

Juilliard

Biennial Review of the Alcohol and Drug Policies, Procedures, Support Services, and Educational Programs at The Juilliard School for the period of July 1, 2018, through June 30, 2020, as required by the Drug-Free Schools and Campuses Act

Prepared by:
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December 2020
The Juilliard School
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Introduction

The [Drug-Free Schools and Campuses Regulations \(34 CFR Part 86\) of the Drug-Free Schools and Communities Act 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 Juilliard School, in compliance with this regulation, conducts a biennial review of the program's effectiveness and the consistency of the enforcement sanctions. The Juilliard School encourages members of the community to make responsible decisions concerning the use of alcoholic beverages and illegal or illicit substances. The minimum age for drinking in New York State is twenty-one (21).

Regulation Requirements: Annual Notification

The regulations require The Juilliard School ("Juilliard" or "the School"), to distribute the following annually 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 statement of all 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;
5. A clear statement that the School will impose sanctions on students and employees, including a description of those sanctions, up to and including expulsion from the school or termination of employment.

Regulation Requirements: Biennial Review

The law requires the school to conduct a Biennial Review of its alcohol and drug abuse prevention program with the following objectives:

1. To determine the effectiveness and consistency of the policy and to implement any needed changes to the campus AOD prevention program; and
2. To determine the effectiveness and consistency of the School's enforcement of disciplinary sanctions for violating standards of conduct.

The Biennial Review must also include a determination as to:

1. The number of reported drug- and alcohol-related violations and fatalities occurring on the campus or as part of the School's activities off-campus; and
2. The number and types of sanctions Juilliard impose on students or employees as a result of such violations or fatalities.

Regulation Requirements: Providing a Copy to the Department of Education

Juilliard, upon request, must provide a copy of the School's biennial report to the U.S. Department of Education (DOE) or its representative. The DOE may review the report and supporting documentation and, if Juilliard is determined to be non-compliant, may take action ranging from providing technical assistance to terminating federal funding of Juilliard programs.

Biennial Review Committee

Dr. William Buse, Director of Counseling Services
Robyn Calmann, Director of Special Events
Katie Germana, Director of Human Resources
Dr. Barrett Hipes, Dean of Student Development
Gianna Pannullo, Assistant Director of Student Affairs
Todd Porter, Director of Residence Life
Mary Anne Richmond, Assistant General Counsel
Sabrina Tanbara, Assistant Dean of Student Affairs
Beth Techow, Administrative Director of Health and Counseling Services
Joan Warren, Vice President for Enrollment Management and Student Development

Compliance with the Drug-Free Schools and Communities Act

Alcohol and Drug Policy

The Juilliard School considers the abuse of drugs or alcohol by its faculty, staff, and students to be unsafe and detrimental to the educational process and the work environment. It is Juilliard's policy that 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, or in the conduct of School-related work or activities off-campus, is prohibited.

For purposes of this policy, the campus is defined as a) any area used for work, education, or recreation; b) the residence hall; and c) adjacent sidewalks and exterior areas.

The School permits persons of legal drinking age or older to possess and consume alcoholic beverages within the confines of private units in the residence hall 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.

This policy is not designed to interfere with the appropriate use of prescription drugs. Students and employees should notify their supervisors if the proper use of prescribed medication will affect work or academic performance. Abuse of prescription drugs will be treated as a violation of this policy.

Drug Free Workplace Act

The Juilliard School is the recipient of federal grants to assist the School in the education and training of its students. As a recipient of federal grants, Juilliard is required to maintain a drug-free workplace according to the requirements of the *Drug-Free Workplace Act*. The School is committed to maintaining a drug-free workplace.

In conformity with the requirements of the *Drug-Free Workplace Act*, all Juilliard employees are prohibited from engaging in the unlawful manufacture, distribution, dispensation, possession, or use of controlled substances anywhere on Juilliard's premises. Employees are also prohibited from reporting for work under the influence of an intoxicant or controlled substance.

The Act makes clear that the violation of its requirements will subject the employee to appropriate disciplinary action, up to and including termination of employment. Violators may also be required to participate in a

federally approved drug abuse assistance or rehabilitation program. Information regarding available drug abuse counseling programs may be obtained on a confidential basis from the Director of Human Resources.

The Act further requires that any employee who is convicted or pleads guilty or no contest to a criminal charge involving the manufacture, distribution, dispensation, use, or possession of any controlled substance in the workplace must notify Juilliard's Director of Human Resources in writing within five days of this action. Such an employee may be subject to appropriate disciplinary action and/or required to participate in a drug abuse assistance or rehabilitation program. Juilliard is also required to notify any agency from which it is receiving a federal grant of this occurrence. Compliance with this policy statement is a condition of employment on all grants funded by federal programs.

Disciplinary Actions to Prevent Alcohol and Drug Abuse

Penalties or sanctions will be imposed by the School in accordance with procedures for disciplinary actions against employees and students as found in the Student Handbook, the Faculty Handbook, and other applicable documents found on the Human Resources webpage. Sanctions and penalties include without limitation referral to rehabilitation programs, written warnings with probationary status, and dismissal from academic programs, and termination of employment.

Distribution & Review of Policy

An electronic copy of the School's Alcohol and Drug Policy is distributed to all new employees at the start of employment. The policy is available to all current employees online [here](#). An electronic copy of the School's Alcohol and Drug policy will be emailed annually to all staff and faculty and distributed to new employees beginning in 2019. Each student registered in a degree program during an academic year receives a copy of the policy in the Student Handbook. The Vice President of Enrollment Management and Student Development oversees the biennial review of the Alcohol and Drug policy to determine its effectiveness and to implement any necessary changes.

Standards of Conduct

Guidelines for Legal Use of Alcohol

Juilliard is committed to providing an educational and work environment in which health, safety, and productivity are paramount. Under the School's policy, specific expectations are communicated, standardized, and enforced across the campus community. These guidelines include:

- maintaining compliance with institutional, state, and federal laws;
- monitoring educational and work performance;
- reporting incidents and concerns by appropriate means to designated individuals (based on classification i.e. student, employee, contractor, etc.);
- investigating and documenting such reports by appropriately identified individuals;
- appropriately and safely intervening as a bystander on behalf of a student or an employee who may be intoxicated;
- imposing corrective measure (including disciplinary action) by appropriately identified individuals;
- referring an affected student or employee to counseling/rehabilitation;
- keeping accurate records of incidents and actions taken; and
- evaluating the data and the effectiveness of the referral process and policy.

Specific information relative to Juilliard's policies, as well as state and federal laws may be viewed on [Juilliard's Policies and Consumer Information](#) web page or within the student handbook, faculty handbook, and human resource policies on the Juilliard website.

Policy for the Consumption & Service of Alcohol

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, the hosting department should schedule a consultation to review School policies with the Dean of Student Development, the Assistant Dean of Student Affairs, or the Office of Special Events

Any individual, department, or group desiring to serve alcohol at a Juilliard event or activity must submit an alcohol request form 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 and is also attached to this document in [Appendix A](#). 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 Dean of Student Development, the Assistant Dean of Student Affairs, or the Office of Special Events.

Smoking Policy

The New York Public Health Law and the New York State Clean Indoor Air Act prohibit smoking in any indoor area open to the public to protect all students, employees, and visitors from secondhand smoke, an established cause of cancer and respiratory disease. Smoking is not permitted in any indoor locations on Juilliard School operated, controlled, or leased property including, but not limited to: classrooms; private faculty, staff, student, and administrative offices; computing facilities; dance, drama, or music studios or dressing rooms; conference, meeting and seminar rooms; cafeteria areas, lunchrooms, and lounges; residence hall facilities; libraries; stores; health facilities; restrooms; stairwells; elevators; lobbies; or reception areas.

Juilliard is committed to providing a safe and healthful environment for its students, employees, and visitors. Research findings show that tobacco use in general, including smoking and breathing secondhand smoke, constitutes a significant health hazard. In addition to creating direct health hazards, smoking contributes to institutional costs in other ways, including fire damage, cleaning and maintenance costs, and costs associated with absenteeism. Information about smoking cessation programs and resources is available from the Health and Counseling Office. Smoking is prohibited on the Juilliard campus except in outdoor designated smoking areas. The Juilliard School therefore has set the following policy regarding smoking and tobacco use:

- For the purposes of this policy, smoking is defined as burning or inhaling any type of tobacco product or by-product including, but not limited to, cigarettes, cigars, cigarillos, pipes, hookahs, vape pens, and e-cigarettes.
- Smoking materials will not be sold or dispensed within any property operated, leased, or controlled by the School.
- This policy applies to all persons including students, faculty, staff, visitors, contractors, subcontractors, and others present on School property.
- Designated smoking areas are identified by signs and contain receptacles for the proper disposal of cigarette butts.
- All students, faculty, staff, and others present on school property are expected to observe these designated smoking areas and to dispose of cigarette butts safely and only in the receptacles provided.
- Organizers and attendees at public events, such as conferences, meetings, public lectures, social events, and cultural events that use the School facilities are required to comply with this policy.

- Organizers of such events are responsible for communicating this policy to attendees and for enforcing this policy.
- Effective enforcement of this policy depends upon the courtesy, respect, and cooperation of all members of the Juilliard community.

Illegal, Illicit, and Prescription Drug Policy

The Juilliard School investigates any reported instances of illegal drug activity on campus and enforces all applicable drug laws. Drug policy violations include illegal purchase, use, possession, manufacturing, or distribution of illegal or illegally possessed drugs, drug paraphernalia, and controlled substances including unauthorized purchase, use, possession, or distribution of prescription medication. Possession of any type of drug paraphernalia is prohibited, including for decorative purposes (e.g., hookahs). "Drug paraphernalia" is anything commonly known to be used in connection with illicit drugs, whether an illegal substance is present or not, and is defined as all equipment, products, and materials of any kind which are used, intended for use, or designed for use in growing, harvesting, manufacturing, producing, processing, preparing, testing, analyzing, packaging, repackaging, storing, containing, concealing, transporting, injecting, ingesting, inhaling or otherwise introducing into the human body a controlled substance.

The School has established procedures for disciplinary action against illegal use or abuse of drugs by employees and students, as outlined in the applicable School handbooks and other related documents. Sanctions and penalties may include but are not limited to, referral to rehabilitation programs, written warnings, probation, or dismissal from academic programs, and termination of employment.

This policy is not designed to interfere with the appropriate use of prescription drugs. Students and employees should notify their supervisors if the proper use of prescribed medication will affect work or academic performance. Abuse of prescription drugs will be treated as a violation of this policy. The policy may be viewed on the [Policies and Consumer Information](#) web page.

Disciplinary Sanctions

The Juilliard School, through the Office of Student Affairs (for students) and the Office of Human Resources (for employees), imposes disciplinary sanctions on individuals who violate drug and alcohol policies. The severity of the sanctions varies as appropriate to the violation. The disciplinary sanctions that may be imposed include written reprimand, disciplinary warning, disciplinary probation, restriction of privileges, eviction from campus housing, suspension, expulsion, termination of employment, and referral for prosecution. In addition to the disciplinary sanctions, students and employees may be referred to a medical treatment program, counseling, and/or psychological services for assessment and follow-up.

See full Code of Conduct and Disciplinary Sanction for Students [HERE](#).

See full Code of Conduct and Disciplinary Sanction for Faculty [HERE](#).

See full Code of Conduct and Disciplinary Sanction for Staff [HERE](#).

Amnesty Policy for Alcohol and/or Drug Use

The health and safety of every student at The Juilliard School are 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. An Amnesty Policy benefits our campus by encouraging students to make responsible decisions in seeking medical attention in serious or life-threatening situations that result from alcohol and/or other drug use or abuse and in any situation where medical treatment or other assistance is reasonably believed to be appropriate. This policy seeks to diminish fear of disciplinary and conduct sanctions in such situations and to encourage individuals to seek needed medical or other attention to ensure their health and safety, as well as the health and safety of others.

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 but not limited to 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 domestic violence, dating violence, stalking, or sexual assault to appropriate School officials. A bystander acting in good faith or a reporting individual acting in good faith that discloses any incident of domestic violence, dating violence, stalking, or sexual assault to Juilliard officials or law enforcement will not be subject to the School's Code of Conduct action for violations of alcohol and/or drug use policies occurring at or near the time of the commission of the domestic violence, dating violence, stalking, or sexual assault. The complete student amnesty policy can be found [HERE](#).

Duty of Care

The Occupational Health and Safety Act 2004 (OHS Act 2004) imposes obligations on employers to ensure the safety of their employees. The Act requires:

- Employers to provide and maintain a working environment that is safe and without risks to health. Without in any way limiting the generality of this duty, employers have duties with respect to plant, substances, and systems of work; providing appropriate facilities and information, instruction training and supervision to their employees; monitoring employee health and safety and so on;
- Employers and self-employed persons to ensure that persons other than employees (which would include the public) are not exposed to risks to their health or safety arising from the undertaking of the employer or self-employed person; and
- Employees to take reasonable care for their own health and safety and that of others (for example, ensuring they are not, by use of alcohol or drugs, affected in a way that may put themselves or others at risk); and to co-operate with employers in their efforts to comply with OHS Act requirements.

Prevention Programs

AOD Program Goals and Goal Achievement

Juilliard has identified four (4) topical areas of focus for the Alcohol and other Drugs (AOD) program. These objectives include:

1. Early and Regular Education

- Educating the campus community about the risk factors associated with AOD use/abuse and encouraging healthy, low-risk behavior;
- Educating the campus community about recognizing "at-risk" behavior;
- Educating the campus community about the importance of timely notification to trained staff;
- Educating the campus community on how to safely intervene as a bystander and applicable policies (amnesty policy) associated with rendering help;

2. Intervention

- Providing clear and direct methods for referring individuals of concern;
- Maintaining easy to use tools for referring individuals of concern to the appropriate resources;
- Maintaining an accurate and updated roster of individuals of concern which the appropriate and/or assigned administrator can access for consistent follow-up;
- Providing support services to students, faculty, and staff who are experiencing AOD problems;
 - For students include recommendations for on-campus counseling services and/or off-campus resources;
 - For employees, include contact information for Employee Assistance Program services and/or local resources;

3. **Culture**

- Cultivating a culture where all community members recognize their roles within the larger context of the campus community;
- Encouraging and promoting a campus culture that focuses on healthy living;
- Encouraging understanding of the link between the arts and alcohol by providing responsible and professional behavior to mirror;

4. **Evaluation**

- Evaluating educational initiatives and programs on a bi-annual basis;
- Providing individual opportunities for community members to evaluate educational programs, initiatives, and intervention services at any point, both anonymously and self-identifying (if so inclined);
- Engaging the use of both student and employee focus groups;
- Incorporating AOD research, nonprofit foundations, and college/university benchmarking to evaluate the program offerings and support services.

Education

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

Student Programs

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. Online 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 before registering for classes.

2. In-person New Student Orientation Program

The in-person new student orientation program provides all new students with an opportunity to apply the online orientation lessons in interactive sessions. All new students also participate in a Code of Conduct session. 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." This 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 first-time college students, 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. *NOTE: In-person student programs and activities were halted in March 2020 due to the COVID-19 pandemic.*

3. Juilliard Campus Life app on Guidebook

The Office of Student Affairs utilized a mobile app which connected students' mobile phones directly to several major components of the School website including the Student Handbook, Public Safety page, the Policies, and Consumer Information page, and the Student Events Calendar. Students, staff, and families were able to access this mobile app. This app was decommissioned in June 2020.

Alcohol-Free Programming

1. Student Events Calendar

Juilliard annually provides a wide variety of programs that promote alcohol-free options for students predominantly through the Student Engagement Team. The Student Engagement Team is comprised of staff representatives of the Student Development team, Title IX Office, and Health and Counseling Services. This team works collaboratively to create programs and activities for students. The Student Development Team consisting of Student Affairs, International Advisement and Diversity Initiatives, Residence Life, Marks Center for Career Services and Entrepreneurship, and Community Engagement produced 258 programs in 2018-2019 and 238 programs in 2019-2020 (all alcohol-free) including events relating to alcohol and other drug awareness.

All Juilliard students have access to the online Student Events Calendar (SEC), which outlines the activities, events, and programs sponsored by the School. The SEC provides times, dates, locations, a general overview of the event, and whether alcohol will be present. Over 99% of the programs listed on the SEC are alcohol-free.

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

The Student Events Calendar may be viewed at <https://my.juilliard.edu/student-affairs>.

Due to the COVID-19 pandemic, extra-curricular programs and activities have been held virtually since March 2020.

2. Foundations Program

Foundations programs give Juilliard students learning experiences that complement the academic curriculum and their professional experiences. By engaging students in educational conversations, activities, and workshops, students can expand their minds 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. For a description of Foundations, click [HERE](#).



3. Recreation Programming

The Office of Student Affairs annually sponsors free aerobic and strength training classes three times per week. Other fitness offerings are provided based upon the needs of our student population which range from yoga, cycling, or circuit classes and more. These offerings are sponsored by various departments within the student development team. The Office of Residence Life also maintains the Frederick P. Rose Fitness Center, which is free and open to students, faculty, and staff 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 <https://www.juilliard.edu/campus-life/living-nyc/frederick-p-rose-fitness-center>. The Fitness Center has been closed since March 2020 due to the COVID-19 pandemic.

4. Wellness Programming

Health and Counseling Services at Juilliard provide both active and passive programs for students. They also provide individual treatment and referrals for students with alcohol and/or drug issues. Health Services also provides individual services for smoking cessation. Student Health 101, a college wellness blog/magazine regularly provides articles on alcohol, drugs, bystander intervention, and smoking.

In September of 2019, Juilliard launched the “Juilliard Thrives” wellness initiative, which holistically addresses the wellness of students across six domains (physical, emotional, financial, career, social, and community) through programming and other offerings provided by the Student Development Team and the School. To learn more about the Juilliard Thrives program please click [here](#).

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. These programs are hosted by a variety of offices in the student development team and in collaboration with Health Services, Public Safety, and Title IX.

6. Juilliard Student Leaders

Juilliard Student Leaders include members of the Campus Activities Board, Diversity Advocate Staff, Resident Assistants, and Orientation Leaders. These paid employment opportunities are comprised of students from all three divisions. These student groups regularly sponsor alcohol-free activities and educational programs for students throughout the academic year.

7. Juilliard Student Congress

The Juilliard Student Congress provides opportunities that enhance communication with students on campus policies and procedures. In the fall semester of 2019, the Student Congress was reimaged to include a partnership with the Office of the President. Additionally, a new process to elect students into the group was instituted. The Student Congress works with the administration to provide feedback about school policies and to create a more comfortable learning environment for all students.

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 means of communicating institutional policies on drugs and alcohol and educating parents, guardians, and family members about different methods for assistance:

1. Digital Newsletters to Parents and Guardians

Each year, the Office of Student Affairs sends three newsletters to the parents of all new students in the summer before New Student Orientation. Information about campus resources, procedures, and various offices and services are provided in these emails.

2. On-line New Student Orientation Program

The on-line new parent and family orientation program called JONFO (Juilliard Online New Family Orientation) provides parents, guardians, and family members with information about institutional policies as well as local, state, and federal laws relative to drug and alcohol use and/or distribution. JONFO encourages families to talk with their students about alcohol and drug use and the availability of campus resources. Participation in JONFO is recommended 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. Juilliard Campus Life app on Guidebook

Starting with New Student Orientation 2016, the Office of Student Affairs launched a mobile app which connected students' mobile phones directly to several major components of the School website, including

the Student Handbook, Public Safety page, the Policies and Consumer Information page, and the Student Events calendar. Guidebook is accessible to parents and families. This app was decommissioned in June 2020.

Support Services at Juilliard

Employees or students who believe they have a problem with drug and/or alcohol abuse are urged, for their benefit as well as the benefit of fellow employees and students, to seek counseling and treatment through a treatment program of their choice.

Options for student assistance and referral include:

- a) Professional mental health counselors on staff in the Counseling Services.
- b) Referrals to a treatment program. including:
 - i. Inpatient and Outpatient Treatment: [Mount Sinai Addiction Institute](#)
 - ii. Meetings: [Alcoholics Anonymous \(AA\)](#)
 - iii. Meetings: [Narcotics Anonymous \(NA\)](#)
- c) Assistance from the Assessment and Care Team (ACT), including the Dean of Student Development, Health and Counseling Services, and Residence Life staff who are trained in crisis intervention and may provide assistance and/or implement the necessary procedures regarding student behavior.
- d) The Office of Academic Support and Disability Services (OASDS) is the central point of contact for information on physical and programmatic access, specific accommodations, faculty, and staff concerns, and identification of available services. This office 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. In addition, training, consultation, and information regarding disability issues is provided.
- e) Clinics and programs that provide counseling and/or treatment can be found on the internet by looking under the heading "Drug Abuse and Addiction Information and Treatment."

Options for employee assistance and referral include:

- a) Employees may contact the Office of Human Resources for assistance in locating a treatment program. All requests for counseling and treatment sessions, as well as referrals, are handled confidentially.
- b) Employee Assistance Program (EAP)

Juilliard offers an Employee Assistance Program (EAP) through Morneau Shepell. Morneau Shepell 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.

Morneau Shepell 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 vendor 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. Simply call their toll free number at (888) 293-6948 or go to [the website](#).

Other Support Services

New York City Department of Health and Mental Hygiene

P: 1-800-LIFENET

W: <http://www1.nyc.gov/site/doh/health/health-topics/alcohol-and-drug-use.page>

New York State Office of Alcoholism and Substance Abuse Services (OASAS)

1450 Western Avenue

Albany, NY 12203

P: 1-877-8-HOPENY

W: <https://www.oasas.ny.gov/>

R: [Alcohol and Your Child: Information Every Parent Should Know](#) (2008)

JED Foundation “Set To Go” Online Program for Students and Families

6 E 39th Street, Suite 1204

New York, NY 10016

P: (212) 647-7544

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

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

Substance Abuse and Mental Health Services Administration (SAMHSA)

1 Choke Cherry Road

Rockville, MD 20857

P: 1-877-726-4727

W: <https://www.samhsa.gov/>

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

Disciplinary Statistics

The data reflects disciplinary statistics from July 1, 2018, through June 30, 2020, from the Office of Student Affairs and the Office of Residence Life.

Student Statistics

Semester/ Time Frame	Alcohol Violation	Drug Violation	Sanction Disciplinary Warning	Sanction Disciplinary Probation	Sanction Residence Hall Probation	Sanction Educational/ Other	Sanction Suspension/ Expulsion	Referred to Counseling
Fall 2018 (July 1 – Dec. 31)	8	1	2	3	4	0	0	1
Spring 2019 (Jan 1 – June 30)	10	1	8	3	0	0	0	1
Fall 2019 (July 1 – Dec. 31)	1	1	1	1	0	0	0	1
Spring 2020 (Jan 1 – June 30)	3	0	0	0	0	3	0	0

Employee Statistics

The data reflects disciplinary statistics from July 1, 2018, through June 30, 2020, from the Office of Human Resources.

Semester/ Time Frame	Alcohol Violation	Drug Violation	Disciplinary Action	Counseling and/or Referral(s)
Fall 2016 (July 1 – Dec. 31)	0	0	0	0
Spring 2017 (Jan 1 – June 30)	0	0	0	0
Fall 2017 (July 1 – Dec. 31)	0	0	0	0
Spring 2018 (Jan 1 – June 30)	0	0	0	0

Student Alcohol and Other Drugs Survey

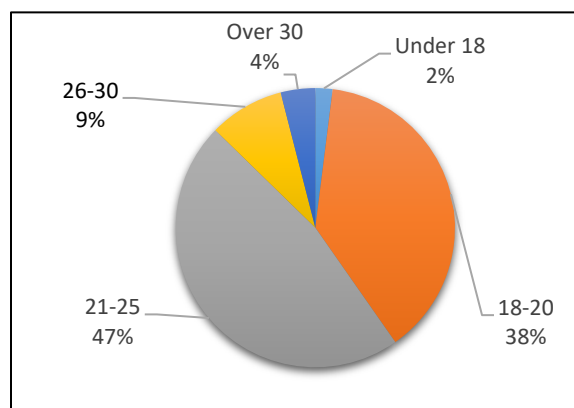
The “Student Voice: Alcohol and Drug Survey” was conducted November 29 – December 4, 2020, using Survey Monkey. Survey items assessed student attitudes, perceptions, and opinions about alcohol and drugs at the School and the prevalence of use in the last twelve months. The survey also measured the perception of the campus climate and prevention efforts.

The Office of Student Affairs issued three emails to the entire Juilliard student body (893 students) to solicit anonymous responses to survey questions. The response rate of 45% (402 students) is a participation increase from 2018 where the response rate was 34.5%. While respondents were required to answer demographic questions, all other questions were optional so the percentages listed are relative to the total number of respondents per question unless otherwise noted.

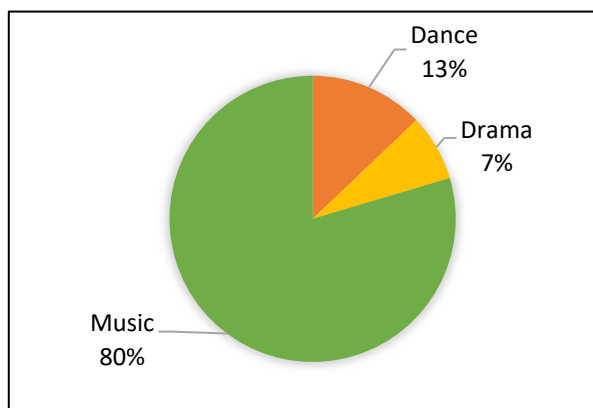
Demographic Information

The largest age group of Juilliard students who answered the survey were between 21-25 years old. All three Divisions, including Dance, Drama, and Music were all represented in this survey.

Current Age, total respondents = 402



Division, total respondents = 402



Additionally, 72.9% of respondents identified as US citizens or permanent residents, 27.9% of respondents identified as residential students, and 59.2% of respondents identified as undergraduate students.

Alcohol Characteristics Summary

Have you consumed alcohol in the past 12 months?

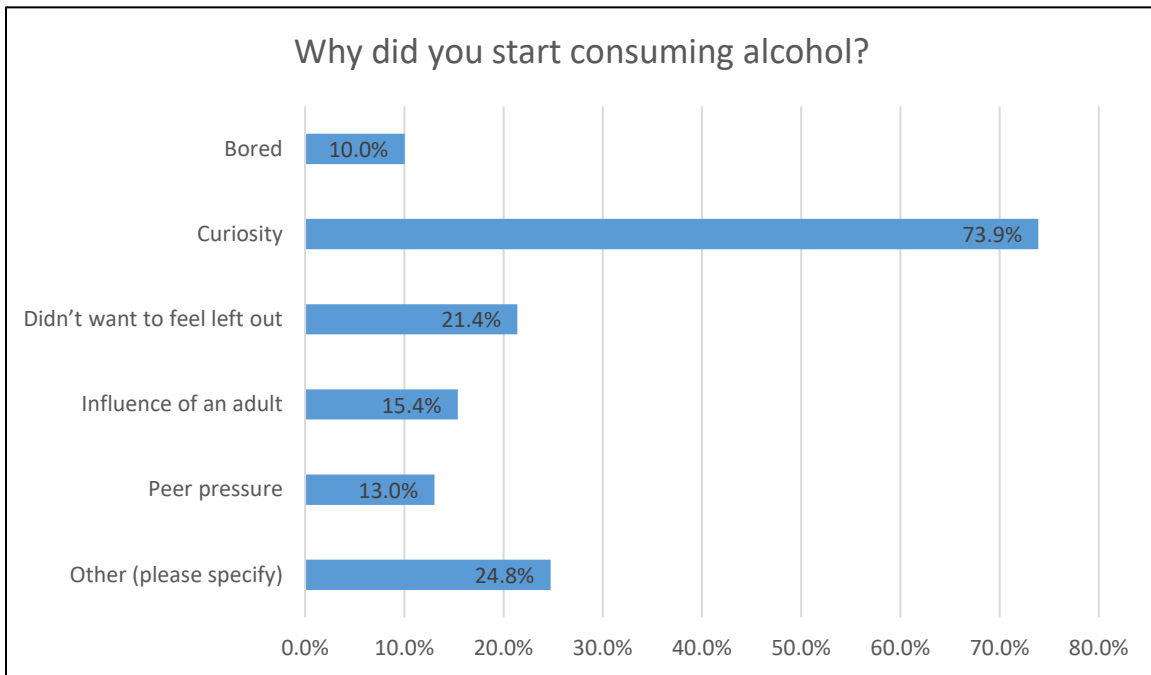
Of the 396 respondents who responded to this question, 313 of the students reported having consumed alcohol in the past 12 months. 299 respondents of the 313 chose to answer all remaining alcohol-related questions.

At what age did you start consuming alcohol?

Of the 299 respondents, 44% began consuming alcohol between the ages of 18 – 20 and 38% began consumption between 14 – 17 years of age.

Why did you start consuming alcohol? (Select all that apply.)

299 respondents cumulatively reported curiosity (73.9%) as the top reason for the start of consuming alcohol. Reasons in “Other” (24.8%) included parties, special occasions, the lower legal drinking age in their native country, and family gatherings or family culture. “Didn’t want to feel left out” (21.4%) rounded out the top three reasons.



How often have you consumed alcohol during the past 12 months?

136 (45.5%) of 299 respondents reported drinking on special occasions, 46 (15.4%) reported drinking once per week, and 42 (14%) reported drinking 3-5 times per week.

Have you engaged in binge drinking (5+ drinks in a sitting) during the past 12 months?

When asked about binge drinking 31.1% (93) of the 299 respondents for this question reported they have engaged in binge drinking.

While under the influence of alcohol, have you ever...? (Select all that apply.)

299 respondents reported that while under the influence of alcohol 40.8% had regrets afterward, 27.8% reported passing or blacking out, 24.8% engaged in unplanned sexual activity, 15.1% had unprotected sex. 41.1% reported no negative after-effects.

Have you ever sought help for your alcohol use?

When students were asked if help was sought for alcohol abuse, they overwhelmingly said no (98%).

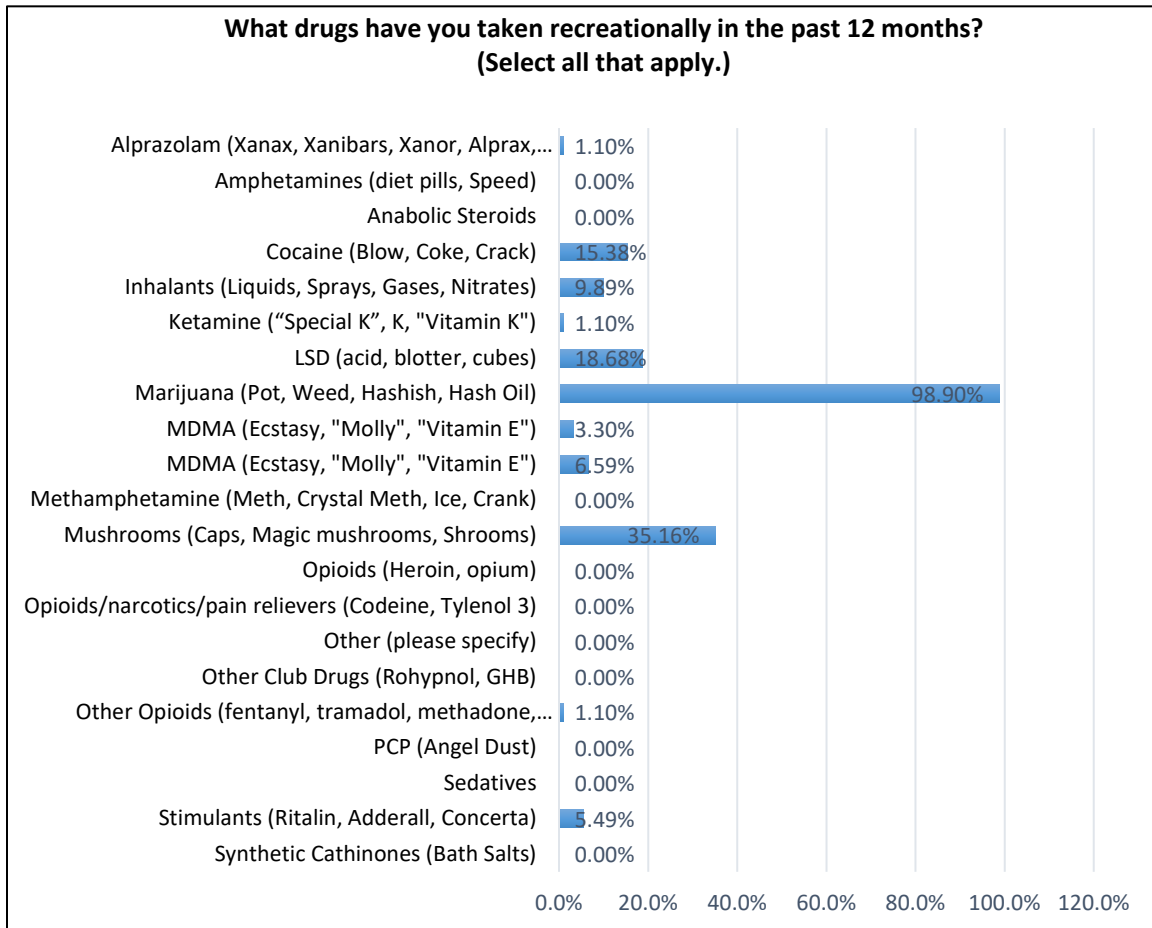
Drug Characteristics Summary

Have you used or consumed illegal drugs (including prescription medication that was not yours) during the past 12 months?

24.4% (93) of 381 respondents reported using or consuming illegal drugs, including prescription medication that was not theirs in the past 12 months. 91 respondents chose to answer all remaining drug/narcotics questions.

What drugs have you taken recreationally in the past 12 months? (Select all that apply.)

Of the 91 respondents, 98.9% of respondents favor marijuana.



At what age did you start using/consuming illegal drugs recreationally?

Respondents began using illegal drugs between 18-20 years of age (51%) followed by 14 -17 years of age (37.4%).

While under the influence of drugs, have you ever....? (Select all that apply.)

While under the influence of drugs, 91 students reported having regrets (27.5%), passed or blacked out with memory loss (23.1%), engaged in unplanned sexual activity (17.6%) missed classes (14.3%), or had unprotected sex (13.2%). 46.2% reported no negative consequences.

Have you ever sought help for your drug use?

When students were asked if help was sought for drug use, the majority said no (83.5%).

Bystander Behavior

Of the 367 respondents who responded, 65.4% have asked a friend if they needed to be walked/escorted home because they believed the friend was too drunk or high. 43.6% of 367 respondents have done something to help a person whom they thought might be taken advantage of while clearly intoxicated or high.

When asked if they would share information with campus staff, faculty, or security authorities that might help protect themselves, a friend, or fellow student, 46.6% of 367 respondents said yes while 42.2% of students stated that it would depend on the situation.

Highlighted Statistical Changes: 2018 v. 2020

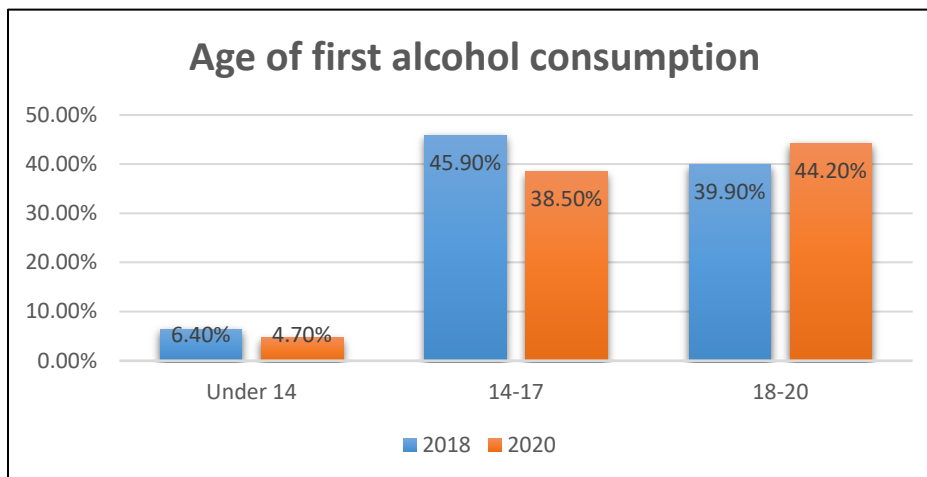
The following information highlights differences in patterns of responses between 2018 and 2020. It should be noted that we cannot be determined how many of the 2020 respondents also participated in the 2018 survey.

On-campus versus Off-campus

In 2020, 72.1% of respondents reported living off-campus as compared to 59.7% in 2018. This may be attributed to a consequence of COVID-19. Due to the pandemic, the residence hall population has been reduced by 35% to de-densify the residence hall and many students have chosen to study remotely for the fall 2020 semester.

At what age did you start consuming alcohol?

The 2020 respondents show a slightly different pattern age range for alcohol consumption onset. A slightly higher percentage of respondents waited until the age range of 18 -20 to begin consuming alcohol.



Why did you start consuming alcohol? (Select all that apply.)

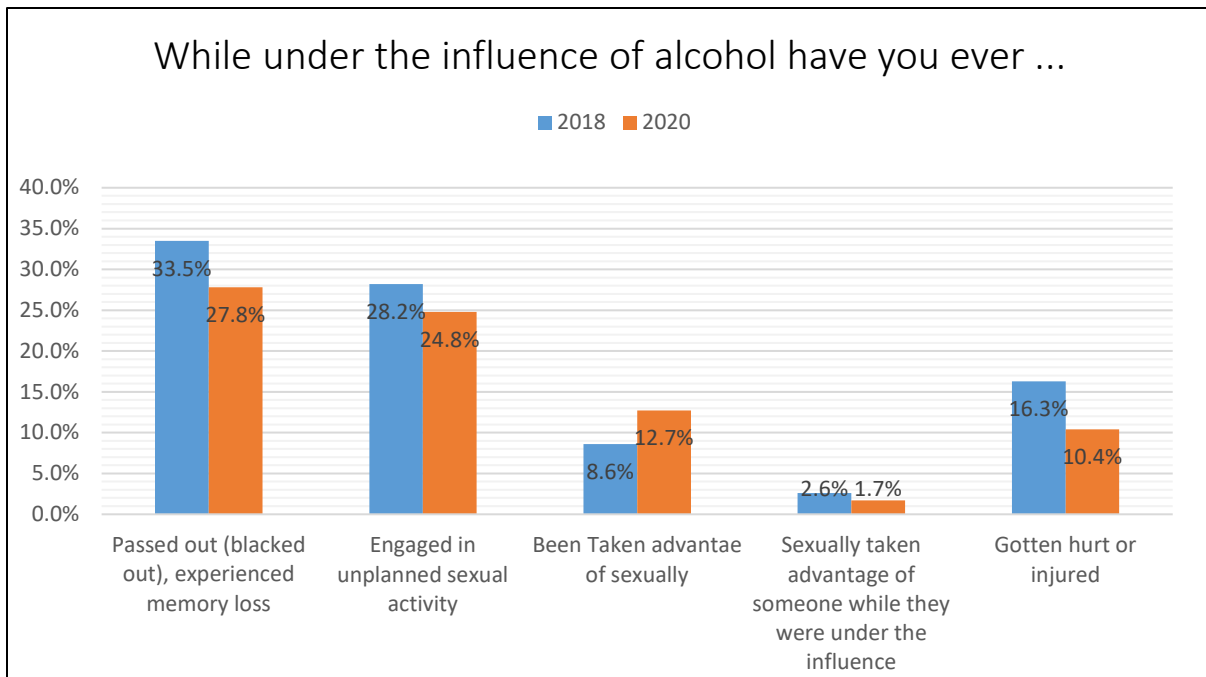
Choices: Boredom, Didn't want to feel left out, Curiosity, Influence of an adult, Peer pressure, Other

Among the 6 response options, "curiosity" remains the top reason for consuming alcohol. However, Boredom showed an increase of 3%. COVID-19 isolation could be speculated as a contributing factor.

	2018	2020
Curiosity	69.5%	73.9%
Boredom	6.9%	10%

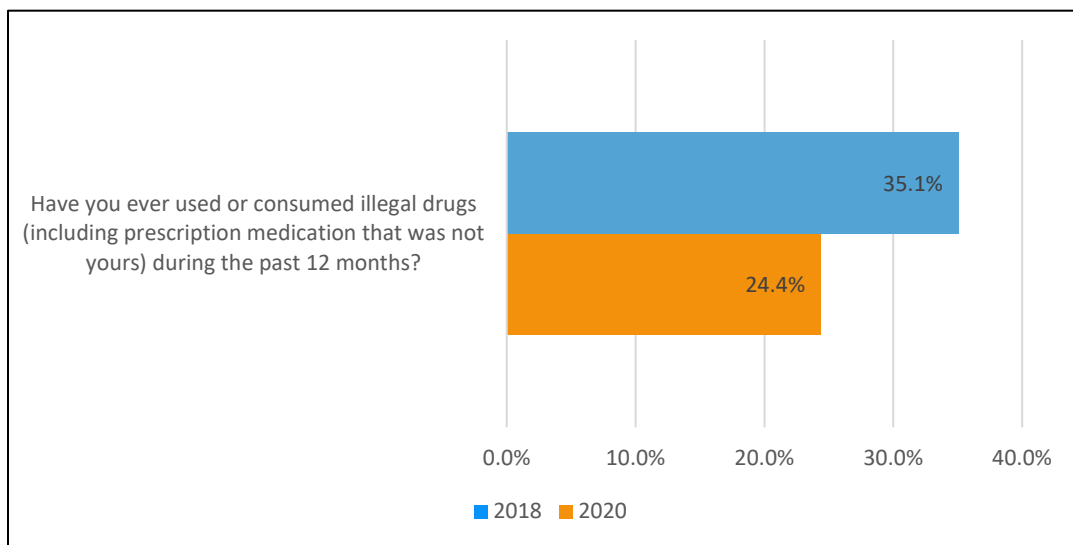
While under the influence of alcohol, have you ever...? (Select all that apply.)

Of the 11 answer choices, the following showed changes worth noting. The data show a positive pattern of a decrease in the percentage of students passing out, engaging in unplanned sexual activity, and getting injured. Unfortunately, we see an increase in students reporting that they have been sexually taken advantage of while under the influence of alcohol.



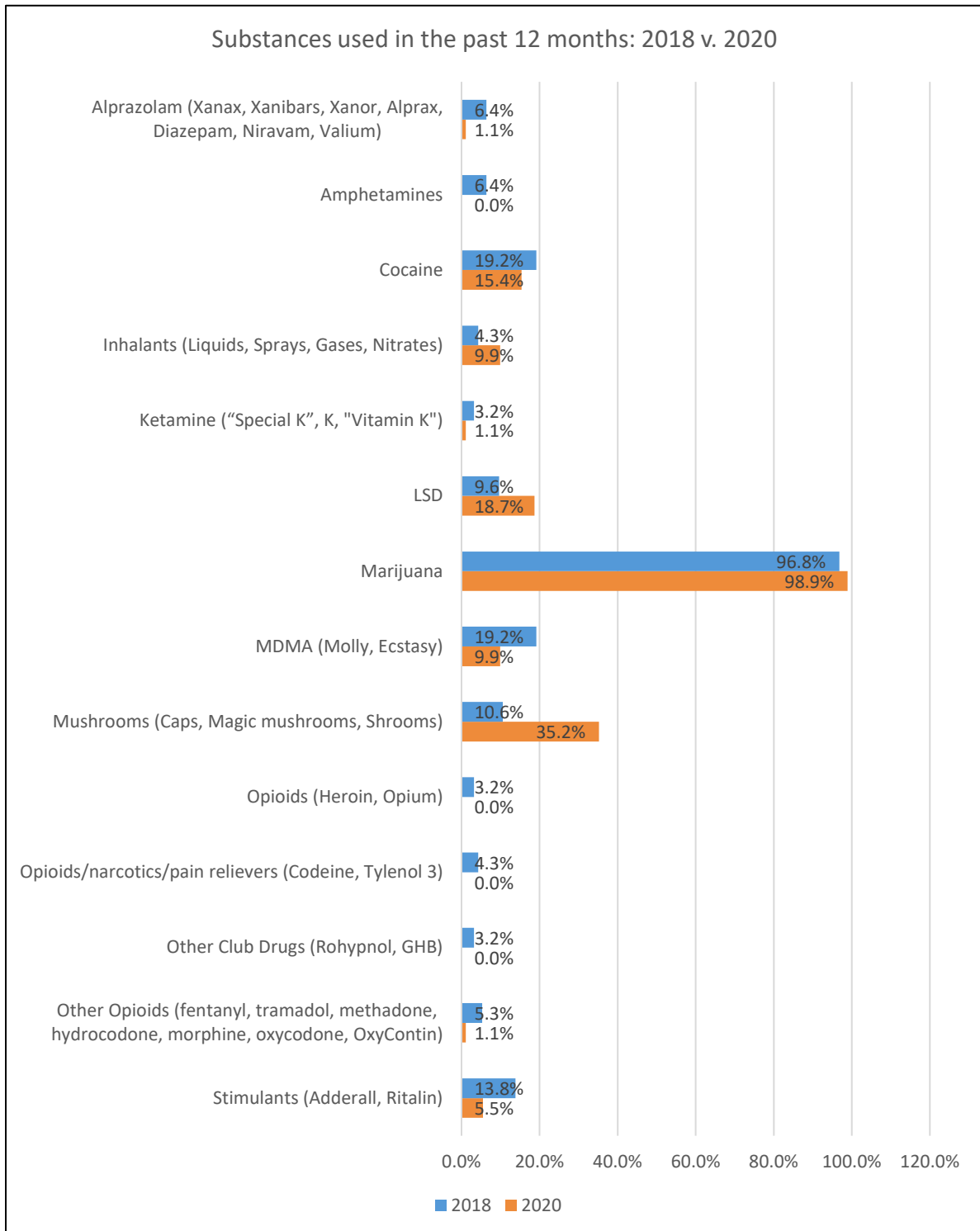
Have you ever used or consumed illegal drugs (including prescription medication that was not yours) during the past 12 months?

The 2020 data shows an overall percentage decrease in drug use among students.

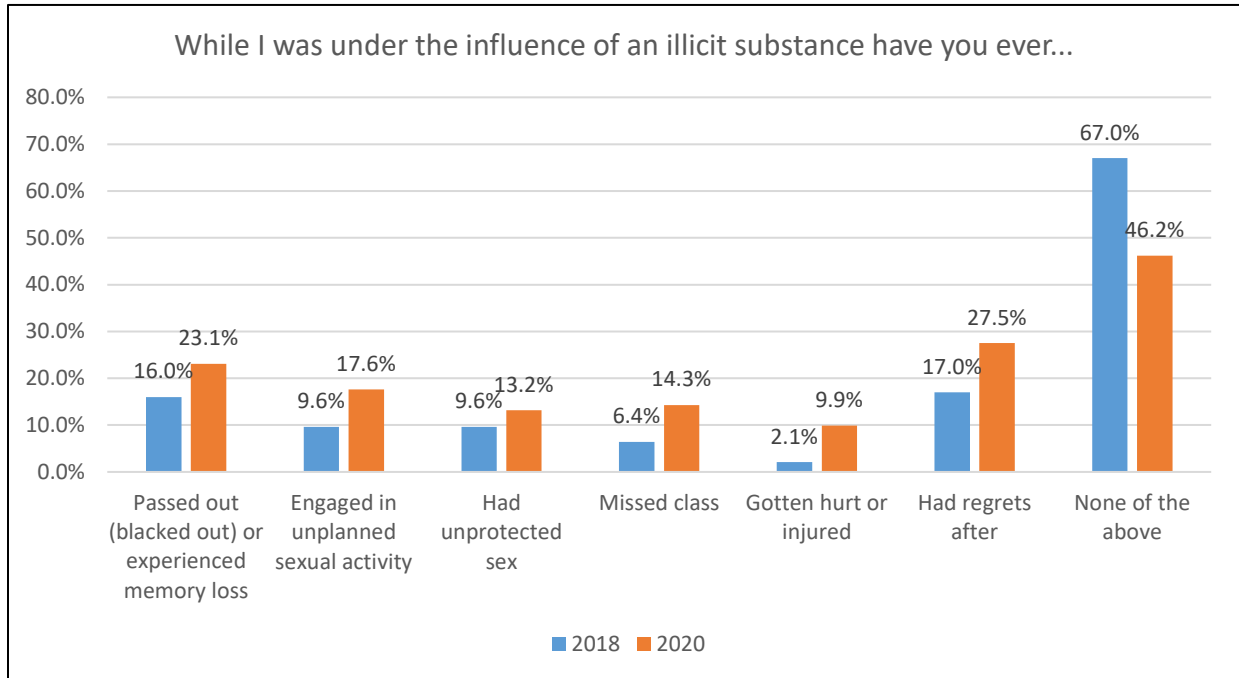


What drugs have you taken recreationally in the past 12 months? (Select all that apply.)

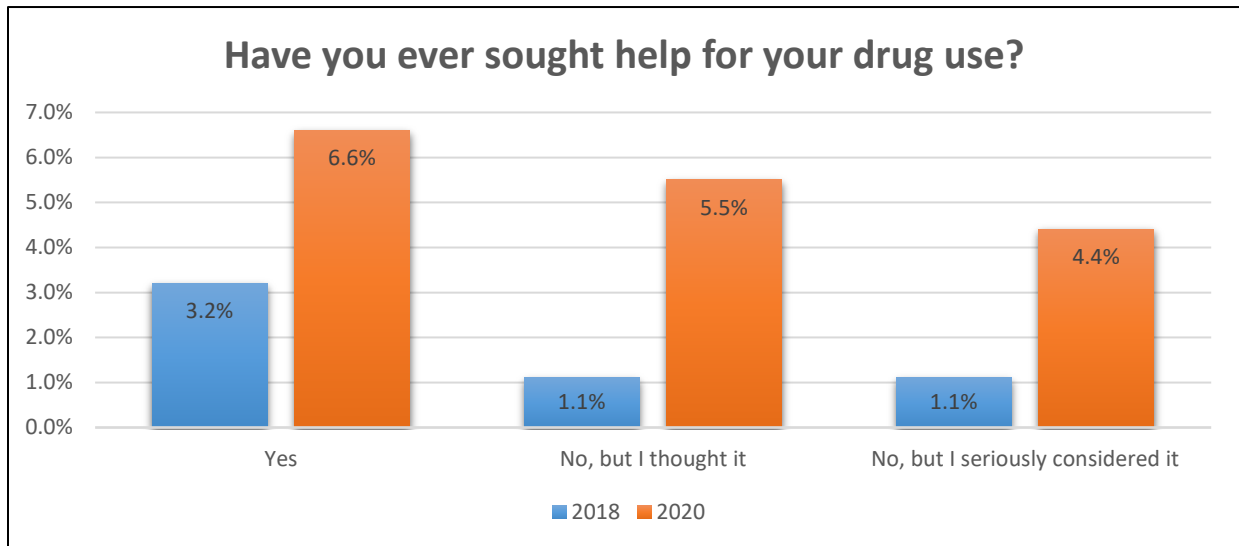
While marijuana continues to be the predominant substance used by respondents, there is a shift in the use of other drugs.



While under the influence of drugs have you ever...? (Select all that apply.)
 There appears to be an increase in negative consequences of drug use in 2020.



Have you ever sought help for your drug use?
 2020 shows a slight shift of respondents either seeking help or seriously considering getting help for drug use.



Summary

The appointed review committee conducted a review of the alcohol and drug policy related programs, services, and enforcement practices for academic years 2018-2020. The committee identified AOD Program strengths, challenges, and action items listed below.

AOD Program Strengths

- Juilliard is in compliance with the Drug Free Schools and Campuses Regulations.
- Juilliard has an effective AOD policy.
- The rate of repeated alcohol or drug violations by individual students remains very low in the student population.
- The policy consistently enforces standards of behavior related to AOD use.
- The AOD policy is distributed annually via electronic means to all community members – which allows for ease of electronic archive and electronic search features.
- Juilliard uses a comprehensive, environmental approach to address alcohol and other drug use on campus.
- The policy focuses on all aspects of education, social life, academics, enforcement, and intervention.
- Collaborative efforts by many offices, departments, and student groups on and off campus have resulted in a comprehensive approach.
- Employees are provided free access to EAP services.
- Violations are adjudicated quickly and provide for both educational sanctions and referrals to counseling services in addition to punitive actions
- The School reviews its institutional policies regarding the service of alcohol at School-sponsored events on and off campus regularly and tracks the serving of alcohol at School-sponsored events through an online alcohol use request system
- Juilliard instituted a student wellness initiative in 2019 to improve health and wellness promotion.

AOD Program Challenges

While Juilliard has a comprehensive approach to combating alcohol and drug use, the School recognizes these issues present continuing challenges, and strategies must be evaluated and revised accordingly.

- The School should utilize a consistent assessment tool.
- Specifically trained personnel that specialize in AOD and Wellness education are not employed by the institution. AOD and wellness education are assigned as additional responsibilities to existing student services staff (Student Affairs, Residence Life, Health and Counseling Services, and Title IX).
- The School does not currently benchmark against other “like” institutions (small, private, pre-professional school) given the small number of schools that match Juilliard’s educational profile.
- The School does not have an online reporting mechanism for employees.
- There are limited programming opportunities for employee education.
- AOD programming for students is minimal and should be expanded.
- Educational programming for students does not attract a high attendance of students.

Action Items

Based on its review of the School's alcohol and other drug programs, the Biennial Review Committee makes the following recommendations:

- Increase alcohol and other drug programming for employees and students.
- Bring the EAP provider to campus to increase awareness of this service.
- Include employees in alcohol and other drug program goals.
- Benchmark Juilliard with other “like” institutions to collect and assess normative data.
- Select a standardized assessment tool.

- Analyze data from the 2020 AOD student survey to address specific trends and issues and implement programming accordingly.
- Staff who are earmarked to implement AOD education should be provided professional development and training in this area.
- Continue to review and update the AOD Policy and relevant conduct and monitoring policies as necessary.

Appendices

- A. ALCOHOL CONSUMPTION & SERVING POLICY
- B. HEALTH RISKS ASSOCIATED WITH THE USE OF ILLICIT DRUGS & ALCOHOL ABUSE
- C. LEGAL SANCTIONS
- D. REFERENCES AND RESOURCE LIST

Appendix A

Policy for the Service of Alcohol at Juilliard Events and Activities (updated March 2018)

The Juilliard School encourages members of the community to make responsible decisions regarding the consumption of alcoholic beverages. **The minimum age for drinking in New York State is twenty-one (21).** It is unlawful for individuals under the age of twenty-one to purchase or consume alcohol, or to possess alcohol with the intent to consume. To promote the safety of the Juilliard community and comply with applicable laws, Juilliard has developed the following guidelines for the service of alcohol at events on School grounds and at off-campus events and activities hosted or sponsored by Juilliard.

Juilliard does not permit the service or consumption of alcohol at student events except in extremely limited circumstances. Departments or groups planning to serve alcohol at any School-sanctioned or School-sponsored event (e.g., an event that is part of a performance or departmental activity or is otherwise promoted as a Juilliard event), including where students (regardless of age) are or may be present, must receive prior authorization from the School. Hosting departments or groups are responsible for ensuring compliance with the following Juilliard policies governing alcohol consumption:

- a. Authorization to serve alcohol must be obtained through the Office of Special Events, in coordination with the Dean of Student Development (DSD) or Assistant Dean of Student Affairs (ADSA). Individuals seeking an authorization must communicate with a Special Events team member, and the ADSA or their designees to review these guidelines **before** serving alcohol at an event.
- b. The hosting department should be mindful of the presence of underage individuals at the event. To ensure safety and compliance with applicable liquor laws governing underage drinking, whenever students, regardless of age, are present at an event, hosting departments must provide one (1) alcohol monitor for every twenty-five (25) people in attendance. Alcohol monitors: i) must be over the age of twenty-one (21); ii) must be Juilliard faculty or staff members; iii) are **NOT** permitted to consume alcohol at the event. Students, interns, teaching assistants, teaching fellows, or event catering staff are not permitted to be alcohol monitors.
- c. If a large number of underage individuals will be present at an event, department heads may obtain wristbands to be placed on guests over the age of twenty-one (21) to facilitate monitoring of potential underage drinking. The Office of Student Affairs will supply wristbands for the event upon request.
- d. Visibly intoxicated persons should not be served alcohol and may be referred for disciplinary action, where applicable.
- e. Alcohol may only be consumed in the area designated for the event.
- f. Open containers or cups of alcohol may not be taken outside of the event area.
- g. Adequate amounts of non-alcoholic beverages and food must be available at the event.
- h. Underage students found drinking at a School-sanctioned or School-sponsored event must be reported to the Office of Student Affairs; faculty or staff violations of these policies must be reported to the Office of Human Resources.
- i.

Policy for Off-Campus Events & Activities

Juilliard discourages the use of alcohol at off-campus Juilliard sponsored or sanctioned events and activities where students are present. Juilliard is considered the host of any off-campus event or activity for Juilliard students that is sanctioned or sponsored by the School (including, without limitation, where the event is part of a performance activity, the Mentoring Program, a departmental group tour, or special community engagement project, or is otherwise advertised or promoted as a Juilliard event). While hosts of the event or

activity are reminded that the minimum age for drinking in New York State is twenty-one (21), hosts are prohibited from purchasing alcohol for students at off-campus events or during off-campus activities, regardless of the student's age. Anyone found in violation of this policy may be subject to disciplinary action and/or may lose the privilege to serve alcohol at future events.

Appendix B

Health Risks Associated with the Use of Illicit Drugs/Abuse of Alcohol

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 the sense of time, and reduce the 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, other 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 the heart and respiration. Amphetamines and methamphetamines produce the same effects. 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.

Depressants

Included are barbiturates, methaqualones ("Quaaludes"), and tranquilizers. Effects include 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)

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. Opioids are a class of drugs that include the illegal drug [heroin](#), synthetic opioids such as [fentanyl](#), and [pain relievers](#) available legally by prescription, such as oxycodone (OxyContin®), hydrocodone (Vicodin®), codeine, morphine, and many others. These drugs are chemically related and interact with opioid receptors on nerve cells in the body and brain. Opioid pain relievers are generally safe when taken for a short time and as prescribed by a doctor, but because they produce euphoria in addition to pain relief, they can be misused (taken in a different way or in a larger quantity than prescribed, or taken without a doctor's prescription). Regular use—even as prescribed by a doctor—can lead to dependence and, when misused, opioid pain relievers can lead to overdose incidents and deaths.

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. One dose can cause uncontrollable tremors, drooling, impaired speech, paralysis, and irreversible brain damage.

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.

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 central nervous system depressants, much lower doses of alcohol will produce the effects described. The use of even small amounts of alcohol by pregnant women can damage their fetus.

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.

Smoking and Vaping

Nicotine is powerfully addictive and cigarette smoking is the greatest preventable cause of premature death in the U.S. Cigarette smoking accounts for 1 out of 5 United States deaths, 87% of lung cancer deaths, and at least 30% of all cancer deaths each year. The use of electronic nicotine delivery systems (ENDS), also known as e-cigarettes or vaping, is associated with the same nicotine addiction and pulmonary diseases seen with traditional cigarette smoking. In addition to the dangers encountered by the user, cigarette and vaping products produce secondhand smoke/gasses that are harmful to others.

Appendix C

Legal Sanctions

In addition to Juilliard disciplinary sanctions, students, faculty, and staff who violate this policy may be subject to state and/or federal legal sanctions. Employees who work off-site are subject to the appropriate state and/or local sanctions for their work location. This list is not meant to be an exhaustive or definitive statement of all applicable laws, but rather it indicates the types of conduct that are against the law and the range of legal sanctions that can be imposed for such conduct.

A further overview of federal laws governing the possession, use, and distribution of alcohol and illegal drugs is available <http://www.justice.gov/dea/index.shtml>.

New York State Offenses & Penalties

A) Alcohol

New York State offenses and penalties are defined by the Alcoholic Beverage Control Law and Penal Law. They include driving while intoxicated, while the ability is impaired by alcohol, or 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.

The four acceptable forms of I.D. for alcohol service in New York State are a driver's license, a non-driver's I.D., a military I.D., or a passport. 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:

1. **Serving Alcohol to Persons Under 21:**
 - Up to 1 year in jail, \$1,000 fine
2. **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.
3. **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
4. **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
5. **Driving While Ability Impaired (DWAI) (.05-.07 blood alcohol content):**
 - 1st offense--up to 15 days jail, \$300 to \$500 fine, 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
6. **Operating a Motor Vehicle after Consuming Alcohol while under age 21:**
 - License suspension or revocation and \$125 fine

7. Possession of Open Container in Public Place:

- Up to 15 days in jail, \$100 - \$150 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.

B) 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. In addition, 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:

B1) Possession and Distribution of Marijuana:

1. Unlawful Possession

- 1st offense--fine less than \$100
- 2nd offense--fine less than \$200
- 3rd offense--fine less than \$250

2. 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

3. 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)

B2) Possession and Distribution of Other Controlled Substances (heroin, cocaine, methamphetamine, base, PCP, LSD, Fentanyl, Fentanyl analogue):

1. 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

2. **Federal Sanction 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)
- 853a: 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
- 922(g): Ineligible to receive or purchase a firearm
- Miscellaneous: Revocation of certain federal licenses and benefits, e.g., pilot licenses, public housing tenancy, etc., are vested within the authorities of individual federal agencies

3. **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.

C) Smoking

The New York Public Health Law and the New York State Clean Indoor Air Act prohibit smoking in any indoor area, open to the public, to protect all students, employees, and visitors from secondhand smoke, an established cause of cancer and respiratory disease. Smoking is not permitted in any indoor locations on School operated, or controlled or leased property including, but not limited to, classrooms; private faculty, staff, student, and administrative offices; computing facilities; studios; conference, meeting and seminar rooms; cafeteria areas, lunchrooms, and lounges; libraries; stores; health facilities; restrooms; stairwells; elevators; lobbies; reception areas; and School-owned or hired vehicles.

The law also prohibits the sale of any tobacco products, rolling papers, or pipes to individuals under 18 years of age and requires that proof of age be provided through a driver's license or other governmental photo I.D. card unless the individual reasonably appears to be at least 25 years of age. Effective February 28, 1997, Federal Food and Drug Administration regulations also prohibit retailers from selling cigarettes, cigarette tobacco, or smokeless tobacco to any person under age 18, and require retailers to check the photo I.D. of every person under age 27 who wishes to purchase such products.

Electronic cigarettes (E-cigarettes)

E-cigarettes are battery-powered devices that are designed to mimic cigarettes by vaporizing a nicotine-laced liquid that is inhaled by the user. They are also considered tobacco products and therefore the same rules and conditions apply to the use and sale of these products. Existing smoke-free laws are often interpreted to prohibit e-cigarette use in their provisions.

Appendix D

Reference and Resource List

As recommended by the Higher Education Center, guidelines used in the development and review of The Juilliard School's Alcohol and Drug Programs and the Biennial Review included:

- The National Institute on Alcohol Abuse and Alcoholism (NIAA) Report (2002), [A Call to Action: Changing the Culture of Drinking at U.S. Colleges and the Environmental Management Strategies](#)
- The National Institute on Alcohol Abuse and Alcoholism (NIAA) Report (2007), [What Colleges Need to Know Now: An Update on College Drinking](#)
- The National Institute on Alcohol Abuse and Alcoholism (NIAA), Fact Sheet (2015), [College Drinking](#)
- The National Institute on Alcohol Abuse and Alcoholism (NIAA), [College Alcohol Intervention Matrix](#)
- U.S. Department of Health and Human Services (2002), [High-Risk Drinking in College: What We Know and What We Need To Learn](#)
- Centers for Disease Control and Prevention (2016), [Fact Sheets - Underage Drinking](#)
- U.S. Department of Education (2006), [Complying with the Drug-Free Schools and Campuses Regulations – A Guide for Universities and College Administrators \[EDGAR Part 86\]](#)
- U.S. Government Publishing Office (2016), [Title 34: Education, Part 86 – Drug and Alcohol Abuse Prevention](#)
- CRS Report for Congress (2008), [The Higher Education Opportunity Act: Reauthorization of Higher Education Act](#)
- The Maryland Collaborative (2011), [Reducing Alcohol Use and Related Problems Among College Students: A Guide to Best Practices](#)
- NACUA NOTES (2012), [Federal Enforcement of Drug-Free Schools Regulations Likely to Increase](#)
- NACUA NOTES (2016), [Drug and Alcohol Issues: Old and New](#)
- Executive Office of the President of the United States (2012), [National Drug Control Strategy](#)
- Community Anti-Drug Coalitions of America, [WEBSITE](#)
- Underage Drinking Enforcement Training Center, [WEBSITE](#)
- Pacific Institute for Research and Evaluation (PIRE), [WEBSITE](#)
- Substance Abuse and Mental Health Services Administration (SAMHSA), [WEBSITE](#) o [Model Plan for a Comprehensive Drug-Free Workplace Program](#)
- Facing Alcohol Concerns through Education (FACE), [WEBSITE](#)
- The Center on Alcohol Marketing and Youth, [WEBSITE](#)
- New York State Office of Alcoholism and Substance Abuse Services, [WEBSITE](#)
- New York State Alcohol, Drug, and Smoking Laws: Public Health and Tobacco Policy Center [WEBSITE](#)
- New York State Liquor Authority, [WEBSITE](#)
- The Juilliard School Student Conduct reports and sanctions
- The Juilliard School Student Handbook
- The Juilliard School Faculty Handbook
- The Juilliard School Staff Handbook
- The Juilliard School Office of Health Services - policies and resources
- The Juilliard School Office of Counseling Services – policies and resources