are no fees and the only requirement for attendance is a desire to stop drinking. Call for local meeting times and places.

Al-Anon Hotline

800-344-2666

Al-Anon is a support group for family members and friends of alcoholics—a group where they receive support in coping with the addiction. The hotline provides callers with local meeting times and places.

Narcotics Anonymous (NA) Hotline

291-8803

NA is a group of recovering addicts who live without the use of drugs. There are no fees for meeting attendance. The hotline provides information regarding local meeting times and places.



**University of
Northern
Iowa**

**Drug & Alcohol Free
Workplace**

**Policy
Procedure
Resources**

Human Resource Services
27 Gilchrist
Cedar Falls, IA 50614-0034
(319) 273 - 2422
Fax: (319) 273 - 2927

HUMAN RESOURCE SERVICES
University of Northern Iowa

Purpose

This policy is intended to serve in maintaining the health and safety of the University's Faculty, Staff, Students, and Visitors, in addition to providing the practice and procedure for managing issues regarding drug and alcohol abuse in the workplace, and on Campus.

Policy Statement

It is the policy of the University of Northern Iowa and the Board of Regents to provide a Drug-Free workplace and learning environment. Alcohol and drug abuse pose a threat to the health and safety of University Faculty, Staff, Students, and Visitors. In compliance with the Drug-Free Workplace Act of 1988, the University of Northern Iowa is committed to the elimination of drug and alcohol abuse in the workplace. In compliance with the provisions of the Drug Free Schools and Communities Act Amendments of 1989, alcohol and drug prevention programs include policy enforcement, education programs, and treatment services.

The unlawful manufacture, distribution, dispensation, possession or use of a controlled substance by employees on property owned or leased by the University of Northern Iowa or in conjunction with a University-sponsored activity is prohibited. See also UNI policy [13.18 Alcohol and Drugs](#)

In Accordance with the Drug-Free Workplace Act of 1988, employees must report any conviction under a criminal drug statute for violations occurring while conducting official business on or off University premises, within 5 days of the conviction to the department head. The department head may consult with the director of Human Resources. See also [Personal Conduct Rules](#).

Procedure

All employees are expected and required to report to work in an appropriate condition to carry out their responsibilities. In particular:

1. While performing work for the University, operating any University vehicle, or conducting University business, faculty and staff are prohibited from using, being under the influence of, possessing, buying, selling, manufacturing or dispensing an illegal drug (to include possession of drug paraphernalia). Any illegal drugs or drug paraphernalia found on University property will be turned over to University Police and may result in criminal prosecution.
2. Employees are prohibited from being impaired or under the influence of legal drugs and/or alcohol, including prescription medication, if such impairment or influence adversely affects the employee's work performance, the safety of the employee or others, or creates an unnecessary risk for the University. If taking necessary medication could compromise workplace safety or affect work performance, the employee is responsible for communicating with his/her supervisor to evaluate temporary job modification/re-assignment during the course of the treatment.

Employees who violate this policy may be referred for an educational/treatment program and may be subject to disciplinary action including a formal reprimand, being placed on enforced leave status, suspension, termination and/or referral for prosecution. Employee policy violations shall be addressed by the supervisor, in conjunction with the Director of Human Resource Services and/or the Associate Provost for Faculty Affairs. See also employee handbooks: [Merit](#), [P&S](#), and the Faculty Resource Guide.

Health Risks

Health Risks of Alcohol Consumption:

- Violence. Fights, vandalism, sexual assaults, homicide, and suicide are far more likely when drinking is involved.
- Serious injury. Most fatal automobile accidents involve alcohol use.
- Death from overdose.
- Addiction. If you have a family history of addiction, you have significantly increased risk for addiction.
- Lowered resistance to disease/illness. Increased risk of ulcers, heart disease, and multiple forms of cancer.

Health Risks of Illegal Drug Usage:

Marijuana: Possible long-term effects include apathy, lung disease, heart disease, stroke cancer and addiction. Marijuana use significantly impairs driving skills.

Stimulants: Possible long-term effects include anxiety, confusion, insomnia and psychotic symptoms, such as paranoia. Stimulants increase wakefulness and physical activity and decrease appetite. An overdose can be lethal.

Hallucinogens: Possible long-term effects include flashbacks & psychosis. The effects of hallucinogens are unpredictable and can vary dramatically based upon setting/environment. During "bad trips", the user generally feels panicked, confused, paranoid and out of control.