

**OFFICIAL NOTICE TO ALL UNIVERSITY OF NEVADA, LAS VEGAS STUDENTS,
FACULTY AND STAFF REGARDING SUBSTANCE USE
This official notice is issued pursuant to Subpart B, Section 86.100,
of the Federal Drug-Free Schools and Communities Act
Amendments of 1989**

POLICY AND REGULATIONS REGARDING ALCOHOL AND ILLEGAL DRUGS

UNLV makes all efforts to comply with the Omnibus Anti-drug Abuse Act of 1988 (the Drug-Free Workplace Act) and the DFSCA and is committed to providing a safe workplace and conducive learning environment. UNLV believes that the unlawful use of drugs and abuse of alcohol by students constitutes a serious threat to their physical, emotional, and mental well-being. Also, it is accepted the use of drugs and abuse of alcohol by students significantly impedes their process of learning and personal development.

The unlawful possession, use, sale, or distribution of alcohol by students or employees on UNLV premises or as part of any university activity is prohibited. The legal age for drinking alcohol in Nevada is 21. State law deals harshly with underage drinking. It is also against the law in Nevada to sell or give alcohol to anyone under the age of 21. It is the policy of UNLV that hazing or any other action or situation, which recklessly or intentionally endangers mental or physical health or involves the forced consumption of liquor or drugs for the purpose of initiation or affiliation with any organization is prohibited. Any student or employee who violates underage drinking laws on campus will be subject to referral for disciplinary action, up to and including expulsion from school and termination of employment. Also, in the appropriate cases a referral to the local district attorney for criminal prosecution will be initiated. UNLV's Alcohol Response Policy and Guidelines for UNLV Students may be viewed at: http://www.unlv.edu/assets/provost/policies-forms/060518_Alcohol_Response_Policy_Student.pdf

UNLV is a drug free campus and the unlawful possession, use, sale, manufacture, or distribution of illegal drugs or other controlled substances on the university premises or as part of any university activity is illegal and is strictly prohibited. Any student or employee who violates university policy prohibiting the manufacture, use or possession of illegal drugs on campus will be subject to referral for disciplinary action, up to and including expulsion from school and termination of employment. Once again such matters will be referred for criminal prosecution in the appropriate circumstances. UNLV's Controlled Substance Response Policy and Guidelines may be viewed at:

http://www.unlv.edu/sites/default/files/page_files/3/Controlled-Substance-Response-Policy.pdf

UNLV's drug and alcohol abuse prevention program for students is governed by the Student Conduct Code, the Alcohol Response Policy and Guidelines, and the Controlled Substance Response Policy. All three policies are available on the Office of Student Conduct Website at <https://www.unlv.edu/studentconduct/forms>. The Student Conduct Code is distributed to all incoming students at the mandatory first-year orientation. In addition, Student Conduct Code is distributed at the annual Undergraduate and Graduate Information Expos and targeted

presentations to groups such as fraternities and sororities, student athletes, registered student organizations, and sports clubs. The Alcohol Response Policy and Guidelines, and the Controlled Substance Response Policy are also incorporated into each housing contract that residents sign prior to moving onto campus.

UNLV employees are governed by policies adopted by the Board of Regents of the Nevada System of Higher Education (“**NSHE**”) for all NSHE institutions, including the NSHE Anti-Drug Policy Statement, and the NSHE disciplinary rules and proceedings for violation of such policies. In addition, as state employees, UNLV employees are subject to the State of Nevada Alcohol/Drug Free Workplace Policy Statement. At the institutional level, the annual UNLV Academic and Administrative Faculty Reference Guide reinforces applicable policies.

Alcohol and drug abuse and the use of alcohol and drugs in the workplace are issues of concern to the state of Nevada. It is the policy of the state to ensure that its employees do not: report for work in an impaired condition resulting from the use of alcohol or drugs, or consume alcohol while on duty, at a work site, or on state property. Any employee who violates this policy is subject to disciplinary action. UNLV has adopted an Alcohol and Drug-Free Workplace Policy. The specifics of the policy are:

1. As provided by statute, any state employee who is under the influence of alcohol or drugs while on duty or who applies for a position approved by the Personnel Commission as affecting public safety is subject to a screening test for alcohol or drugs.
2. Emphasis will be on rehabilitation and referral to an employee assistance program when an employee is under the influence of alcohol or drugs while on duty. The appointing authority shall, however, take into consideration the circumstances and actions of the employee in determining appropriate disciplinary action.
3. Any state employee who is convicted of violating a federal or state law prohibiting the sale of a controlled substance must be terminated as required by NRS 193.105, regardless of where the incident occurred.
4. Any state employee who is convicted of driving under the influence in violation of NRS 484.379 or of any other offense for which driving under the influence is an element of the offense, and the offense occurred while driving a state vehicle or a privately owned vehicle on state business, is subject to discipline up to and including termination.
5. The unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance in the workplace is prohibited. Any state employee who is convicted of unlawfully giving or transferring a controlled substance to another person or who is convicted of unlawfully manufacturing or using a controlled substance while on duty or on the premises of a state agency will be subject to discipline up to and including termination.
6. The term "controlled substance" means any drug defined as such under the regulations adopted pursuant to NRS 453.146. Many of these drugs have a high potential for abuse. Such drugs include, but are not limited to, heroin, marijuana, cocaine, PCP, and "crack". They also include "legal drugs" which are not prescribed by a licensed physician.

7. Each state employee is required to inform his or her employer within five days after he or she is convicted for violation of any federal or state criminal drug statute when such a violation occurred while on duty or on the employer's premises.
8. Any agency receiving a federal contract or grant must notify the U.S. government agency with which the contract or grant was made within ten days after receiving notice that an employee of the agency was convicted within the means used in paragraph 7, above.

This policy does not restrict agencies from augmenting the provisions of this policy with additional policies and procedures that are necessary to carry out the regulatory requirements of the Drug Free Work Place Act.

It is important to note the Student Conduct Code, classified staff prohibitions and penalties, and disciplinary procedures for faculty and professional staff all have standards of conduct that address the issues of ("AOD").

DESCRIPTION OF APPLICABLE CRIMINAL SANCTIONS UNDER FEDERAL AND STATE LAW FOR AOD

PARTIAL LIST OF DRUGS INCLUDED IN SCHEDULES 1 - 5

Drug Schedules 1 - 5	Drug List
Schedule 1	<ul style="list-style-type: none"> • heroin • lysergic acid diethylamide (LSD) • marijuana (cannabis) • 3,4-methylenedioxymethamphetamine (ecstasy) • methaqualone • peyote
Schedule 2	<ul style="list-style-type: none"> • combination products with less than 15 milligrams of hydrocodone per dosage unit (Vicodin) • cocaine • methamphetamine • methadone • hydromorphone (Dilaudid) • meperidine (Demerol) • oxycodone (OxyContin) • fentanyl • Dexedrine • Adderall • Ritalin
Schedule 3	<ol style="list-style-type: none"> 1. products containing less than 90 milligrams of codeine per dosage unit (Tylenol with codeine) 2. ketamine 3. anabolic steroids 4. testosterone
Schedule 4	<ul style="list-style-type: none"> • Xanax • Soma • Darvon • Darvocet • Valium • Ativan • Talwin • Ambien • Tramadol
Schedule 5	<ul style="list-style-type: none"> • cough preparations with less than 200 milligrams of codeine or per 100 milliliters (Robitussin AC) • Lomotil • Motofen • Lyrica • Parepectolin

Note: Drugs included in Schedule 3 - 5 are prescription drugs.

<https://www.dea.gov.druginfo/ds.shtml>

Federal Trafficking Penalties for Schedules I, II, III, IV, and V (except Marijuana)

Schedule	Substance/Quantity	Penalty	Substance/Quantity	Penalty
II	Cocaine 500-4999 grams mixture	<p>First Offense: Not less than 5 yrs. and not more than 40 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine of not more than \$5 million if an individual, \$25 million if not an individual.</p> <p>Second Offense: Not less than 10 yrs. and not more than life. If death or serious bodily injury, life imprisonment. Fine of not more than \$8 million if an individual, \$50 million if not an individual.</p>	Cocaine 5 kilograms or more mixture	<p>First Offense: Not less than 10 yrs. and not more than life. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine of not more than \$10 million if an individual, \$50 million if not an individual.</p> <p>Second Offense: Not less than 20 yrs. and not more than life. If death or serious bodily injury, life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.</p> <p>2 or More Prior Offenses: Life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.</p>
II	Cocaine Base 28-279 grams mixture		Cocaine Base 280 grams or more mixture	
IV	Fentanyl 40-399 grams mixture		Fentanyl 400 grams or more mixture	
I	Fentanyl Analogue 10-99 grams mixture		Fentanyl Analogue 100 grams or more mixture	
I	Heroin 100-999 grams mixture		Heroin 1 kilogram or more mixture	
I	LSD 1-9 grams mixture		LSD 10 grams or more mixture	
II	Methamphetamine 5-49 grams pure or 50-499 grams mixture		Methamphetamine 50 grams or more pure or 500 grams or more mixture	
II	PCP 10-99 grams pure or 100-999 grams mixture		PCP 100 grams or more pure or 1 kilogram or more mixture	

Substance/Quantity	Penalty
Any Amount Of Other Schedule I & II Substances	First Offense: Not more than 20 yrs. If death or serious bodily injury, not less than 20 yrs. or more than Life. Fine \$1 million if an individual, \$5 million if not an individual.
Any Drug Product Containing Gamma Hydroxybutyric Acid	Second Offense: Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if not an individual.
Flunitrazepam (Schedule IV) 1 Gram	
Any Amount Of Other Schedule III Drugs	<p>First Offense: Not more than 10 yrs. If death or serious bodily injury, not more than 15 yrs. Fine not more than \$500,000 if an individual, \$2.5 million if not an individual.</p> <p>Second Offense: Not more than 20 yrs. If death or serious injury, not more than 30 yrs. Fine not more than \$1 million if an individual, \$5 million if not an individual.</p>
Any Amount Of All Other Schedule IV Drugs (other than one gram or more of Flunitrazepam)	<p>First Offense: Not more than 5 yrs. Fine not more than \$250,000 if an individual, \$1 million if not an individual.</p> <p>Second Offense: Not more than 10 yrs. Fine not more than \$500,000 if an individual, \$2 million if other than an individual.</p>
Any Amount Of All Schedule V Drugs	<p>First Offense: Not more than 1 yr. Fine not more than \$100,000 if an individual, \$250,000 if not an individual.</p> <p>Second Offense: Not more than 4 yrs. Fine not more than \$200,000 if an individual, \$500,000 if not an individual.</p>

Federal Trafficking Penalties for Marijuana, Hashish and Hashish Oil, Schedule I Substances

<p>Marijuana 1,000 kilograms or more marijuana mixture or 1,000 or more marijuana plants</p>	<p>First Offense: Not less than 10 yrs. or more than life. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine not more than \$10 million if an individual, \$50 million if other than an individual.</p> <p>Second Offense: Not less than 20 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$20 million if an individual, \$75 million if other than an individual.</p>
<p>Marijuana 100 to 999 kilograms marijuana mixture or 100 to 999 marijuana plants</p>	<p>First Offense: Not less than 5 yrs. or more than 40 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine not more than \$5 million if an individual, \$25 million if other than an individual.</p> <p>Second Offense: Not less than 10 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$8 million if an individual, \$50million if other than an individual.</p>
<p>Marijuana 50 to 99 kilograms marijuana mixture, 50 to 99 marijuana plants</p>	<p>First Offense: Not more than 20 yrs. If death or serious bodily injury, not less than 20yrs. or more than life. Fine \$1 million if an individual, \$5 million if other than an individual.</p> <p>Second Offense: Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if other than an individual.</p>
<p>Hashish More than 10 kilograms</p>	
<p>Hashish Oil More than 1 kilogram</p>	
<p>Marijuana less than 50 kilograms marijuana (but does not include 50 or more marijuana plants regardless of weight) 1 to 49 marijuana plants</p>	<p>First Offense: Not more than 5 yrs. Fine not more than \$250,000, \$1 million if other than an individual.</p> <p>Second Offense: Not more than 10 yrs. Fine \$500,000 if an individual, \$2 million if other than individual.</p>
<p>Hashish 10 kilograms or less</p>	
<p>Hashish Oil 1 kilogram or less</p>	

NEVADA DRUG PENALTIES

Unlawful Possession, Not For Purpose of Sale NRS 453.336(3) Flunitrazepam (Rohypnol, “Roofies”) or Gamma-Hydroxybutyrate (GHB, “Club Drug”, “Rape Drug”)		
Classification of Penalty	Offense Number	Sentence
Category B Felony	1 st Offense	1 to 6 years in state prison, no fine

Unlawful Possession for Sale of Schedule I or II Drugs, Flunitrazepam, and Gamma-Hydroxybutyrate NRS 453.337		
Classification of Penalty	Offense Number	Sentence
Category D Felony	1 st Offense	1 to 4 years in state prison and/or a fine of not more than \$5,000
Category C Felony	2 nd Offense	Mandatory 1 to 5 years in state prison and/or a fine of not more than \$10,000
Category B Felony	3 rd Offense	Mandatory 3 to 15 years in state prison and/or a fine of not more than \$20,000 for each offense

Unlawful Possession For Sale of Schedule III, IV, or V Drugs NRS 453.338		
Classification of Penalty	Offense Number / Drug Schedule	Sentence
Category D Felony	1 st or 2 nd Offense	1 to 4 years in state prison and/or a fine of not more than \$10,000
Category C Felony	3 rd or Subsequent Offense	Mandatory 1 to 5 years in prison and/or a fine of not more than \$10,000

Trafficking in Controlled Substances, Flunitrazepam, Gamma-Hydroxybutyrate, and Schedule I, excluding Marijuana 453.3385		
Classification of Penalty	Drug Weight	Sentence

Category B Felony	Between 4 and 14 grams	Mandatory 1 to 6 years in state prison and/or up to \$50,000 in fines
Category B Felony	Between 14 and 28 grams	Mandatory 2 to 15 years in state prison and/or up to \$100,000 in fines
Category A Felony	28 grams or more	Mandatory 10 to 25 years in prison, or mandatory 10 to life in prison, and up to \$500,000 in fines

NEVADA STATE BOARD OF REGENTS HANDBOOK

Title 4, Chapter 3.

Section 44. The NSHE Anti-Drug Policy Statement

1. The NSHE prohibits the unlawful manufacture, distribution, dispensing, possession or use of a controlled substance in the workplace. Any employee who violates this policy is subject to disciplinary action, which may include termination of employment.
2. During the course of employment, any employee who is convicted of violating a federal or state law prohibiting the sale of a controlled substance must be terminated as required by *Nevada Revised Statutes* 193.105, regardless of where the incident occurred.
3. Any employee who is convicted of unlawfully giving or transferring a controlled substance to another person or who is convicted of unlawfully manufacturing or using a controlled substance while acting within the scope of his/her NSHE employment will be subject to discipline up to and including termination.
4. The term, "controlled substance" means any drug defined as such under the regulations adopted pursuant to *Nevada Revised Statutes* 453.146. Many of these drugs have a high potential for abuse. Such drugs include, but are not limited to, heroin, marijuana, cocaine, PCP, and "crack." They also include "legal drugs" which are not prescribed by a licensed physician.
5. Each State employee is required to inform his or her appointing authority within five days after he or she is convicted for violation of any federal or state criminal drug statute when such violation occurred while representing the NSHE or on the premises.
6. Any government agency with which the NSHE holds a contract or grant will be notified within ten days after receiving notice that an employee of the agency was convicted within the meaning used in paragraph 4, above.
7. Employees desiring more information concerning substance abuse, or seeking information on counseling may contact the designated Employee Assistance Representative for their institution.

(B/R 5/92)

Title 4, Chapter 1.

Section 32. Possession and Use of Marijuana

The Nevada System of Higher Education is sympathetic to the medical needs of our students, employees and visitors. A growing number of states, including Nevada, are enacting laws decriminalizing or legalizing the use, possession, delivery, manufacture, growth, distribution, production, and/or cultivation (hereinafter “use”) of marijuana, including for medical purposes. Federal law prohibits the use of marijuana, including for medical purposes, on college and university campuses that receive federal funding. The following provisions shall govern the possession and use of marijuana, including for medical purposes, on NSHE property.

1. The use, possession, or cultivation of marijuana, including for medical purposes, on any NSHE or NSHE foundation owned or leased property, or at any NSHE sponsored or authorized activity, is expressly prohibited.
2. Students, employees, faculty, guests, and/or visitors who violate this policy are subject to applicable disciplinary, legal and/or administrative action.
3. Each institution shall permit students who live on-campus or in housing that is owned or operated by the institution, to petition (“request”) for a release from the housing agreement if they assert legal compliance with Nevada state law to use medical marijuana. Such students, who prove their compliance with state law, may, in accordance with the applicable institution refund policy, be released from their housing agreements and may receive a prorata refund of housing fees or rent paid.
4. Each institution shall publish on its website and in its course catalog notice of the prohibited use, possession or cultivation of marijuana, including for medical purposes, on NSHE or institution property in accordance with the provisions of this section and as prohibited student conduct defined in Title 2, Chapter 10.
5. The Board of Regents recognizes the Nevada Legislature’s stated commitment to a program evaluating the medical use and distribution of medical marijuana to be conducted by the University of Nevada School of Medicine. Any NSHE institution may engage in marijuana research that is conducted in accordance with state and federal laws and regulations, provided that the following are obtained: (a) the prior written consent of the President of the institution, after consultation with the institution’s general counsel; and (b) legal authorization from the proper federal authorities for approved research purposes.

(B/R 3/17)

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DUI and DWI in Nevada

Across the United States, driving under the influence of drugs or alcohol (DUI) is a serious offense and carries harsh penalties. It is no different in the state of Nevada. Beyond alcohol and illegal drugs, the DUI charge even applies to prescription and over-the-counter remedies when taking them impairs your ability to safely drive a car.

Blood Alcohol Concentration Limit

The illegal blood alcohol concentration (BAC) limit in Nevada is:

- 0.02% for drivers under 21 years old
- 0.04% for commercial license holders
- 0.08% for everyone else

The BAC applies only to alcohol. If *any* detectable amount of an illegal substance—like cocaine or marijuana—is found in your blood, you'll receive at least the same penalties as you would for alcohol, and perhaps even more.

DUI Laws

The **Illegal Per Se Law** simply means that driving with a BAC at or above the legally prescribed limit is an offense in and of itself. However, because the BAC limits are just a guide, you can also be arrested or cited for having a lower—but still detectable—amount of alcohol in your system.

The **Implied Consent Law** means that you must submit to BAC testing when requested by a police officer. Getting into the car while under the influence of drugs or alcohol already "implies" your consent to being tested. If you resist, law enforcement has been given permission to use reasonable force. You can also be arrested immediately for resisting (this is the more likely result).

The **Open Container Law** makes it illegal to drive a vehicle with opened alcoholic beverages anywhere in the car. It doesn't apply, however, to the living areas of a motor home or RV, or the passenger areas of buses, taxis, and limousines.

Additional penalties can come from "**aggravating circumstance**". These can include such things as a DUI charge when you had a passenger under 15 years old in your car.

The Penalties

Refusing a Chemical Test Penalties

Do not think that refusing a chemical test will keep you from any penalties. The first time you refuse a chemical test you will have your driver's license suspended for a minimum of 1 year.

Administrative Penalties

If you are charged with a DUI your license will be suspended by the Department of Motor Vehicles. You do have the option to appeal an administrative revocation by requesting a hearing. To request a hearing you must contact your local Office of Administrative Hearings. They can help you with the steps needed to appeal a suspension.

The administrative penalties for a 1st offense DUI are:

- License revocation: 90 days.
- Victims Compensation Civil Penalty: \$35.

- Ignition Interlock Device (installation and monthly monitoring).
- Driver's License Fee: \$42.25.
- Testing Fee: \$26.
- Reinstatement Fee: \$121.
- SR-22 Certificate of Liability Insurance: Required 3 years.

The more offenses you have the stiffer the penalties.

You may be eligible for a restricted license after you have served a portion of your revocation time. For a 1st offense you must wait at least 45 days. For a 3rd offense you will have to wait a minimum of 1 year. A 2nd offense DUI is not eligible for a restricted license until all of the suspension time has been completed.

Criminal Penalties

If you are convicted of driving under the influence, you will be charged an extra \$60 for the chemical tests, if any were done at the time of your arrest.

First DUI conviction:

- Jail sentence of 2 days to 6 months OR 96 hours of community service.
- Fine of \$400 to \$1,000.
- Mandatory attendance at DUI school.
- Possible order to attend a substance-abuse treatment program.
- Driver's license revoked 90 days.

Second DUI conviction within 7 years:

- Jail sentence or home arrest 10 days to 6 months.
- Fine of \$750 to \$1,000.
- 100 to 200 hours of mandatory community service.
- Possible car registration suspension.
- Possible order to attend a substance-abuse treatment program or undergo clinical supervision for up to 1 year.
- Drivers license revoked 1 year.

Third (or more) DUI conviction within 7 years:

- Prison sentence of at least 1 to 6 years.
- Fine of \$2,000 to \$5,000.
- Possible suspension of your vehicle registration.
- Driver's license revoked 3 years.

Under 21 years old

DUI criminal penalties, for those under 21 years old are the same as above, but these minor drivers may also have to undergo an evaluation for alcohol and drug abuse. The evaluation could lead to required treatment ordered by the court.

DUI causing death or serious injury (even on a first offense):

- Driver license revoked for 3 years.
- Prison sentence of 2 to 20 years.
- Fine of \$2,000 to \$5,000

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UNDERAGE PURCHASE, CONSUMPTION, OR POSSESSION OF ALCOHOL IN NEVADA

NRS 202.020 Purchase, consumption or possession of alcoholic beverage by minor.

Any person under 21 years of age who purchases any alcoholic beverage or any such person who consumes any alcoholic beverage in any saloon, resort or premises where spirituous, malt or fermented liquors or wines are sold is guilty of a misdemeanor. A person under 21 years of age who, for any reason, possesses any alcoholic beverage in public is guilty of a misdemeanor.

NRS 202.030 Minor loitering in place where alcoholic beverages sold.

Any person under 21 years of age who shall loiter or remain on the premises of any saloon where spirituous, malt or fermented liquors or wines are sold shall be punished by a fine of not more than \$500.

NRS 202.060 Saloonkeeper allowing minor to remain in establishment.

Any proprietor, keeper or manager of a saloon or resort where spirituous, malt or fermented liquors or wines are sold, who shall, knowingly, allow or permit any person under the age of 21 years to remain therein shall be punished by a fine of not more than \$500.

NRS 202.040 - False representation by minor to obtain intoxicating liquor.

Every minor who shall falsely represent himself or herself to be 21 years of age in order to obtain any intoxicating liquor shall be guilty of a misdemeanor.

NRS 202.055 Sale or furnishing of alcoholic beverage to minor; aiding minor to purchase or procure alcoholic beverage; policy to prevent minor from obtaining alcoholic beverage through use of Internet.

Every person who knowingly:

- Sells, gives or otherwise furnishes an alcoholic beverage to any person under 21 years of age;
- Leaves or deposits any alcoholic beverage in any place with the intent that it will be procured by any person under 21 years of age; or
- Furnishes, gives, or causes to be given any money or thing of value to any person under 21 years of age with the knowledge that the money or thing of value is to be used by the

person under 21 years of age to purchase or procure any alcoholic beverage, is guilty of a misdemeanor.

NRS 202.057 Using person who is less than 18 years of age to distribute material that includes offer for alcoholic beverages.

Except as otherwise provided in subsection 2, it is unlawful for a person to employ, allow or use a person who is less than 18 years of age to distribute promotional materials that include an offer for alcoholic beverages for a business, including, without limitation, a gaming establishment, a saloon, a resort or a restaurant.

NRS 193.150 Punishment of misdemeanors.

1. Every person convicted of a misdemeanor shall be punished by imprisonment in the county jail for not more than 6 months, or by a fine of not more than \$1,000, or by both fine and imprisonment, unless the statute in force at the time of commission of such misdemeanor prescribed a different penalty.

DESCRIPTION OF HEALTH-RISKS ASSOCIATED WITH AOD

Serious health and personal risks are associated with the use of illegal drugs, prescription drugs and abuse of alcohol. Most people take prescription medication responsibly. When misused or abused, prescriptions drugs can be as dangerous as illegal drugs. They may include temporary or permanent physical or mental impairment, and injury or death. Use and abuse of such substances may also give rise to conduct which causes injury, death or damage to the user/abuser or to the person or property of others, resulting in criminal or civil prosecution and liability. Use and abuse of such substances may also lead to unsafe and/or nonconsensual sex, unwanted pregnancy, and may cause defects, injury or death in unborn children. Consequences may also include temporary or permanent loss of educational or employment opportunities.

1. Narcotics (ex. Heroin, OxyContin, Vicodin, Percocet). There are legal and illegal narcotics. Narcotics are effective in pain control and for other medical purposes when prescribed by a physician and used as directed. Use is often diverted however, which can produce multiple problems as narcotics are highly addictive and often associated in drug dependency and overdoses. Effects—The user may experience initial euphoria, followed by drowsiness and nausea. Someone under the influence may have constricted pupils, watery eyes and a “dazed” look. Risks—There is a risk of overdose with narcotics and users may develop slow, shallow breathing, clammy skin, loss of appetite, and loss of weight. Overdose can lead to possible death without intervention. Narcotics are highly addictive and may require inpatient treatment to safely detoxify the body.
2. Depressants (Barbiturates, Benzodiazepines). Depressants can also be legal and illegal. The most popular legal depressant is alcohol (see below). Depressants slow the central nervous system and may be prescribed by a physician to induce sleep, reduce stress, or help control anxiety. There is a danger of overdosing with depressants. Effects—The user may experience some relaxation, calmness, drowsiness, and even euphoria. In high levels the user may experience confusion, disorientation, and impaired motor coordination, including slurred speech and loss of balance. Risks—Overdose may produce shallow

breathing, clammy skin, weak and rapid pulse, coma and possible death. Risk of overdose is increased when the person combines depressant drugs (intentionally or accidentally).

3. Stimulants (Cocaine; Methamphetamine e.g., Ritalin; Amphetamines e.g., Adderall). Stimulants speed up the mental and physical processes of the body. Historically they have been used both in their legal (nicotine and caffeine and in the treatment of ADD/ADHD) and illegal forms. These substances help keep people awake, provide more energy, and suppress appetite. They have also been prescribed by physicians to increase enhance focus and concentration in individuals with ADD/ADHD. These drugs can be addictive and can produce withdrawal symptoms if stopped. Effects—The user may experience an increased heart rate, increased energy and increased alertness. Users may also find they have an increased blood pressure, excessive talkativeness, and increased anxiety. In large doses, users find loss of coordination, dizziness, anxiety, cardiac and respiratory distress, and seizures, among other concerns. 44 Risks—Increase in body temperature, hallucinations, convulsions and possible death.
4. Hallucinogens (Mushrooms, LSD, PCP). These are drugs that alter a person's state of mind and mood. Some types produce hallucinations, causing the person to hear, see, and smell things that are not real. Dissociative drugs do not cause hallucinations, but can cause the person to feel disassociated with their body, or feel detached from his/her surroundings. Effects—Users may experience illusions or hallucinations. They may become confused, experience panic, anxiety, depression, and poor perception of time and distance. Risks—Users may experience respiratory failure or death due to careless or accidental behaviors.
5. Dissociative Drugs (Ketamine, PCP). Dissociative drugs can cause a person to feel disassociated from their body, or feel detached from their surroundings. Effects—Users may experience feelings of detachment and distortions of space, time and body. They may become confused, experience panic, anxiety, depression, feelings of invulnerability or exaggerated strength. Risks—Users can exhibit violent behavior, loss of coordination, severe muscle contractions, kidney damage, convulsions and possible death.
6. Predatory Drugs (Rohypnol, GHB). These drugs are considered predatory because of their sedative affects. They can leave an individual with no recollection of what happened. They are colorless and odorless and when mixed with soda, alcohol and other beverage become virtually undetectable. They metabolize quickly and can become difficult to detect in as little as 12 hours. Effects—Causes distortion in perception, delirium and amnesia. Risks—Incapacitates user and can cause coma and seizures and amnesia. These drugs are linked with sexual assault.
7. Club Drugs (Ecstasy and Molly) Ecstasy comes in a tablet or capsule form. It is a synthetic drug that has stimulating and psychoactive properties similar to methamphetamine. Effects—Can cause increased euphoria, energy and emotional warmth as well as distortion in time perception and tactile experiences. It can also cause nausea, chills, sweating and muscle cramps. Risks—Users can experience impaired memory and learning, paranoia, psychotic behavior, hyperthermia, cardiac and liver toxicity, along with renal failure and death.
8. Cannabis (Marijuana, Hashish). These drugs are illegal though conversations for legalization or decriminalization occur throughout the country regularly. Effects—Users may experience euphoria, relaxation, and/or drowsiness, and an increased appetite. Short-term effects may include impaired short-term memory, impaired concentration, and attention. Long-term effects may include addiction (both psychological and physical), anxiety, and memory loss. Users also report lack of motivation or difficulty setting and reaching goals. Risks—There is little risk of overdose however there is a risk of an increasing tolerance which can lead to increased use. There are also medical complications

such as: increased risk of respiratory infections, emphysema, certain cancers, and fertility issues.

9. Steroids (Anabolic). Anabolic steroids are synthetic substances similar to the male sex hormone testosterone. They are generally taken orally or injected. Steroids are often abused to build muscle or enhance performance. Effects—using steroids can cause liver damage, water retention, and high blood pressure for both men and women. Side effects for men include shrinking testicles, baldness, breast development, and infertility. For women, side effects include facial hair, male patterned baldness, menstrual changes, and deepened voice. Risks—Abuse by adolescents can prematurely end their growth spurt causing them to remain shorter in height than they would have been. There is also the potential for fatal liver cysts, liver cancer, and blood clotting problems, cholesterol changes, and hypertension which can lead to heart attack or stroke. It has also been suggested that high dose use can increase aggression.
10. Alcohol. The Food and Drug Administration defines low-risk drinking as:
 - No more than 1 drink per day for women (if daily)
 - No more than 2 drinks per day for men (if daily)
 - No more than 3 drinks for women, 4 drinks for men on any given day.Alcohol is a depressant drug that is legal in the United States for those over the age of 21 years. Small quantities of alcohol (low-risk) have for a legal-aged user has not been linked to any increased health risks, and in some cases, has been credited with some health benefits. However, higher quantities (high-risk use) have been associated with increased risk for breast and colon cancer and in heart disease, as well as with a variety of unintentional 46 consequences.

Effects: The users may experience a general relaxation, mild reduction in inhibitions and some impairment in judgment in low-risk amounts. Higher risk quantities may result in the user having greater impairment in judgment, alertness and coordination.

Risks: High-risk amounts can increase risk for:

- Risk taking behaviors (example: sexual, driving)
- Alcohol poisoning which can include: passing out (coma or becoming unconscious) nausea/vomiting and memory loss (black outs)
- Hostility or other behavior changes.
- Dependence and/or addiction
- Uncharacteristic family, school, work and/or legal problems
- Health problems such as cancers, health disease and cirrhosis of the liver
- Unintentional injuries and death
- Birth and developmental defects if exposed during pregnancy

Additionally, alcohol taken with other drugs can intensify the effects of the drug, alter the desired effect of the drug and can cause nausea, sweating, severe headaches, convulsions and death by overdose.

UNLV offers a number of educational programs on wellness issues including alcohol, tobacco, and other drugs (including prescription drug use/abuse). These are active programs, events and passive efforts (including tabling and use of traditional and social media). Students in residence halls, fraternities, and sororities, as well as faculty and staff, request these programs. In addition the residence hall staff also provides active and passive programming in this area for their students. UNLV addresses the use and abuse of AOD through a comprehensive effort that includes educational efforts, environmental management, counseling and support services.

None of these efforts alone can address the complex issue of high-risk use of alcohol and other drug use/abuse and its impact on this campus community. It is the nationally accepted best practice to use multiple prevention strategies to impact the alcohol and other drug issues within the campus community.

UNLV AOD PROGRAMS

Students

UNLV AOD programs work to reduce harmful consequences of alcohol and other drug use, in order to support students in achieving their personal and academic potential.

A. Office of Student Conduct (OSC)

Students involved in a conduct violation may be asked to complete multiple requirements depending on the incident. The information provided below specifically relates to the sanctions that are either targeted toward students related to an alcohol or controlled substance violation.

- 1. Alcohol Online Tutorial** (Under the Influence by 3rd Millennium; individual-based)
Description: This is one of the educational assignments given for a first time minor alcohol violation. To provide a well-rounded educational experience, a writing assignment, community service, or other sanction(s) may be assigned in conjunction with this session. The online, science-based course is designed to teach students about the effects of alcohol on the body and mind, and to assist in making safer and healthier decisions so they can avoid trouble in the future.

In order to fulfill the requirement of this sanction the student must complete the online course, which takes roughly 2.5 hours to complete. This course ends with an exam consisting of questions based on the content reviewed throughout the course. The student must earn a grade of 70% or higher to pass and receive credit for the course.

- 7/1/2016 - 6/30/2017 – 103
- 7/1/2017 - 6/30/2018 - 93

- 2. Alcohol Choices Education Seminar (A.C.E.S.)** (individual-based)
Description: The primary goal of this course is to provide students with specific information that will help them make more positive choices concerning their alcohol consumption. The class is a mixture of discussion and lecture style presentation. Students have the opportunity to explore their own personal decision-making regarding their use of alcohol and to reflect on the specific situation that brought the student to the seminar. This program is designed for students that violate the alcohol policy a second time.
 - 7/1/2016 - 6/30/2017 – 151
 - 7/1/2017 - 6/30/2018 - 98

- 3. Intake/Assessment/Treatment Referrals** (individual-based)

Description: A student may be referred to UNLV Student Counseling and Psychological Services (CAPS) or another community health provider to complete an intake and assessment involving alcohol, controlled substance, or other identified issues arising from a violation. In the University's discretion, proof of participation or completion of treatment may be required. When appropriate, CAPS may refer the student to an off-campus provider for such services at the student's expense.

- 7/1/2016 - 6/30/2017 – 16 for alcohol and 11 for marijuana
- 7/1/2017 - 6/30/2018 - 9 for alcohol and 3 for marijuana

4. Marijuana 101 (individual-based)

Description: This is one of the educational assignments given for a first time marijuana violation. To provide a well-rounded educational experience, a writing assignment, community service, or other sanction(s) may be assigned in conjunction with this session. The online, science-based course is designed to teach students about marijuana use and the effects of marijuana on the body and mind, and to assist in making safer and healthier decisions so they can avoid trouble in the future. In order to fulfill the requirement of this sanction the student must complete the online course. This course ends with an exam consisting of questions based on the content reviewed throughout the course. The student must earn a grade of 70% or higher to pass and receive credit for the course.

- 7/1/2016 - 6/30/2017 – 38
- 7/1/2017 - 6/30/2018 – 34

5. Reflection Letter of Understanding

The Reflection Letter of Understanding provides the student to opportunity to reflect what they have learned from their educational response sanction experience. Every student answers six core questions along with any questions specifically related to either their alcohol or controlled substance educational response.

- 7/1/2016 - 6/30/2017 - 116
- 7/1/2017 - 6/30/2018 - 119

6. Prevention Education (group-based)

UNLV Office of Student Conduct (“OSC”) staff often talk to classrooms, athletic teams, and Greek organizations either at the beginning of each semester or each academic year. In those conversations (depending on the request), they may review common violations OSC sees throughout the year. During these presentations, it is pointed out the most common violations seen for different populations, which will include alcohol and controlled substance. UNLV polices are reviewed briefly and how these individuals should handle themselves to avoid being in violation of policy. OSC staff also present each semester during Greek 101 and in the spring for Greek Leadership Day. The presentations we are typically involved in are related to Hazing and/or Title IX. OSC staff discuss the influence of alcohol and controlled substances as they are frequently linked in their investigation or response to both types of referrals.

- 7/1/2016 - 6/30/2017 – 90 presentations to 4331 students
- 7/1/2017 - 6/30/2018 – 147 presentations to 10,450 students

B. Rebel Wellness Zone (Wellness Promotion)

A. HYPHER: Helping Young People Experience Recovery (group-based; student organization- 2016-2017)

HYPHER is a Student Organization aimed at creating a supportive environment where students in recovery can continue long-term recovery on campus. It provides peer support group for UNLV students in any stage of recovery that is based on the 12-step & harm reduction principles. Group activities include AOD –free social activities and social media campaigns. This Student Organization changed its leadership during fall 2017 and ultimately disbanded due to lack of membership. During the same semester, the Health Educator worked with student and community leaders to form a new Student Organization, Rebel Recovery Community or RRC.

Rebel Recovery Community: A Student Organization (group-based; student organization, 2017 - Present)

Rebel Recovery Community or RRC is a Registered Student Organization at UNLV. RRC strives to lead the campus in creating a collaborative system of recovery activities, outreach campaigns, and referrals to campus and community AOD services. RRC is advised and mentored by a psychologist with an AOD specialty at the Student Counseling & Psychological Services (CAPS). RRC works with community partners to achieve several objectives with the primary goal of supporting students in long-term recovery. RRC's objectives include:

1. Work with the AOD community to create peer support groups for UNLV students that is on the 12-step & harm reduction principles
2. Provide students with social connections through AOD –free social activities (e.g., bowling, karaoke night, laser quest)
3. Use strategically-timed, social media campaigns to promote early intervention and foster social change by decreasing stigma around additions and recovery
4. Build campus allies through live and innovative outreach programs (e.g., UNLV Faces of Recovery)
5. Partner with campus departments to coordinate and host a National Speaker event to highlight the key points about addiction, consequences, and the courage to seek help

2. National Collegiate Alcohol Awareness Week (NCAAW) (population-based, awareness campaign, *Wellness Promotion, Police Services, Healthy Rebel Peer Educators*)

UNLV's National Collegiate Alcohol Awareness Week promotes the prevention of high-risk drinking through interactive, educational activities. Activities include standard drink size models and our Fatal Vision goggles, with cones arranged as a miniature obstacle course and the Distract-A-Match board game. Program features include educational brochures about alcohol poisoning, how to help a friend, drunk driving prevention, and pacing strategies (i.e., harm-reduction). The event offers sand bag models with information on the harmful nutritional effects of alcohol and tips on how to connect socially without alcohol.

Outcome Measure: NCAAW reached 32 students in-person in Fall 2017.

3. Safe Spring Break (environmental-based)

Wellness Promotion,

Safe Spring Break is held annually in March during the week before spring break recess. The Healthy Rebel Peer Educators distribute free non-alcoholic “mocktails” to UNLV

students and educate the student body on high-risk drinking prevention. Prevention education includes standard drink size models, interactive activities on alcohol's effects on nutrition and weight management, and information on local alcohol-free activities. We also offer materials on alcohol poisoning, alternative ways to connect socially, drunk driving prevention, and on-campus AOD resources.

Outcome Measure: Safe Spring Break reached 98 students in-person in 2016 and 83 students in 2018.

4. Peer-Led Educational Presentations (group-based)

Wellness Promotion and the Healthy Rebel Peer Educators

Wellness Promotion offers interactive presentations on alcohol awareness, risk reduction, and drunk driving prevention. These presentations review standard drink sizes, alcohol myths and facts, and how to help and refer a friend in need. The presentations close with on-campus resources and a feedback form. The presentations feature our Fatal Vision Goggles, involving student volunteers. Wellness Promotion markets these presentations to all professors of first-year seminars, UNLV Greek Life, and Residence Life staff.

Outcome Measure: Presentations were marketed to 210 professors as well as residential life, and Fraternity and Sorority Life. Our alcohol awareness and drunk driving presentations reached approximately 390 students between October 2017 and April 2018.

5. UNLV Thrives Social Media Campaigns: Timed Messages (group-based)

(Wellness Promotion and Healthy Rebels)

UNLV Thrives staff in Wellness Promotion send timed messages to the campus community regarding standard drink sizes, not mixing prescription medications with alcohol, and non-drinking alternatives periodically throughout the Academic Year. Messages include videos featuring student testimonials, posters, images, interactive worksheets, and accompanying text. Additional messaging on various social media platforms include:

- Safe and Smart Drinking Practices (Q&A)
- Social Norms: Perceived vs. Actual Substance Use
- AOD and the Outdoors: Effects of Drugs in the Heat (Memorial Day, July 4th, EDC, Labor Day, Super bowl, Coachella)
- Additional AOD prevention messages include videos of student testimonials, posters, images, and interactive worksheets.

Outcome Measure: The total social media followers reached over 5000 individuals. However, it is unclear how many of those individual followers actually viewed the AOD messages.

6. Student Counseling and Psychological Services (CAPS) (individual and group-based)

- Provided mandated individual assessment for AOD violations referred by the Office of Student Conduct
- Individual assessment and treatment of AOD
- AUDIT: Alcohol Use Disorder Identification Test was used at every intake evaluation
- Students with significant misuse of alcohol were referred to off-campus AOD treatment providers/agencies
- Group counseling on Success over Substance
- Provided classroom presentations on awareness and prevention of AOD misuse

Outcome Measure: CAPS completed 96 mandated assessments referred by OSC during the years 2016-2018. Approximately 12% of students scored in the risky or hazardous use range or higher in 2016-2017 and in the subsequent year, 2017-2018, approximately 10%

of students screened scored in the risky or hazardous use range or higher.

Academic Year (Total N)	Low Risk 7 or less Provide Education	Risky/Hazardous 8-15 Education Brief Treatment	High Risk Harmful 16-19 Additional Evaluation/ Treatment	High Risk Potentially Dependent 20 or more Evaluation and Referral
2016-2017 (798)	705 (88%)	78 (10%)	7 (1%)	8 (1%)
2017-2018 (959)	864 (90%)	74 (8%)	14 (2%)	7 (1%)

C. Student Health Center (SHC)

All students are asked about alcohol use at intake. Of the 7,699 students who completed the health history form from July 1, 2016 through June 30, 2018, 4,658 students endorsed the use of alcohol. 2,864 reported consuming 0-1 drinks per week, 1,588 reported consuming 2-5 drinks per week, 288 reported consuming 6-10 drinks per week, 54 reported consuming 11-15 drinks per week, and 32 reported consuming more than 15 drinks per week. In addition, 18,615 nursing intakes were completed from July 1, 2016 through June 30, 2018 and 1,675 (9%) endorsed the use of recreational drugs. Students with problematic AOD use are referred to the Behavioral Health Team, Student Counseling & Psychological Services, or community AOD treatment for a higher level of specialty care.

D. Residential Housing (group-based)

- All residents are briefed about alcohol and marijuana policies during the initial complex meeting
- Residents also talk about the alcohol and marijuana policies during floor meetings
- Resident Assistant staff are trained on AOD issues
- AOD information is highlighted in bulletin boards 12 times each year

E. Campus Life (group-based)

Alcohol education is one of the educational sessions during Greek 101 a mandatory day long program for new members of social fraternities and sororities.

- 7/1/2016 - 6/30/2017 – 453
- 7/1/2017 - 6/30/2018 – 403

F. Family Research and Services (Psychology Dept) (Individual-based)

The Optimal Performance Program in Sports (TOPPS) is a research project aimed at identifying and providing family-based, behavioral therapy to student athletes with AOD misuse. It involves a comprehensive assessment and manualized treatment. This project was completed in 2017.

G. Police Services (DPS) (populations based)

Provide web-based, information on alcohol abuse and illegal drugs (ecstasy, club drugs, methamphetamine, and Cannabis as well as related resources (population-based)

- **7/1/2016 - 6/30/2017**
Alcohol & Drugs (<https://www.unlv.edu/police/tips/alcohol-drugs>) => **0 page views**
Crime Prevention Tip (<https://www.unlv.edu/police/tips>) => **1,185 page views**
- **7/1/2017 - 6/30/2018**
Alcohol & Drugs (<https://www.unlv.edu/police/tips/alcohol-drugs>) => **108 page views (most happening beginning of 2018)**
Crime Prevention Tip (<https://www.unlv.edu/police/tips>) => **1,440 page views**

H. The Practice (individual-based)
Individual assessment and referral to community AOD treatment centers for substance misuse

I. Center for Individual, Couples, Family Counseling (CICFC) (individual-based)
Individual assessment and treatment/referral for substance misuse

J. Athletics Department (group-based)

- 11/14/16- Drug and Alcohol Awareness Speaker Ethan Fisher - mandatory for all
- 1/30/17- Continuing your Wellness Journey - Education about Drunk Driving - optional
- 8/17 - Mandatory team meetings to discuss sexual violence prevention and consent - alcohol is discussed a lot - mandatory for all
- 9/18/17 and 9/19/17 - Optimizing Performance - Effects of Alcohol and Marijuana on Your Performance - mandatory for all
- 4/6/18 - Hazing: The Fallout - Travis Apgar - touched upon alcohol quite a bit - mandatory for all
- NCAA Individual, random drug-testing. They test for performance enhancing drugs and consequences include loss of 1 year of eligibility. In addition, the Athletics Department randomly drug tests 10% of every team every month during the academic year. UNLV has established the following sanctions, although some coaches may have stricter sanctions:

K. Academic Success Center (group-based)
AOD education is taught as part of the COLA 100LA: First-year Seminar on life skills to incoming freshmen.

FACULTY and Staff

Programs and interventions available to employees are mainly housed through UNLV's Human Resources, Employee Assistance Program (EAP) with services provided through Ceridian Lifeworks. Consultations are available 24/7 throughout the year. Employees are initially provided with 3 free counseling sessions before they are referred to AOD treatment in the community using their health insurance. On the Ceridian Lifeworks website (<https://www.lifeworks.com/us>), employees have access to various seminars/articles/workshops/videos (over 20 resources) related to alcohol or other drug addictions. Ceridian Lifeworks provides an entire catalog of resources and the following is a brief listing of options related to AOD:

A. Addictive Behavior – Recorded Webinar: Responsible for the coordination of administrative functions within the Library. May be in charge of the Library in the absence of the Chief Librarian. Common job titles include: Associate or Assistant Dean, Assistant or

Associate Director, Assistant or Associate Chief Librarian, Assistant or Associate University Librarian. Degree requirement: ALA Accredited Masters.

- B. When Someone You Love Has a Drinking Problem – CD Recording:** When someone you love has a drinking problem you may feel alone, angry, or afraid. A loved one's problem drinking touches everyone close -- spouses and partners, children, extended family, and friends. You may be caught up in patterns of denial, covering up for a loved one's drinking, or wondering how to find help. No matter what you're going through, it's important to remember that help is available both for you and the person you love who drinks. One this recording, addiction and recovery expert Robert Ackerman, PhD, offers valuable information and reassuring advice about alcoholism and the road to recovery. He talks about how problem drinking affects family, friends, and loved ones, breaking unhealthy patterns, finding support, and helping a problem drinker. The recording also features stories and advice from people who know what it's like to love an alcoholic.
- C. 12-Step Programs for Alcohol and Drug Addiction – Article:** Twelve-step programs provide a systematic set of principles to practice as a way of life to manage the alcohol or drug problem.
- These programs offer support in helping the person abstain from alcohol and drugs for life. Because lifelong abstinence is a big challenge, the programs encourage people to take it "one day at a time." Twelve-step programs encourage members to attend regular meetings at which they talk about their challenges without revealing their last names (a practice known as "anonymity"). It is understood that members may have an occasional relapse, or slip, where they temporarily go back to using alcohol or drugs.
- Following the 12 steps programs can help individuals get their life back on track. Two of the most helpful aspects of 12-step programs are the support members provide to one another and the confidence in their ability to succeed that this support builds, according to a study by John F. Kelly, a specialist in addiction medicine at Harvard Medical School.
- D. Alternatives to 12 – Step Programs for Alcohol and Drug Addiction – Article:** Alternatives to 12-step programs are national self-help organizations that can help you end your addiction without having to view your recovery in moral terms. These alternatives have eliminated controversial principles of 12-step programs. For example, they make no mention of a "higher power" and do not encourage members to "improve [their] conscious contact with God." These programs do not have as extensive of a track record as 12-step programs, but they offer an alternative for individuals seeking help for a drug or alcohol addiction.
- E. Drug and Alcohol Abuse Warning Signs – Article:** If you are concerned that you may have an alcohol- or a drug-abuse problem, you aren't alone. Substance abuse affects all kinds of people, from preteens to the elderly, in every income level and occupation. But alcohol and drug abuse are treatable, and more options are available today than ever before.
- F. Employee Assistance Program**
- UNLV provides employees with easy and confidential access to the employee assistance program (EAP). EAP is a confidential assessment and referral program where employees can

get assistance in dealing with issues like stress, depression, finances, relationships, parenting, finding child or elder care, and substance abuse. EAP services are provided through Ceridian Lifeworks. Consultants are available 24 hours a day, every day, all year long. Employees also can watch educational videos, read articles, email consultants, and find online resources at [Ceridian's website](#).