

Title:	Alcohol and Drug Policy
Policy Owner:	Office of Student Affairs
Contact Information:	Room 100 Main Building (212) 799-5000, ext. 200 osa@juilliard.edu
Applies to:	All Juilliard faculty, staff and students, including College, Pre-College, MAP and Evening Division
Effective Date:	August 1, 2018

The [Drug Free Schools and Campuses Regulations \(34 CFR Part 86\) of the Drug-Free Schools and Communities Act of 1989 \(DFSCA\)](#) requires institutions of higher education (IHEs) that receive federal funds to develop, certify, and implement programs to prevent the abuse or misuse of alcohol and drugs by students and employees, both on campus and as part of any institutional activities.

The regulations require IHEs to distribute annually the following in writing to all students and employees:

1. Standards of conduct that clearly prohibit the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees;
2. A description of the legal sanctions under local, state or federal law for the unlawful possession, use or distribution of illicit drugs and alcohol;
3. A description of the health risks associated with alcohol and drug abuse;
4. A description of any drug or alcohol counseling, treatment, or rehabilitation or reentry programs that are available to students and employees; and
5. A clear statement that the IHE will impose sanctions on students and employees, including a description of those sanctions, up to and including expulsion or termination of employment and referral for prosecution.

In compliance with the regulations, Juilliard has implemented the following Alcohol and Drug Policy (the "Policy"). This Policy can also be found on the [Policies and Consumer Information](#) page of the Juilliard website.

Policy Overview

In compliance with the Drug-Free Workplace Act of 1988 and the DFSCA, The Juilliard School ("Juilliard") strives to maintain a drug free workplace and to develop and implement an effective program to prevent the illegal use of alcohol and other drugs on the Juilliard campus.

Juilliard considers the abuse of drugs or alcohol by its faculty, staff and students to be unsafe and counterproductive to the educational process and the work environment. The illegal possession, use, consumption, sale, purchase or distribution of alcohol, illegal drugs or illegally possessed drugs by any employee or student, while in the workplace, on campus, in the conduct of School-related work off-campus or as part of any Juilliard activity, is strictly prohibited.

For purposes of this Policy, the campus is defined as any area used for work, educational, recreational, or residential purposes, including surrounding sidewalks and exterior areas.

This Policy is not designed to interfere with the appropriate use of prescription drugs. Students should notify those individuals who may need to know, including the Office of Academic Support Services (OASS), the student's work study supervisor, if applicable, or faculty. Employees should notify their supervisors if the proper use of prescribed medication will affect work or academic performance. The unauthorized purchase, use, possession, distribution or abuse of prescription medication will be treated as a violation of this Policy.

Juilliard encourages members of the community to make responsible decisions concerning the use of alcoholic beverages. In New York State, it is unlawful for any person under the age of twenty-one to purchase, possess, provide or consume alcohol. In accordance with the 1998 amendment to the Family Educational Rights and Privacy Act (FERPA), School administrators may notify parents or guardians of students who are under the age of 21, and have violated any federal, state, or local laws, or violated any rule or policy of the School governing the use or possession of alcohol or controlled substances. FERPA information is disclosed to all students via the student WebAdvisor portal and is available online within the Registrar's Office webpage under [FERPA](#).

Use of Alcohol in the Residence Hall

The School permits persons of legal drinking age or older to possess and consume alcoholic beverages within the confines of private units in the Rose Building subject to all Federal, State and Local laws, and the guidelines which have been established by the School. Guests under the age of 21 are not allowed to be in a campus housing unit where alcohol is present, regardless of whether they are consuming alcoholic beverages or not. Complete guidelines for the possession and consumption of alcohol in the residence hall can be found in the [Student Handbook](#).

Use of Alcohol at Juilliard Sponsored Events

As of fall 2014, all student events and programs sponsored by the Office of International Advisement, Office of Residence Life, and Office of Student Affairs are alcohol-free. Students are encouraged to take advantage of alcohol-free events and programs sponsored by other Juilliard departments and divisions, both on- and off-campus. Students can view events and programs on the Student Events Calendar (SEC) or on the School's Calendar of Events webpages. The Student Events Calendar can be viewed [here](#).

Juilliard discourages the presence or use of alcohol at School sponsored events. The School may, however, permit the legal use of alcoholic beverages at School related events that are properly organized and scheduled and do not interfere with academic activities or the normal operations of the School. If the event will involve students, permission to provide alcohol must be obtained from the Associate Dean for Student Development or the Assistant Dean of Student Affairs.

Any individual, department or group desiring to serve alcohol at a Juilliard event or activity must obtain advance approval and comply with the School's policy for the consumption and service of alcohol. The complete policy can be found on the [Policies and Consumer Information](#) page of the Juilliard website. Failure to comply with the policy may result in disciplinary action, up to and including termination of employment or dismissal from the School.

For further information and guidance on the policies and procedures related to events with alcohol, please contact the Associate Dean for Student Development, the Assistant Dean of Student Affairs or the Special Events Office.

Disciplinary Sanctions for Alcohol and Drug Abuse

The Juilliard School, through the Office of Student Affairs (for students) and the Office of Human Resources (for employees), will impose disciplinary sanctions on individuals who violate School policies relating to drugs and alcohol. The severity of the imposed sanctions will be appropriate to the violation. Disciplinary sanctions that may be imposed include, but are not limited to, admonition, censure, probation, restriction of privileges, eviction from campus housing, suspension, expulsion, termination of employment and referral for prosecution, where appropriate. In addition to disciplinary sanctions, students and employees may be referred to a medical treatment program, counseling and/or psychological services for assessment and follow-up.

The Student Handbook, Adjudication Process and Sanction(s) are available online on the Office of Student Affairs webpage under [Student Handbook](#).

Amnesty Policy for Alcohol and Drug Use

The health and safety of every student at Juilliard is of utmost importance. As such, in cases of significant intoxication as a result of alcohol or other substances, the School encourages students to seek medical or other assistance for themselves or others in serious or life-threatening situations that result from alcohol and/or other drug use and in any situation where medical treatment or other assistance is reasonably believed to be appropriate.

Juilliard also recognizes that students who have been drinking and/or using drugs (whether such use is voluntary or involuntary) at any time that violence occurs, including domestic violence, dating violence, stalking, or sexual assault, may be hesitant to report such incidents due to fear of potential consequences for their own conduct. Juilliard strongly encourages students to report acts of violence to appropriate School officials and to seek needed medical or other attention to ensure their health and safety, as well as the health and safety of others. A reporting individual or a bystander acting in good faith will not be subject to Code of Conduct action for violations of the School's alcohol and/or drug use policies. The complete Amnesty Policy for Alcohol and Drug Use can be found in the [Student Handbook](#) and on the [Policies and Consumer Information](#) page of the Juilliard website.

Legal Sanctions for Alcohol and Drug Abuse

In addition to the disciplinary sanctions Juilliard imposes for violations of this Policy, students and employees are subject to sanctions under state and/or federal law for the illegal use of alcohol or illicit drugs.

Alcohol

New York State offenses and penalties are defined by the Alcoholic Beverage Control Law and Penal Law. They include driving while intoxicated, while ability is impaired by alcohol, after consuming alcohol while under age 21, furnishing alcohol to a person under age 21, selling alcohol to an intoxicated person, or providing false identification.

New York State General Obligations Law imposes personal injury liability for damages resulting from furnishing alcohol to persons under age 21 or selling alcohol to an intoxicated person. The city of New York prohibits the consumption of alcohol, or the possession of an open container with intent to consume, in any public place or on private property without the owner's permission. A summary of offenses and penalties is provided below:

- Serving Alcohol to Persons under 21:
 - Up to 1 year in jail, \$1,000 fine
- Fraudulent Attempt to Purchase Alcohol (using false ID or ID of another person):
 - Fine up to \$100, community service up to 30 hours, and/or completion of an alcohol awareness program, 90 days license suspension if a New York State driver's license is used as the false I.D.
- Possession of Alcohol by Person under 21:
 - Up to \$50 fine and/or completion of an alcohol awareness program and/or up to 30 hours of community service
- Driving While Intoxicated (DWI) (.08 blood alcohol content):
 - 1st offense--up to 1 year prison, \$500 to \$1,000 fine, minimum 6 months license revocation
 - 2nd offense in 10 years--up to 4 years prison, \$1,000 to \$5,000 fine, minimum 1 year license revocation
- Driving While Ability Impaired (DWAI) (.05-.07 blood alcohol content):
 - 1st offense--up to 15 days jail, \$300 to \$500 fine, license 90-day license suspension
 - 2nd offense in 5 years--up to 30 days jail, \$500 to \$750 fine, minimum 6-months license revocation
 - 3rd offense in 10 years--up to 180 days jail, \$750 to \$1,500 fine, minimum 6-months license revocation
- Operating a Motor Vehicle after Consuming Alcohol while under age 21:
 - License suspension or revocation and \$125 charge
- Possession of Open Container in Public Place:
 - Up to 15 days in jail, \$150 fine prohibits the possession of alcoholic beverages by persons under age 21, punishable for the first offense by a minimum of \$100 fine, required alcohol awareness training, and up to 30 community service hours, plus the suspension of your license for 90 days and for a subsequent offense by a definite term of imprisonment not exceeding 1 year and a fine of \$1,000. It is similarly prohibited and punishable to distribute alcohol to minors

Illicit Drugs

The State of New York Public Health Law prohibits growing marijuana or knowingly allowing it to be grown without destroying it; selling or possessing a hypodermic needle without a doctor's written prescription; or manufacturing, selling, or possessing with intent to sell an imitation controlled substance. The State of New York Penal Law and federal laws define a wide range of offenses and penalties for possessing or distributing marijuana and other controlled substances. Driving a motor vehicle while impaired by drugs is subject to the same New York State law and sanctions as driving while intoxicated. A more complete description of these offenses and penalties is provided below.

- a) Possession and Distribution of Marijuana:
 - Unlawful Possession
 - 1st offense--fine less than \$100

- 2nd offense--fine less than \$200
- 3rd offense--fine less than \$250
- New York State Penal Law Sanctions for Criminal Possession and Sale (Degree depends upon amount of substance seized):
 - 5th Degree: Class B Misdemeanor 3 month imprisonment or less
 - 4th Degree: Class A Misdemeanor 1 year imprisonment or less
 - 3rd Degree: Class E Felony 4 years imprisonment or less
 - 2nd Degree: Class D Felony 7 years imprisonment or less
 - 1st Degree: Class C Felony 15 years imprisonment or less
- Federal Sanctions for Sale of Marijuana:
 - A first offense of trafficking in marijuana in amounts of less than 50 kg may result in imprisonment of not more than 5 years and a fine not to exceed \$250,000. Imprisonment and fine minimums are doubled for a second offense
 - Trafficking in marijuana in quantities greater than 1,000 kg may result in not less than 10 years and not more than life imprisonment and/or a fine not to exceed \$4 million (minimums double for a second offense)

b) Possession and Distribution of Other Controlled Substances (heroin, cocaine, methamphetamine, base, PCP, LSD, Fentanyl, Fentanyl analogue):

- State Penal Law Sanctions for Possession and Sale (Degree depends upon substance, amount of substance, age of purchaser, and prior record):
 - 7th Degree: Class A Misdemeanor 1 year imprisonment or less
 - 5th Degree: Class D Felony 7 years imprisonment or less
 - 4th Degree: Class C Felony 15 years imprisonment or less
 - 3rd Degree: Class B Felony 6 to 25 years imprisonment
 - 2nd Degree: Class A-II Felony 3 to 8 years to life imprisonment
 - 1st Degree: Class A-I Felony 15 to 25 years to life imprisonment
- Federal Sanctions for Possession of a Controlled Substance:
 - First conviction: Up to one year imprisonment and fine of at least \$1,000 but not more than \$100,000, or both
 - After one prior drug conviction: At least 15 days in prison, not to exceed 2 years and fine of at least \$2,500 but not more than \$250,000, or both
 - After two or more prior drug convictions: At least 90 days prison, not to exceed 3 years and fine of at least \$5,000 but not more than \$250,000, or both.
 - Special sentencing provisions for possession of crack cocaine: Mandatory at least 5 years in prison, not to exceed 20 years, and fine of up to \$250,000, or both if:
 - 1st conviction and the amount of crack possessed exceeds 5 grams;
 - 2nd conviction and the amount of crack possessed exceeds 3 grams;
 - 3rd or subsequent conviction and the amount of crack exceeds one gram
 - Forfeiture of personal and real property used to possess or to facilitate possession of a controlled substance if that offense is punishable by more than one year imprisonment
 - Forfeiture of vehicles, boats, aircraft, or any other conveyance used to transport or conceal a controlled substance
 - Civil fine up to \$10,000 (pending adoption of final regulations)
 - Denial of federal benefits, such as student loans, grants, contracts, and professional and commercial licenses, up to 1 year for first offense, up to 5 years for second and subsequent offenses

- Ineligible to receive or purchase a firearm
- Revocation of certain federal licenses and benefits, e.g., pilot licenses, public housing tenancy, etc., are vested within the authorities of individual federal agencies
- Federal Sanctions for Sale of Controlled Substances
 - Penalties range from imprisonment for less than one year and/or a fine of less than \$100,000 for a first offense involving a small quantity of a controlled substance
 - For a large quantity, second offense, the penalty may be as severe as 20 years to life imprisonment and a fine of not more than \$8 million.

For a full description of penalties for possession and distribution of illicit drugs under federal law, please see:

<https://www.gpo.gov/fdsys/pkg/USCODE-2011-title21/html/USCODE-2011-title21-chap13-subchapl-partD.htm>

Health Risks Associated with the Abuse of Alcohol & Illicit Drugs

All Juilliard community members should recognize that drug and alcohol abuse carries a number of adverse health consequences, some of which are detailed below.

Abuse of Alcohol

Alcohol consumption causes a number of marked changes in behavior. Even low doses significantly impair the judgment and coordination required to drive a car safely, increasing the likelihood that the driver will be involved in an accident.

Low to moderate doses of alcohol also increase the incidence of a variety of aggressive acts, including murder, rape, armed robbery, vandalism, spouse and child abuse and drunk driving. Moderate to high doses of alcohol can cause marked impairment in higher mental functions, severely altering a person's ability to learn and remember information. Heavy use may cause chronic depression and suicide, and is also greatly associated with the abuse of other drugs.

Very high doses cause respiratory depression and death. If combined with other depressants of the central nervous system, much lower doses of alcohol will produce the effects described. The use of even small amounts of alcohol by pregnant women can damage the fetus. In addition, research indicates that children of alcoholic parents are at greater risk of becoming alcoholics than other children.

Long-term heavy alcohol use can cause digestive disorders, cirrhosis of the liver, circulatory system disorders and impairment of the central nervous system, all of which may lead to an early death. Repeated use of alcohol can lead to dependence, particularly in persons with 1 or more parents or grandparents who were problem drinkers. At least 15-20% of heavy users will eventually become problem drinkers or alcoholics if they continue drinking. Sudden cessation of alcohol intake is likely to produce withdrawal symptoms including severe anxiety, tremors, hallucinations and convulsions, which can be life threatening.

Abuse of Illicit Drugs

Illicit drugs and the health risks involved in using them include, but are not necessarily limited to:

Cannabis (Marijuana)

Use of cannabis may impair or reduce short-term memory and comprehension, alter sense of time and reduce ability to perform tasks requiring concentration and coordination, such as riding a bike.

Marijuana can also produce paranoia and psychosis.

Inhalants (gasses or volatile liquids)

Immediate negative effects may include nausea, sneezing, coughing, nose bleeds, fatigue, lack of coordination and loss of appetite. Solvents and aerosol sprays may also decrease the heart and respiratory rates and impair judgment. Amyl and Butyl nitrite cause rapid pulse, headaches and involuntary passing of urine and feces. Long-term use may result in hepatitis or brain damage.

Cocaine

Use causes the immediate effects of dilated pupils, elevated blood pressure, increased heart rate and elevated body temperature. Chronic use can cause ulceration of the mucous membrane in the nose and produce psychological dependency. Crack or freebase rock, a concentrated form of cocaine, and produces effects within 10 seconds of administration. In addition to the above, additional effects include loss of appetite, tactile hallucinations, paranoia and seizures. Cocaine in any form may lead to death through disruption of the brain's control of heart and respiration.

Depressants

Included are barbiturates, methaqualones, and tranquilizers. Effects can cause slurred speech, staggering gait and altered perception. Very large doses can cause respiratory depression, coma and death. The combination of depressants and alcohol can be devastating. Babies born to mothers who abuse depressants during pregnancy may be physically dependent on the drugs. Some show birth defects and/or behavioral problems.

Hallucinogens

Effects of hallucinogens vary depending upon the type of drug. Chronic users may experience mood disorders, paranoia, violent behavior, hallucinations, panic, confusion, loss of control and death.

Narcotics (including heroin)

These include amphetamines and methamphetamines. Users may perspire, experience headache, blurred vision, dizziness, sleeplessness and anxiety. Extremely high doses can cause physical collapse, very high fever, stroke or heart failure. Overdose may produce slow and shallow breathing, clammy skin, convulsions, coma and death. Tolerance to narcotics develops rapidly and dependence is likely. Addiction in pregnant women can lead to premature, stillborn, or addicted infants.

Designer Drugs

These drugs have had their molecular structure changed chemically to produce analogs such as synthetic heroin and hallucinogens. These analogs can be hundreds of times stronger than the original drug, which they are designed to imitate. A single dose can cause uncontrollable tremors, drooling, impaired speech, paralysis and irreversible brain damage.

More information about the consequences of illicit drug abuse can be found at

https://www.dea.gov/sites/default/files/2018-06/drug_of_abuse.pdf.

Educational Initiatives

Many departments at Juilliard are involved in educating students, faculty, staff, and parents about the use of alcohol and drugs. Below is a summary of the School's current initiatives:

Student Programs

A. New Student Orientation

New and first-time college (FTC) students attending Juilliard are required to participate in a comprehensive new student orientation program. The program consists of two parts:

1. On-line New Student Orientation Program

The on-line new student orientation program called JONSO (Juilliard Online New Student Orientation) provides students with information about institutional policies contained in the Student Code of Conduct as well as local, state, and federal laws relative to drug and alcohol use and/or distribution. JONSO also includes information about the School's Title IX Policy which addresses sexual harassment and misconduct, the student amnesty policy relative to Title IX violations, and guidelines for healthy relationships. Participation in JONSO is required and must be completed prior to registration for classes.

2. Face-to-Face New Student Orientation Program

The face-to-face new student orientation program provides all FTC students with an opportunity to take the online orientation lessons and apply them in interactive sessions. All new students also participate in a session entitled "Code of Conduct." This session is geared toward providing specific information about the Student Code of Conduct and how it relates to drug, alcohol and other types of conduct violations. International students are provided with an additional session entitled "Cross-Cultural Adjustment." The session discusses both cultural adjustments to the United States as well as laws about alcohol and drug use within the United States, which may differ from those in their home countries. All new students, including FTC's, are required to attend a session that discusses Title IX and the School's Sexual Misconduct Policy. This session also discusses the impact drugs and alcohol have on inhibition and the process for reporting an incident and obtaining assistance.

3. Juilliard Campus Life app on Guidebook

Beginning with the 2016 – 2017 academic year, the Office of Student Affairs launched a mobile app which connects students' mobile phones directly to several major components of the School website including the Student Handbook, Campus Safety page, the Policies and Procedures page, and the Student Events calendar.

B. Alcohol-Free Programming

1. Student Events Calendar

Juilliard annually provides a wide variety of educational programs that promote alcohol-free options for students. In 2016-2017 and 2017-2018, the Office of Student Affairs in collaboration with other departments sponsored 200 plus programs each year.

All Juilliard student have access to the online Student Events Calendar (SEC), which outlines the activities, events, and programs sponsored by the School. The SEC provides times, date, locations, a general overview of the event and whether alcohol will be present. If alcohol will be present, the sponsoring department is required to submit an Alcohol Exemption Form two weeks prior to the

event and obtain approval from the Associate Dean for Student Development, the Deputy Dean of the College, or the Provost and Dean. Over 99% of the programs on the SEC are alcohol-free.

Students are also required to participate in annual online Title IX training that includes information about sexual assault, sexual harassment, social media safety, how to file an incident report, and resources for help and support.

The Student Events Calendar may be viewed [here](#) or on the Juilliard Campus Life mobile app.

2. Foundations Program

Foundations programs give Juilliard students learning experiences that complement their academic curriculum and professional

experiences. By engaging students in educational conversations, activities, and workshops, students are able to expand their mind and knowledge base as well as develop important skills that they, as performing artists and global citizens, can use throughout their careers and personal lives.



3. Recreation Programming

The Office of Student Affairs sponsors free aerobic and strength training classes three times per week. These classes are taught by a current faculty member in Juilliard's Drama Division. The Office of Residence Life also maintains the Frederick P. Rose Fitness Center, which is free and open to students seven days a week. The Center contains a variety of state-of-the-art cardiovascular and strength-based machines, as well as free weights and functional fitness apparatus. More information about the Frederick P. Rose Fitness Center can be viewed online at:

<http://www.juilliard.edu/campus-life/student-affairsoffice/frederick-p-rose-fitness-center>

4. Wellness Programming

Health and Counseling Services at Juilliard provide both active and passive programs for students. They also conduct small group discussion groups and individual treatment courses and referrals for students with alcohol and/or drug issues. Health Services also provides programs and services for smoking cessation and a monthly online publication from Student Health 101.

5. Safety-based Educational Programs

A variety of programs geared toward alcohol and drug awareness, use, abuse, and safety are provided throughout the year. In addition to these programs being listed on the SEC, there are also additional marketing and social media advertisements directed toward students to encourage awareness and attendance.

6. Juilliard Student Council

The Juilliard Student Council provides opportunities that enhance communication with students on campus policies, procedures, and programming. Increased focus this past year was given to personal safety, civic engagement, and healthy lifestyles. The Student Council regularly sponsors on-campus alcohol-free events and was able to encourage the School to build in a one-hour "Common Hour" on Wednesdays at 1pm, during which all students are free from class and can participate in a variety of educational programs.



Prevention for Parents – New Parent and Family Orientation

Parents, guardians, and family members of new students are encouraged to participate in a comprehensive orientation program. There are three specific methods of communicating institutional policies on drugs and alcohol and educating parents, guardians, and family members about different methods for assistance:

1. Letter to Parents
Each year, the associate dean for student development sends a letter to the parents of all first-year students encouraging them to talk with their sons and daughters about choices regarding alcohol use and the availability of campus resources.
2. On-line New Family Orientation Program
The on-line new parent and family orientation program call JONFO (Juilliard Online New Family Orientation) provides parents, guardians, and family members information about institutional policies as well as local, state, and federal laws relative to drug and alcohol use and/or distribution. Participation in JONFO is encouraged for parents, guardians, and family members.
3. The Juilliard School Parent and Family Resource Page
This webpage provides parents access to information regarding School resources, emergency procedures and contact information, local healthcare facilities, security practices and other pertinent information.
4. Student Events Calendar (SEC)
Parents can access the Student Events Calendar online which includes information about alcohol and drug programs for students.
5. Juilliard Campus Life app on Guidebook
Beginning with the 2016 – 2017 academic year, the Office of Student Affairs launched a mobile app which connects students' mobile phones directly to several major components of the School website including the Student Handbook, Campus Safety page, the Policies and Procedures page, and the Student Events calendar. Guidebook is accessible to parents and families.

Resources and Support Services

Any student or employee who believes he or she has a problem with drug and/or alcohol abuse is urged, for his or her own benefit as well as the benefit of fellow employees and students, to seek counseling and treatment through a treatment program of his or her choice. Juilliard provides options for both on-campus and off-campus assistance and referrals for both students and employees. All requests for counseling and treatment services, as well as referrals, will be handled in a confidential manner.

Available options include, but are not limited to, the following:

Options for Students

- a) **Juilliard Counseling Services** has professional mental health counselors on staff who can provide students with assistance. Counseling Services can be reached at (212) 799-5000, ext. 282.
- b) Students may contact the **Office of Student Affairs**, including the associate dean for student development, assistant dean of student affairs, and student affairs staff. These individuals are

trained in crisis intervention and may provide assistance and/or implement the necessary procedures regarding student behavior.

- c) **The Office of Academic Support and Disability Services (OASDS)** will coordinate the provision of appropriate accommodations and/or academic adjustments on an individual basis for students with disabilities who identify themselves to OASDS, provide adequate documentation of their disability and need for accommodation, request services and complete required forms as needed. OASDS can also provide training, consultation, and information regarding disability issues.

Options for Employees

- a) Employees may contact the **Office of Human Resources** for assistance in locating a treatment program.
- b) Juilliard offers an **Employee Assistance Program (EAP)** through Bensingler, DuPont & Associates. BDA offers confidential support, guidance and resources to assist faculty and staff and immediate family members in the prevention, early intervention and resolution of problems that may impact job performance. BDA Member Advocates are professionals who can confidentially consult with you over the telephone and help you find solutions and resources for personal and work/life issues. The program also includes a limited number of face-to-face assessment and counseling sessions. The Member Advocate may then provide you with consultation, resources, an action plan and information to help you address your issue. All services are offered at no cost to the employee. However, if a referral to an outside service provider is accepted, the employee may be responsible for the costs of those services.

All calls and counseling services are completely confidential. Telephone and online access to the EAP services are available 24 hours a day, 7 days a week. The EAP can be reached at (888) 293-6948 (24 Hour Hotline) or online at <https://www.workhealthlife.com>.

Other Resources

The New York State Office of Alcoholism and Substance Abuse Services (OASAS) provides services for the prevention, treatment and recovery from alcohol, drugs and/or other addictions. For more information, please visit the OASAS website at <https://www.oasas.ny.gov/>, or call the toll-free OASAS HOPEline at (877) 846-7369 to speak with a trained medical professional. HOPEline staff can answer your questions and help you find treatment 24 hours a day, 7 days a week. All calls are confidential.

Additional resources can be found below:

- Vibrant Emotional Health (formerly the Mental Health Association of New York City):
<https://www.vibrant.org/>
P: 1-888-NYC-WELL
- New York City Department of Health
<https://www1.nyc.gov/site/doh/health/health-topics/alcohol-and-drug-use.page>
- Substance Abuse and Mental Health Services Administration (SAMHSA)
<https://www.samhsa.gov/>

P: 1-877-SAMHSA-7

R: [Behavioral Health and Substance Abuse Treatment Services Locator](#)

- Alcoholics Anonymous (AA)

<https://www.aa.org/>

P: 1-212-870-3400

- Narcotics Anonymous (NA)

<https://newyorkna.org/>

P: 1-212-929-7117

NOTE: In accordance with DFSCA regulations, Juilliard conducts a biennial review of this Policy to determine its effectiveness and to implement any necessary changes. Juilliard's most recent Biennial Review of its Alcohol and Drug Policies, Procedures, Support Services and Educational Programs, as required by the Drug-Free Schools and Campuses Regulations, can be viewed here:

https://www.juilliard.edu/sites/default/files/the_juilliard_school_biennial_review_december_2016.pdf