

# **ALVIN AILEY DANCE FOUNDATION (AADF) AND THE AILEY SCHOOL PRIVATE POLICY ON DRUG, TOBACCO AND ALCOHOL ABUSE**

## **I. STATEMENT OF POLICY / STANDARDS OF CONDUCT**

Alvin Ailey Dance Foundation (AADF) is a caring community committed to promoting the physical, intellectual, social, and ethical development of all individuals. The inappropriate use of alcohol and other drugs threaten the health and safety of students, employees, their families, fellow students, the general public, as well as adversely impairs performance. In addition to promoting health, safety and a positive learning and working environment, AADF is committed to preventing alcohol and other drug-related problems among all members of AADF's community.

The unlawful possession, use or distribution of alcohol or other drugs by anyone, either on AADF's property or at AADF sponsored activities, is prohibited. Any person who is determined to have violated this policy will be subject to intervention by AADF officials. (See the following description of AADF Sanctions, Section IV).

As a condition of employment, an employee of AADF must notify his/her supervisor if he or she is convicted of a drug-related offense involving the workplace within 5 days of conviction. AADF is required to notify the appropriated granting or contraction federal agency within 10 days of receiving notice of any such conviction. (Drug-Free Workplace Act of 1988, 34 CFR Part 88, Subpart F.)

This policy and its requirements are consistent with AADF's desire to promote health and safety and are in accordance with the requirements of the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act Amendments of 1989. AADF will continue its efforts to maintain an environment free from the unlawful possession, use, and distribution of alcohol and other drugs by adhering to the above. A copy of this policy shall be given to all members of AADF community.

Smoking is prohibited anywhere on AADF premises

## **II. LEGAL SANCTIONS GENERALLY**

Both Federal and State law make it a criminal offense to manufacture, distribute, dispense or possess with intent to manufacture, distribute, dispense or simply possess a controlled substance. See, Title 21 U.S. Code 801, et. seq. and New York State Public Health Law, 3306.

The New York State Penal Law makes it a criminal offense to possess with intent to sell, or actually sell various drugs. The drugs to which this law applies to marijuana and those listed in the schedules contained in the New York Public Health Law 3306.

The possible sanctions for violation of Federal or State Law depend upon the particular offense. The various offenses are premised upon aggravating factors including the type and quantity of drugs involved. Sanctions range from community service to a monetary fine and/or imprisonment.

It is a violation of New York State Penal Law 240.40 for a person to appear in public under the influence of narcotics or drugs other than alcohol, to the degree that he may endanger himself or other persons or property, or annoy persons in his vicinity. It is also a violation of New York State Law 260.20 (d) (4) for a person to give or sell an alcoholic beverage to a person less than twenty-one years old.

Any person who operates a motor vehicle while intoxicated or while his ability to operate such vehicle is impaired by the consumption of alcohol or by drugs, in violation of Vehicle and Traffic Law 1192, is subject to suspension or revocation of driving privileges in the state as well as a fine and possible imprisonment for up to 15 days and/or a monetary fine between \$250.00 and \$350.00, plus a 90-day license suspension.

### **III. HEALTH RISKS ASSOCIATED WITH ABUSE OF ALCOHOL, USE OF TOBACCO AND ILLICIT DRUGS**

#### **ALCOHOL**

Alcohol (ethanol) is toxic to the human body. It is a central nervous system depressant which slows bodily functions such as heart rate, pulse and respiration. Taken in large quantities, it progressively causes intoxication, sedation and unconsciousness (even death if consumed in large amounts). These effects are similar to those produced by other sedative-hypnotic drugs such as barbiturates and narcotics.

Alcoholics may be able to consume large quantities of alcohol without appearing to be drunk or uncontrolled. Nevertheless, alcoholism causes severe emotional, physical and psychological damage. Prolonged heavy drinking can damage various organs, resulting in disorders such as cirrhosis of the liver, heart disease, pancreatitis and cancer. It can also lead to gastrointestinal irritation (nausea, diarrhea, gastritis, ulcers), malnutrition, sexual dysfunctions, high blood pressure, lowered resistance to disease, and possible irreversible brain and nervous system damage. Alcoholism also leads to a wide variety of problems involving one's emotional, family, work and social life.

#### **TOBACCO**

More than 40 years ago the first report of the Surgeon General of the United States was issued on the impact of tobacco use on health. This report presented stark conclusions: that cigarette smoking causes lung cancer and is the most important cause of chronic bronchitis. The report also linked tobacco smoking with emphysema and other forms of cancer. The tobacco industry contested the report, arguing that there was no conclusive link between smoking and poor health. Since that time, however, the evidence supporting the conclusions reached in that landmark report continue to mount. The Department of Health and Human Services, the American Psychiatric Association and the World Health Organization have determined that nicotine, the chief component of tobacco, is a highly addictive drug.

#### **DRUGS**

Every drug is a potential poison which may cause disability and death if it is taken incorrectly into the body, consumed in wrong amounts or mixed indiscriminately with other drugs. Drugs cause physical and emotional dependence. Drugs and their harmful side effects can remain in the body long after use has stopped. The extent to which a drug is retained in the body depends on the drug's chemical composition, that is, whether or not it is fat-soluble. Fat-soluble drugs such as marijuana, phencyclidine (PCP), and lysergic acid diethylamide (LSD) seek out and settle in the fatty tissues. As a result, they build up in the fatty parts of the body such as the brain and reproductive system. Such accumulations of drugs and their slow release over time may cause delayed effects weeks, months and even years after drug use has stopped. There are many health risks associated with the use of illicit drugs and the abuse of alcohol including organic damage; impairment of brain activity, digestion, and blood circulation; impairment of physiological processes and mental functioning; and, physical and psychological dependence. Such use during pregnancy may cause spontaneous abortion, various birth defects or fetal alcohol syndrome. Additionally, the illicit use of drugs increases the risk of contracting hepatitis, AIDS and other infections. If used excessively, the use of alcohol or drugs singly or in certain combinations may cause death.

### **IV. INSTITUTIONAL SANCTIONS**

#### **Sanctions - Students**

Students are expected to comply with the Rules and Regulations of The Ailey School. Any student or employee found in violation of the rules and regulations set forth in this policy may be subject to disciplinary action. Sanctions may include admonition, warning, censure, disciplinary probation, restitution, suspension, expulsion, and/or complaint to civil authorities. A student who is experiencing difficulty with alcohol or chemical dependency may be referred to the School Administrator by faculty members or staff for referral for assistance through self-help organizations other outside intervention agencies.

## Sanctions - Employees

The unlawful manufacture, distribution, dispensation, possession or use of illegal drugs or other controlled substances and the unauthorized use of alcohol by AADF employees in the work place is prohibited. Employees found in violation of the Standards of Conduct referred to in this policy may be subject to discipline under the provisions of applicable contract or AADF personal policy. Any employee who violates this policy will be subject to disciplinary proceedings, and may be referred for prosecution by authorities. Sanctions that may be imposed include, in addition to those found in the various contracts, warning, suspension with, or without pay, termination of employment, verified attendance and successful participation in a drug/alcohol assistance program.

## V. DISTRIBUTION AND REVIEW OF THE POLICY

This policy will be distributed, in writing, annually to each employee of AADF and to each full time student.

## VI. AVAILABLE ALCOHOL, TOBACCO AND OTHER DRUG PREVENTION, COUNSELING, TREATMENT, AND REHABILITATION PROGRAMS

The Ailey School provides resources and referral services for all students confronted with a problem of drug and/or alcohol abuse. This resource list can be found in The Ailey School Student Handbook and in the Admissions Office. Employees may obtain information about such resources from the office of the Human Resources Generalist.

### OUTPATIENT

Alcoholic Anonymous  
Al-Anon  
Narcotics Anonymous  
Cocaine Anonymous  
Alcohol Council of NY

[www.aa.org](http://www.aa.org)  
[www.al-anon.alateen.org](http://www.al-anon.alateen.org)  
[www.na.org](http://www.na.org)  
[www.ca.org](http://www.ca.org)  
[www.alcoholism.org](http://www.alcoholism.org)

### NEW YORK CITY TREATMENT PROGRAMS

\*Phoenix House

800-378-4435 / [www.phoenixhouse.org](http://www.phoenixhouse.org)

\*Daytop Village (W. 83 St.)

800-232-9867 / [www.daytop.org](http://www.daytop.org)

Greenwich House:

Chemical Dependency Program

212-691-2900 [http://www.greenwichhouse.org/chemical\\_dependency/index](http://www.greenwichhouse.org/chemical_dependency/index)

Methadone Maintenance Treatment Program

212-677-3400 <http://www.greenwichhouse.org/mmt/index>

Mental Health Program

212-255-8980 [http://www.greenwichhouse.org/mental\\_health/index](http://www.greenwichhouse.org/mental_health/index)

*\*offer long term, in-patient rehabilitation services*

## VII. REVIEW PROCESS

AADF and The Ailey School will conduct a biennial review of its program to:

- Determine the effectiveness and implement changes if they are needed.
- Ensure that the sanctions outlined are consistently enforced.