

Policy Title: Alcohol and Drug Use	Category: Institutional Policies and Guidelines
Accountable Dean or Director: Senior Associate Dean for Student Affairs	
Reviewed By: Curriculum and Policy Subcommittee (CaPS)	Approved By: Executive Oversight Committee (EOC)
Effective Dates: AY2022/23	Review Dates: TBD

PURPOSE AND SCOPE:

To provide overview of policies and procedures related to alcohol and drug use and testing.

POLICY:

The following statement describes the Mount Sinai Health System’s policy regarding substance abuse for all employees, which include faculty, administration, house staff, students, graduate students, fellows, bargaining, and non-bargaining unit employees. The Icahn School of Medicine has a significant interest in ensuring that the work environment is free from the hazards to patients, employees, and visitors that are created due to the unauthorized use of alcohol, drugs, or controlled substances.

The illegal sale, manufacture, distribution, or unauthorized use of drugs or controlled substances off-duty, whether on or off the School of Medicine’s premises, or reporting to classes, clerkships, or laboratory research under the influence of unauthorized drugs or controlled substances may constitute grounds for immediate dismissal.

The unauthorized use or possession of alcoholic beverages on the Icahn School of Medicine’s premises or reporting to the School under the influence of alcohol also may constitute grounds for immediate dismissal.

The School of Medicine may choose to take appropriate disciplinary action up to and including termination or expulsion against anyone who has violated the above rules. In some cases, we may refer the individual in question to the institutional Inappropriate Use of Psychoactive Substances (IUPS) Committee to make recommendations for counseling, treatment and/or monitoring through Student/Trainee Mental Health or another agency. We are under no obligation to refer an employee or student who has violated the above rules to Student/Trainee Mental Health or to a rehabilitation program. You can find additional information about the IUPS and processes for students who have been found to abuse substances in this [institutional policy](#)

Any employee or student who is suspected of being under the influence of any alcoholic beverage or drug while on duty and who refuses to be medically evaluated or to release the results of such evaluation to the School of Medicine (as employer) or appropriate administrative officer of the School will be relieved from duty and will be subject to disciplinary action up to and including dismissal.

The Drug-Free Workplace Act of 1988 requires Mount Sinai, as a federal grant recipient and contractor, to certify that it provides a drug-free workplace. We accomplish this by 1) providing to each employee or student engaged in a federal grant or contracts a copy of The Health System's Drug-Free Workplace policy and statement, and 2) requiring that as a condition of employment under such a grant or contract the employee will:

- Abide by the terms of this statement.
- Notify the Director of Human Resources and Labor Relations or his/her designee of any criminal drug statute conviction for a violation occurring in the workplace no later than five (5) days after such conviction.

We have established a Drug-Free Awareness Program to inform all employees about the dangers of drug abuse in the workplace; our policy of maintaining a drug-free workplace; the availability of drug counseling, rehabilitation, and student/trainee mental health services; and the potential penalties for drug abuse violations.

I. Drug Testing

All incoming students are required to undergo drug/alcohol screening. Failure to undergo testing as requested may result in dismissal from the School. Drug/alcohol testing may be requested of any student, at any time, including:

- When behaviors impede the student's ability to perform the essential duties of a medical student and substance use is a concern.
- As directed by an administrative evaluation or fitness for duty evaluation.
- When any student returns from a leave of absence.
- When a student self-reports substance use.
- Required for ongoing monitoring.

II. Alcohol Policy—Levinson Student Center

The policy of the School of Medicine regarding alcoholic beverages in the Patricia and Robert Levinson Student Center is to maximize student use of the Center while assuring that clear policies are in place. Alcohol is permitted in the Student Center at events sponsored by student organizations or Departments within Icahn School of Medicine under the following circumstances:

- A student-run organization that is recognized by Student Council or a medical school department is sponsoring the event.
- No student or guest under the age of 21 will be served or permitted to consume any alcoholic beverage.
- Alcoholic beverages are not sold at the event.

- Alcohol will not be taken out of the Student Center into other areas of Mount Sinai.
- Alcohol will only be served by hired vendors with active liquor licenses or a student group/department that has obtained a temporary liquor license from the New York State Liquor Authority
- Serving alcoholic beverages will be in the context of serving food and non-alcoholic beverages.
- A specific student group or department must be identified as responsible for the event.
- The responsible party will monitor the event so that anyone who is clearly intoxicated is not served any more alcohol.
- If a person has become intoxicated, steps should be taken to try and help the individual sober up prior to leaving the party.
- The responsible party monitoring the event must make certain that any person that has become intoxicated will not be allowed to drive. The responsible party should provide cab fare and, if necessary, an escort to ensure that the person gets home safely.
- The Department of Medical Education cannot reimburse students or student groups for alcohol purchases.

Please [contact Student Affairs](#) for questions or concerns.

