

2023-2024
Annual Notification

ALCOHOL AND OTHER DRUG INFORMATION

for Students and Employees



Oregon State
University

If you would like this information in an accessible alternative format, please call Student Health Services at 541-737-9355 or email shs.marcommrequest@oregonstate.edu

Oregon State University complies with the United States Drug-Free Schools and Campuses Act, the United States Drug-Free Workplace Act, Oregon Revised Statutes 352.256. Annual distribution of drug-free campus and workplace information to employees and students is required by law.

This notification provides the university community the following information:

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If you have any questions about the purpose of this report or its content, please contact:

Student Health Services
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541-737-9355
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Office of the Dean of Students
541-737-8748
deanofstudents@oregonstate.edu

Oregon State University Human Resources
541-737-3103
AskHR@oregonstate.edu

DRUG AND ALCOHOL PROGRAMMING

At Oregon State University, we strive to provide an excellent teaching and learning environment that supports healthy choices for living. Included in the choices that confront everyone are decisions about the use of alcohol and other substances. If you or someone you know is being affected by alcohol or drug use, please consider using one of the resources below.

Resources for students

SUBSTANCE USE & RECOVERY SUPPORT SERVICES

Substance Use Clinician

541-737-9355

Substance use and recovery support services are available through the Student Health Center to students who are enrolled at least half-time and have paid the health fee. Services are confidential and aimed to provide support to students with challenges related to substance use and recovery. Services are designed to help students meet their goals related to substance use education, harm reduction, and recovery.

To learn about counseling services at Student Health, please visit:

https://media.oregonstate.edu/media/t/1_l4iyeraq

Counseling and Psychological Services

541-737-2131

Counseling and Psychological Services (CAPS) is available on the Corvallis campus to students who have paid the health fee. CAPS is dedicated to addressing the challenges and difficulties students face. The services provided by CAPS are designed to help students understand themselves better, create and maintain satisfying relationships, improve their academic performance, and make healthy and satisfying career and life choices.

To schedule an appointment or learn about services please visit: counseling.oregonstate.edu/ or call 541-737-2131. Emails are also accepted at CAPS@oregonstate.edu.

[Student Wellness services](#) support the emotional, social and physical wellness of students at OSU-Cascades. Students can connect with the health advisor or make an appointment with a counselor.

For more information on how to locate behavioral health services in Oregon:

<https://www.oregon.gov/oha/HSD/AMH/Pages/Addictions.aspx>

PREVENTION, EDUCATION, AND SUPPORT

The Student Health Services Health Equity & Wellness Department offers a variety of individual and group education programs. Individual and group educational programs and interventions are designed to provide substance use education as well as prevent and reduce alcohol and other substance misuse by the Oregon State University student community.

These programs include:

Alcohol and Drug Misuse Prevention Online Training

All first-year degree-seeking students (whether based in Corvallis, Bend, Newport, or La Grande) are required to complete the online program, Alcohol and Drug Misuse Prevention Training. This program helps foster an environment that prevents high-risk alcohol and other substance use and subsequent negative academic and personal outcomes. This online training is one of many methods that attempts to correct college myths and norms, as well as provide students with relevant policies and resources for matriculation.

There is proven evidence through multiple peer-reviewed studies that supports the efficacy of the Alcohol and Drug Misuse Prevention Online Training. In the program, students are taken through several interactive modules that empower them to cultivate a healthy campus environment. The modules explore strategies to reduce risk including how to recognize and respond to an alcohol-related emergency; how to adopt low-risk drinking strategies; how to model safer decision-making; how alcohol and other drugs relate to mental health; strategies to be an active bystander, and ways to support non-drinkers. If a student does not complete the training, a grade hold is placed on their student account. The hold is lifted once the course has been completed. For more information about this course visit:

studenthealth.oregonstate.edu/alcoholedu/.

DAM SAFE (Substance Misuse Prevention and Foundational Education)

The DAM SAFE program is an education-based prevention effort that focuses on the reduction of high-risk alcohol use, marijuana/cannabis use, and prescription pill misuse. DAM SAFE is a voluntary program, and presentations are available upon request for students, student groups and organizations, employees, coaches, and the Center for Fraternity and Sorority Life on the Corvallis campus. Students can also meet with DAM SAFE staff to ask questions or receive information. For more information on DAM SAFE, please contact Student Health Services at 541-737-9355 or visit studenthealth.oregonstate.edu/prevention-and-advocacy-coalition/alcohol-drug-prevention. To request a workshop, please see: studenthealth.oregonstate.edu/paw-workshops/.

Collegiate Recovery Program

The Joan and Tom Skoro Collegiate Recovery Program: All are welcome.

The Joan and Tom Skoro Collegiate Recovery Program (CRP) seeks to engage its students that are seeking recovery from substance use, practicing harm reduction from substance use, or contemplating recovery from substance use. The community is rooted in the mutual understanding that recovery looks different for everyone and anonymity is foundational. Students interested in peer support, substance free activities, recovery meetings on campus or

on campus substance free housing can contact the Collegiate Recovery Program staff at Recovery@oregonstate.edu. The program is open to anyone who is looking for support with substance use harm reduction and recovery. All are welcome. Please visit: studenthealth.oregonstate.edu/recovery/.

Recovery Meetings

Recovery and mutual aid meetings are currently offered on the Corvallis campus and in the surrounding community each week. For an up-to-date schedule with locations and times, please visit studenthealth.oregonstate.edu/recovery/. Questions – please email recovery@oregonstate.edu

Resources for Employees

SUBSTANCE USE SERVICES

Lyra Health

Oregon State University offers a comprehensive mental health and wellbeing benefit through Lyra Health. This is a confidential and no-cost service for employees and their household members. Lyra Health offers a range of services, including access to a network of experienced and culturally responsive mental health professionals, therapists, and counselors who are available for in-person and virtual appointments. The Lyra platform also provides resources for self-guided support and emotional well-being tools to help members manage stress and improve their overall mental health. Employees have access to eight coaching or therapy sessions per a calendar year. Therapy options include in-person, live video, phone, or blended care. Coaching options include live video, live messaging, or guided self-care with digital tools.

Substance use treatment is built into the Lyra offerings. During intake Lyra screens for substance abuse concerns using evidence-based measures. This includes the AUDIT-C (alcohol use disorders identification test) to understand drinking habits. Every member gets a specialized care plan based on their needs. For those who struggle with alcohol, Lyra can build treatment into their personalized plan, accounting for use, severity, and member preferences. Lyra providers use cognitive behavioral therapy (CBT) to treat substance use disorder. This helps members develop coping skills, prevent relapses, and reduce harmful behaviors.

If members need in-patient or long-term care, Lyra's Care Navigator Team offers high touch, concierge support to help to locate resources through the Advanced Care Coordination program. This includes finding, vetting, and obtaining spots in treatment facilities. Lyra can also give resources and support to family members as they go through the process. Lyra's are Navigators are available 24 hours a day, 7 days a week and can be reached via phone at or 1-877-235-7812 or e-mail at care@lyrahealth.com. Detailed information about how to sign up with Lyra Health is located here: <https://beav.es/lyra-health>. Lyra Health also offers work-life services including financial advice, legal referrals, child, elder and pet care referrals. Employees who live and work at additional locations in Oregon and throughout the United States are provided services. Employees working internationally are also provided services as feasible in international locations. All employee contact with Lyra Health is confidential.

Health Insurance Coverage for Treatment

PEBB Health Insurance plans (PEBB Statewide, Providence, Moda, and Kaiser) provide coverage for substance abuse treatment. Consult your medical plan for details.

For questions or assistance with reaching insurance navigators for each medical plan please contact Employee Benefits in University Human Resources at 541-737-2805 or employee.pebbbenefits@oregonstate.edu.

Time off Work

Employees seeking treatment for substance abuse may be eligible for time off from work through the federal Family and Medical Leave Act (FMLA) and/or Oregon Family Leave Act (OFLA). Contact the Protected Leave Team in University Human Resources at 541-737-5964 or fmla@oregonstate.edu for more information.

Recovery Meetings

Recovery and mutual aid meetings are currently offered on the Corvallis campus and in the surrounding community each week. For an up-to-date schedule with locations and times, please visit studenthealth.oregonstate.edu/recovery/. Questions – please email recovery@oregonstate.edu

HEALTH RISKS ASSOCIATED WITH ALCOHOL AND OTHER DRUGS

[*Health risks and effects of alcohol on the body*](#)

[*Health risks of using drugs*](#)

ALCOHOL AND OTHER DRUG POLICIES

Oregon State University responds to cases of alcohol abuse and illegal drug activity by employees or students on a case-by-case basis. Details of each situation are taken into consideration along with the outcome of legal action, if any, against the individual. Employees and students found to be in violation of the University's drug-free campus and workplace policy may be subject to conduct or disciplinary sanctions consistent with applicable provisions of federal, state, and local laws, as well as OSU standards and policies; collective bargaining agreements may also apply.

Sanctions imposed by the University can range from a warning or disciplinary action up to and including termination of employment or expulsion for students. Other potential sanctions for students may include conduct probation, restrictions, attendance in an educational program, or referral to counseling or treatment. OSU employees and students who violate drug laws may be subject to prosecution in the courts. Additionally, the law requires the University to report to the United States Department of Education any recipient of federal financial aid (e.g., Pell Grants, research grants) who is convicted of a drug-related crime on University property or at University events. The law also requires the University to report to federal agencies any employee convicted of violating a criminal drug statute if the employee is involved in work which is supported by that federal agency.

The University enforces federal, state, and local laws and related University policies. The University's prohibitions for students concerning alcohol, marijuana/cannabis, and other drugs can be found at [The OSU Code of Student Conduct](#).

Drug-Free Workplace

The University maintains a drug-free workplace policy in alignment with the Drug-Free Workplace Act of 1988. This statute requires that all institutions receiving grants from any federal agency certify to that agency that they will maintain a drug-free workplace. The OSU Drug-Free Workplace Policy was developed to accomplish this purpose and is available at: fa.oregonstate.edu/gen-manual/drug-free-workplace-policy.

The University strongly encourages students and employees to voluntarily obtain assistance for dependency or abuse of alcohol or drugs before such behavior results in an arrest and/or disciplinary referral which might result in their separation from the institution.

Help is available both on OSU's campuses and within their local communities for students and faculty/staff members who are dependent on, or who abuse the use of alcohol or other substances. Oregon State University's Student Health Services (541-737-9355) or Counseling and Psychological Services (541-737-2131), and [OSU-Cascades Wellness services](#). Employees can access assistance through Human Resources Employee Assistance Program which provides confidential resources available to those seeking help for personal dependency.

STANDARDS OF CONDUCT AND DISCIPLINARY SANCTIONS FOR STUDENTS REGARDING ALCOHOL AND DRUG USE

For information on sanctions applicable to OSU students for violations of the [Code of Student Conduct](#), see Section 6, Sanctions

STANDARDS OF CONDUCT AND DISCIPLINARY SANCTIONS FOR EMPLOYEES REGARDING ALCOHOL AND DRUG USE

Oregon State University is committed to maintaining a workplace free from the unlawful manufacture, use, dispensing, possession, or distribution of controlled substances (as defined in section 102 of the Controlled Substances Act [21 U.S.C. 802]). Unlawful manufacture, use, dispensing, possession, or distribution of controlled substances by university employees in the workplace is prohibited under university policy. All university employees must abide by this policy.

Employees found to be in violation of this policy may be subject to disciplinary sanctions consistent with applicable provisions of state laws and regulations, collective bargaining agreements, University policies and standards, as well as penalties under local, state, and federal law.

Information about applicable federal, state and university sanctions regarding drugs and alcohol in the workplace can be found on [OSU's Drug-Free Workplace website](#).

University employees are encouraged to seek assistance for controlled substance dependency through the Lyra Health. This is a confidential and no-cost service for employees and their household members to use. Evaluation, counseling, and referral services are available to employees through this program, and assistance is provided on a confidential basis. The health benefits packages available to all university employees provide at least partial reimbursement for the treatment and rehabilitation associated with substance use. Information about Lyra Health can be obtained at 1-877-235-7812 or e-mail at care@lyrahealth.com. Detailed information about how to sign up with Lyra Health is located here: <https://beav.es/lyra-health>.

APPENDIX: FEDERAL AND STATE SANCTIONS AND LOCAL MUNICIPAL CODES

The possession, use, or distribution of illicit drugs is prohibited by federal law. Strict penalties are enforced for drug convictions, including mandatory prison terms for many offenses. The following information is an over- view of federal penalties for first convictions. All penalties are doubled for any subsequent drug conviction.

Relevant federal, state and local codes are available online at:

studenthealth.oregonstate.edu/files/2023-12/122123_annual_aod_notification-2023.pdf