



University of East-West Medicine

2015 Annual Campus Safety and Security Report

The Crime Awareness and Campus Security Act, more commonly known as the Clery Act, is contained (along with other security-related disclosure requirements) in section 485 of the Higher Education Act, codified at 20 U.S.C § 1092. It requires colleges and universities to keep records and report annually on the nature, date, time, and place of crimes occurring on campus, including hate crimes.

UEWM does not maintain dormitories or other facilities that are used outside of regular college hours. Sufficient faculty and staff are available throughout the building and grounds during business hours to reduce the likelihood of crime during school hours. Students and employees are encouraged to be vigilant and observant, and to protect themselves and each other by promptly reporting suspicious activity to proper authorities immediately. UEWM does not maintain a law enforcement department or employ a security force. It is each person's responsibility to report any incident of observed or suspected criminal activity by calling 911 and/or informing College personnel.

UEWM believes that individuals have the right to work, study, and learn in a safe and secure campus setting. The College and its students and employees share the responsibility of maintaining this atmosphere by taking reasonable precautions, being vigilant, and using a common sense approach to personal safety.

For more information, please go to the Sunnyvale Public Safety website at:

<http://sunnyvale.ca.gov/Departments/PublicSafety.aspx>

or (408) 730-7180

For City Wide crime statistics:

<http://sunnyvale.ca.gov/Departments/PublicSafety/PublicSafetyStatistics.aspx>

To Report a Crime:

<http://sunnyvale.ca.gov/Departments/PublicSafety/ReportingaCrime.aspx>

To View the UEWM Safety Report:

http://www.uewm.edu/doc/Crime_Data.pdf

For a list of sex offenders there are two sites to review. The State of California has one, but we would caution you not to use it. It is filled with pop-up advertising that may prevent you from getting to the information you want.

<http://meganslaw.ca.gov/>

The City of Sunnyvale's site is better

<http://www.city-data.com/so/so-Sunnyvale-California.html>

ALWAYS DIAL 9-1-1 for EMERGENCIES

Non-Emergency Dispatch Line:

(408) 730-7180

General Information:

(408) 730-7100

Address:

Department of Public Safety

700 All America Way

Sunnyvale, CA 94086

Lobby Hours:

M-F 8 a.m. - 5 p.m.

Sat. 12 p.m. - 4 p.m.

Crime Statistics and Data

The Campus Security Report includes statistics concerning the occurrence of offenses reported to campus security that occurred on campus, in or on non-campus buildings or property, policies regarding procedures to report crimes committed on campus, security of and access to campus facilities, and campus law enforcement. Data on campus crime used in the creation of the Annual Campus Security Report will be collected from internal UEWM incident reports and local Police Department records. To receive information, please ask a University administrator for a copy of the most current report or review the most current copy in the library when it becomes available.

Criminal Offenses - On Campus	2013	2014	2015
Murder	0	0	0
Negligent manslaughter	0	0	0
Sex offenses - Forcible	0	0	0
Sex offenses - Non-forcible	0	0	0
Incest	0	0	0
Statutory rape	0	0	0
Robbery	0	1	0
Aggravated assault	0	0	0
Burglary	0	0	0
Motor vehicle theft	0	0	0
Arson	0	0	0
Arrests - On Campus	2013	2014	2015
Weapons: carrying, possessing, etc	0	0	0
Drug abuse violations	0	0	0
Liquor law violations	0	0	0
VAWA Offenses-On Campus	2013	2014	2015
Domestic violence	0	0	0
Dating violence	0	0	0
Stalking	0	0	0
Unfounded Crimes-On Campus	2013	2014	2015
Total unfounded crimes	0	0	0
Hate Crimes - On Campus	2013	2014	2015
Murder	0	0	0
Negligent manslaughter	0	0	0
Sex offenses - Forcible	0	0	0
Sex offenses - Non-forcible	0	0	0
Incest	0	0	0
Statutory rape	0	0	0
Robbery	0	0	0
Aggravated assault	0	0	0
Burglary	0	0	0
Motor vehicle theft	0	0	0
Arson	0	0	0
Burglary	0	0	0
Motor vehicle theft	0	0	0
Disciplinary Actions- On Campus	2013	2014	2015
Weapons: carrying, possessing, etc	0	0	0
Drug abuse violations	0	0	0
Liquor law violations	0	0	0

Criminal Offenses - Non Campus	2013	2014	2015
Murder	0	0	0
Negligent manslaughter	0	0	0
Sex offenses - Forcible	0	0	0
Sex offenses - Non-forcible	0	0	0
Incest	0	0	0
Statutory rape	0	0	0
Robbery	0	0	0
Aggravated assault	0	0	0
Burglary	0	0	0
Motor vehicle theft	1	0	0
Arson	0	0	0
Arrests - Non Campus	2013	2014	2015
Weapons: carrying, possessing, etc	0	0	0
Drug abuse violations	0	0	0
Liquor law violations	0	0	0
VAWA Offenses- Non Campus	2013	2014	2015
Domestic violence	0	0	0
Dating violence	0	0	0
Stalking	0	0	0
Unfounded Crimes- Non Campus	2013	2014	2015
Total unfounded crimes	0	0	0
Hate Crimes - Non Campus	2013	2014	2015
Murder	0	0	0
Negligent manslaughter	0	0	0
Sex offenses - Forcible	0	0	0
Sex offenses - Non-forcible	0	0	0
Incest	0	0	0
Statutory rape	0	0	0
Robbery	0	0	0
Aggravated assault	0	0	0
Burglary	0	0	0
Motor vehicle theft	0	0	0
Arson	0	0	0
Burglary	0	0	0
Motor vehicle theft	0	0	0
Disciplinary Actions- Non Campus	2013	2014	2015
Weapons: carrying, possessing, etc	0	0	0
Drug abuse violations	0	0	0
Liquor law violations	0	0	0

SUNNYVALE DEPARTMENT OF PUBLIC SAFETY



RE: 2015 Campus Crime and Security Statistics – Jeanne Clery Act Request

This letter is in response to your request for statistics on Part One crimes from the Sunnyvale Department of Public Safety for 2015 for the address of 595 Lawrence Expressway and any public property within or immediately adjacent to and accessible from the campus (Adjacent Property 1080 Stewart Drive).

Information was taken from the Sunnyvale DPS Records Management System. Crime is reported to the agency, reviewed and coded into the FBI's established categories:

Part 1 Crime Type	2015 Count
Murder	0
Sex Offenses	0
Robbery	0
Aggravated Assault	0
Burglary	0
Motor Vehicle Theft	0
Theft	0
Arson	0
Hate Crimes	0
Liquor law violations	0
Drug law violations	0
Illegal weapons possession	0

Sincerely,

 Pamela Hagan
 Records Manager
 City of Sunnyvale
 Department of Public Safety
 (408)730-7163

"Providing Our Community With Fully Integrated Public Safety Services"
 Police - EMS - Fire

700 All America Way • Sunnyvale, CA 94086 • Main: 408-730-7100
 www.sunnyvale-ca.gov

Campus Crime Reporting

UEWM is committed to providing timely and appropriate response services for any reported incident regarding its student's safety in the campus.

http://www.uewm.edu/doc/Crime_Data.pdf

In determining whether a crime should be included in the annual crime report, UEWM asks the following three questions:

- a. Was the crime reported to our Campus Safety Officer Authority (CSO)?
- b. Is it a Clery-reportable offense?
- c. Did the crime occur in a Clery-reportable geographic area?

In preparing this report, UEWM requests the crime statistics from the Sunnyvale Public Safety Department. It is the responsibility of our CSO to report any crimes they become aware of to the UEWM President and/or the Sunnyvale Public Safety Department. Given other Clery requirements, such as the requirement to provide timely notices about crimes, and notification of emergency situations, it is important that Campus Safety reporting be performed promptly.

Policy Statements

The annual crime and fire safety reports will always contain this policy, these procedures, and practices. UEWM's statement of current campus policies and procedures on reporting criminal actions and other emergencies occurring on campus must be made in a timely manner to the campus administrator on duty at the time regarding the occurrence of crimes listed in the Clery Act. If the reporting student or staff member is not sure if it is a crime they are obligated to still report the incident immediately to the administrator on duty at the time of the incident.

Timely Warning Notice

The Clery Act requires UEWM to communicate a serious crime or emergency to the campus community in a timely way. This is a particularly important piece of the law, since the vast majority of complaints triggering Department of Education Clery audits are at least partially related to a failure to issue these notice. Timely warning notices must be considered for all Clery Act crimes that are (a) reported to a Campus Safety Authority or local police and (b) determined by the UEWM to represent a serious or continuing threat to students and employees.

Emergency Notifications and Response Testing

UEWM will distribute immediate emergency notification warnings to the campus community upon confirmation of a dangerous situation on campus involving an immediate threat to the health or safety of students or staff regardless of whether a crime is involved.

Examples of emergencies that would warrant such a notification include: an active shooter on campus, a riot, a bomb threat, a tornado, a fire, and similar situations involving active and substantial threats. Also, UEWM will conduct yearly tests of emergency response and follow-through activities designed for assessment and evaluation of emergency plans and capabilities.

Confidential Reporting

UEWM makes every attempt to protect individual privacy, it still has a responsibility to report certain crimes and to provide "timely warnings" to its students and its staffs. This is done without providing the names of victims. However, there may be instances where the Campus Safety Officer (CSO) and UEWM officials cannot honor a request for complete "confidentiality" because of their duty to report.

Fire Safety and Missing Persons

Fire Safety

UEWM does not have on-campus residential facilities; therefore, it is not required for the school to publish a fire safety report, which would include fire statistics and a description of each fire safety system, as well as seven fire-related policy statements. The single building in use by UEWM overhead fire sprinklers which are inspected every two years and fire extinguishers every year.

The institution's academic facility has posted exit signs throughout the building and also shows gathering areas outside the building. As mentioned above the entire building has an overhead sprinkler system so the likelihood of a major fire consuming the building is highly unlikely. If there is a small fire there will be water damage not fire damage and everyone will have sufficient time to leave the building including the handicapped.

Missing Person

Report all missing persons to the UEWM Registrar who will contact the student's emergency contacts and will escalate the missing notification and call the Sunnyvale Public Safety Office (police). After an investigation has determined that a student is missing, the institution will make a notification to the staff and students, depending on whether they are over or under 18 years of age.

Emergency Response and Evacuation

When the building is ordered to be evacuated for any reason, occupants will be instructed to follow specific life safety guidelines, not to use elevators and to evacuate by the nearest, safe point of egress. Occupants will be instructed to exit the building and proceed to a pre-designated evacuation area or rally point as identified in the Campus Emergency Response Plan. All UEWM staff has responsibilities during an evacuation including assisting those with disabilities. UEWM's emergency response and evacuation procedures will be tested annually. A floor plan of the building outlining the evacuation process is posted at critical points of the building.

Sexual and Other Unlawful Harassment Prevention Policy:

UEWM provides a safe working and educational environment that is free of sexual and other unlawful harassments and protects our students and staffs from such act(s). Sexual harassment is unlawful under the Title IX of the 1972 Education Amendments, Title VII of the Civil Rights Act of 1964, and the California Fair Employment and Housing Act. Any harassment, threat or offer by any employee of the university to 28 condition any aspect of a student's academic performance, reputation or standing upon the provision of sexual favors is prohibited. Any other harassment of any member of the campus community by any other member resulting in the creation of an offensive, intimidating or hostile academic or employment environment is similarly prohibited.

Sanctions

UEWM has instituted a number of measures designed to protect its community from sexual and other forms of harassment. UEWM will take all appropriate measures to address any harassment complaint received. If an individual is found to be in violation of sexual misconduct, the individual may be suspended, expelled or in some cases, might be criminally prosecuted in the court of law. This policy applies to UEWM students, staffs, faculty and administrators, independent contractors and all other individuals involved in the institution. Individuals who know of harassment, or believe that they have been harassed, in violation of this policy have access to the information detailed below and are encourage to exercise these process.

Victims of sexual assault or rape are encouraged to:

- *Dial 911 and report the incident to local law enforcement*
- *Report the incident to a UEWM personnel*
- *Get immediate medical treatment as soon as possible, including the collection and preservation of evidence.*

If a student believes they have been assaulted or sexually harassed by any member of UEWM community or while participating in a UEWM sponsored activity, he/she is urged to bring the matter to the immediate attention of the Dean of Academic Affairs or the President of the University. When an instance of sexual assault or harassment on campus is reported, the UEWM counselor will work closely with the student(s) involved. UEWM does not have specifically trained sexual assault counselors on campus.

Persons involved in a sexual assault incident will be referred to the highly trained YWCA and BAWAR counselors and personnel. The local agencies Young Women Christian Association (YWCA) and Bay Area Women Against Rape (BAWAR) have agreed to accept referrals in such cases. They YWCA and BAWAR counselors will inform the student as to his/her options, and if necessary, accompany him/her to the hospital and/or law enforcement agency as is appropriate. Please the UEWM sexual assault guideline booklet for more information, available in the Administrative Office.

University Service Line: 408-733-1878

YWCA 24-Hour Service Line: 408-287-3000

BAWAR 24-Hour Service Line: 510-845-7273

UEWM's DRUG And Alcohol FREE CAMPUS Policy and Procedures

What is the purpose of UEWM's Drug-Free Campus?

The purpose of the Drug-Free Campus is to implement a drug prevention program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by all students and employees on the University's premises or as part of any of its activities. In order to promote healthy living and demonstrate to our patients we live the life we preach we must have a drug and alcohol free campus.

UEWM's drug prevention program includes the following:

(a) UEWM will distribute annually in writing to each employee, and to each student who is taking one or more classes for any type of academic credit except for continuing education units, regardless of the length of our student's program or course of study our DAA program policy.

(1) UEWM's Standards of Conduct absolutely prohibit the unlawful possession, use, or distribution of illicit drugs and/or any use of alcohol by students and employees on its property or as part of any of its activities. If an employee or student is found to do so this the process that follows:

Students: UEWM will impose disciplinary sanctions on students and employees (consistent with local, State, and Federal law). Depending on the severity of the drug or alcohol violation, UEWM will counsel the student or employee on the first offense, place a note in the student's academic file but not on their transcript unless the act is egregious. **((a)(1) of this section)** Entering into a professional rehabilitation program may be required by the Dean or Vice President at the student's expense if there is an expense. (Note: the above reference to services may actually be free. The student or employee will be required to bring letter from the counsellor or clinic stating they are clean and sober and in remission. Second offenses or willful egregious acts will result in up to and including expulsion or termination of employment and referral for prosecution, for violations of the standards of conduct. For the purpose of this section, a disciplinary sanction may include the completion of an appropriate rehabilitation program.

Employees: UEWM will impose disciplinary sanctions on employees (consistent with local, State, and Federal law). Depending on the severity of the drug or alcohol violation, UEWM will counsel the employee on the first offense, enter into a professional rehabilitation program may be required by the Director of Human Resources or Vice President at the Employee's expense if there is an expense. (Note: the above reference to services may actually be free. The employee will be required to bring letter from the counsellor or clinic stating they are clean and sober and in remission. Second offenses or willful egregious acts will result in up to and including expulsion or termination of employment and referral for prosecution, for violations of the standards of conduct. For the purpose of this section, a disciplinary sanction may include the completion of an appropriate rehabilitation program. (2) A description of the applicable legal sanctions under local, State, or Federal law for the unlawful possession or distribution of illicit drugs and alcohol;

Federal Penalties and Sanctions for Illegal Possession of Controlled Substances

- 21 U.S.C. § 844(a)
- 1st Conviction: Up to 1 year imprisonment and fine of at least \$1,000 or both.
- After 1 prior drug conviction: At least 15 days in prison, not to exceed 2 years and fine of at least \$2,500.
- After 2 or more prior drug convictions: At least 90 days in prison, not to exceed 3 years and fine of at least \$5,000.
- Special sentencing provisions for possession of crack cocaine: Mandatory minimum 5 years in prison, maximum 20 years and minimum fine of \$1,000, if:
 - ❖ 1st conviction and the amount of crack possessed exceed 5 grams.
 - ❖ 2nd crack conviction and the amount of crack possessed exceed 3 grams.
 - ❖ 3rd or subsequent crack conviction and the amount of crack possessed exceeds 1 gram.
- 21 U.S.C. § 853(a) (2) and 881(a) (7)
 - o 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 1 year imprisonment.
- 21 U.S.C. § 881(a) (4)
 - o Forfeiture of vehicles, boats, aircraft or any other conveyance used to transport or conceal a controlled substance.
- 21 U.S.C. § 844(a)
 - o Civil fine of up to \$10,000.
- 21 U.S.C. § 862
 - o 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.
- 18 U.S.C. § 922(g)
 - o Ineligible to receive or purchase a firearm.

State Penalties and Sanctions for Illegal Possession of Controlled Substances

The framework for the regulation of most drugs, also called controlled substances, is set out in the California Uniform Controlled Substances Act. Generally, as of February 2006, it is a criminal offense:

- To illegally manufacture, sell, distribute, or possess controlled substances listed in the California Uniform Controlled Substances Act.
- To possess, cultivate, sell or possess for sale marijuana.
- To use or be under the influence of a controlled substance.
- To transport, sell, or distribute marijuana to a minor or to use a minor to transport, sell, or distribute marijuana.
- To provide any alcoholic beverage to a person under 21 or to any obviously intoxicated person.
- To be under the influence of alcohol in a public place and unable to exercise care for one's own safety or that of others.
- For persons under 21, to have any container of alcohol in any public place or any place open to the public.
- To operate a motor vehicle while under the influence of alcohol or other intoxicants or with a blood alcohol level of 0.08% or higher.
- For any person under the age of 21 to operate a motor vehicle with a blood alcohol level of 0.05% or higher.
- To have an open container of alcohol in a motor vehicle and for persons under 21 to drive a vehicle carrying alcohol or to possess alcohol while in a motor vehicle.
- To have in one's possession or to use false evidence of age and identity to purchase alcohol.
- For any person under the age of 21 to purchase alcohol.

Sunnyvale Codes Concerning Alcohol and Illicit Drugs

<http://qcode.us/codes/sunnyvale/>

9.66.010. Alcoholic beverages—Drinking and open containers in public.

http://qcode.us/codes/sunnyvale/view.php?topic=9-9_66-9_66_010&frames=on –

(a) It is unlawful for any person to drink any alcoholic beverage upon any public right-of-way (including the street, park-strip, sidewalk and public property up to the private property line), lane, alley, public park and other public property unless the consumption of alcoholic beverages is expressly permitted for that location pursuant to a permit or ordinance and the consumption is in conformance with the terms of that permit or ordinance, or except as may be otherwise authorized by the city.

(b) It is unlawful for any person to possess any can, bottle or other container of any alcoholic beverage which has been opened, or a seal broken, or the contents of which has been partially removed, upon any public right-of-way (including the street, park-strip, sidewalk and public property up to the private property line), lane, alley, public park or other public property unless the consumption of alcoholic beverages is expressly permitted for that location pursuant to a permit or ordinance and the possession is in conformance with the terms of that permit or ordinance, or except as may be otherwise authorized by the city, or the possession is expressly allowed by a preemptive state law.

(c) It is unlawful for any person to drink or possess an open container of any alcoholic beverage while upon any private parking lot open to the public unless expressly permitted by the owner or operator of the private parking lot in conformance with a permit or ordinance or as otherwise authorized by the city.

(d) This section is intended to have no application to situations which would invoke application of state laws, including, but not limited to, restrictions on the drinking, possession or storage of an open receptacle containing an alcoholic beverage while a person is in a motor vehicle upon a highway (California Vehicle Code Sections 23121, 23122 and 23123), or restrictions on the possession of an intoxicating liquor by a person under the age of twentyone on a public street or highway or on any public place or in any place open to the public (California Business and Professions Code Section 25662). (Ord. 2505-95 § 1).

9.66.020. Violation.

(a) Any person violating any provision of this chapter shall be guilty of an infraction, and if convicted, shall be fined in accord with Government Code Section 36900, as determined by a court of competent jurisdiction.

(b) Each day any violation of this chapter occurs shall constitute a separate offense. (Ord. 2505-95 § 1).

Getting Help **Employees** who are concerned about substance use, abuse, and rehabilitation are strongly encouraged to contact their family physicians.

Provision of Pastoral Counselors

Counseling In accordance with the Clery Act regulations, Campus “Pastoral Counselors” and Campus “Professional Counselors”, when acting as such, are not considered to be a campus security authority and are not required to report crimes for inclusion into the annual disclosure of crime statistics. The Institution contracts with Talk One-2-One, a free service, which provides confidential professional counseling via the telephone 24 hours per day, 7 days a week.

This service can be reached at 888-617-3362. The Talk One-2-One counselor may refer a student for limited visits with an area network mental health provider or assist the student with locating resources within the community. As a matter of policy, the counselors are encouraged; if and when they deem it appropriate, to inform persons being counseled of the procedures to report crimes on a voluntary, confidential basis for inclusion into the annual crime statistics San Jose SMSA or the University Crime statistics found online on the University website. The National Institute on Drug Abuse Hotline (1.800.662.4357) is available from 8:00 a.m. to 2:00 a.m., Monday through Friday and from 11:00 a.m. to 2:00 a.m. on weekends.

(3) A description of the health risks associated with the use of illicit drugs and the abuse of alcohol;

(4) A description of any drug or alcohol counseling, treatment, or rehabilitation or re-entry programs that are available to employees or students;

Employees and Students

We are fortunate in Santa Clara County to have all the resources available for drug or alcohol counseling, treatment, or rehabilitation or re-entry programs listed in ONE place on the internet. Additionally there is a toll free number you can call where they will direct you to the service provider needed. The phone number is 1-800-488-9919. The website is:

<http://www.sccgov.org/sites/dads/Pages/Department-of-Alcohol-and-Drug-Services.aspx>

and

UEWM will impose disciplinary sanctions on students and employees (consistent with local, State, and Federal law).

Depending on the severity of the drug or alcohol violation, UEWM will council the student or employee on the first offence, place a note in the student’s academic file but not on their transcript unless the act is egregious. *((a)(1) of this section)* Entering into a professional rehabilitation program may be required by the Dean or Vice President at the student’s expense if there is an expense. (Note: the above reference to services may actually be free. The student or employee will be required to bring letter from the counsellor or clinic stating they are clean and sober and in remission. Second offenses or willful egregious acts will result in up to and including expulsion or termination of employment and referral for prosecution, for violations of the standards of conduct. For the purpose of this section, a disciplinary sanction may include the completion of an appropriate rehabilitation program.

Legal Sanctions

The unlawful manufacture, distribution, dispensation, possession, and/or use of controlled substances or alcohol is regulated by a number of federal, state and local laws. These laws impose legal sanctions for both misdemeanor and felony convictions. Criminal penalties for convictions can range from fines and probation to denial or revocation of federal benefits (such as student loans) to imprisonment and forfeiture of personal and real property.

All incoming/current students and incoming/current employees are required to be given a copy of the standards of conduct and the statement of disciplinary sanctions, after October 1 of each year. UEWM will notify employees and its students that UEWM is in compliance with the standards of conduct each year. A digital copy will be posted for students on the website, and a hard copy will be distributed. *(b) UEWM will conduct and biennial review this DAA program during every odd numbered year beginning in 2015. The purpose of the review is to:*

- (1) Determine its effectiveness and implement changes to the program if they are needed; and*
- (2) Ensure that the disciplinary sanctions are consistently enforced.*

UEWM's program for all students includes the following:

- (a) The average age of UEWM students is 49. The school is a professional graduate medical University. While our regular curriculum includes healthy living for a long life and the protection of our organs and muscles our drug and alcohol education and prevention programs addresses the legal, social, and health consequences of drug and alcohol use and provides information about effective techniques for resisting peer pressure to use illicit drugs or alcohol for all students in all levels or degree programs of UEWM operated or served by UEWM.
- (b) Students are not to use or possess illicit drugs or use alcohol to excess since this is wrong and harmful to the body and a poor example to your patients.
- (c) Students are clearly prohibited from the unlawful possession, use, or distribution of illicit drugs and alcohol on UEWM premises or as part of any of its activities.
- (d) UEWM will impose disciplinary sanctions on students and employees (consistent with local, State, and Federal law).

Depending on the severity of the drug or alcohol violation, UEWM will counsel the student or employee on the first offence, place a note in the student's academic file but not on their transcript unless the act is egregious. Entering into a professional rehabilitation program may be required by the Dean or Vice President at the student's expense if there is an expense. (Note: the above reference to services may actually be free. The student or employee will be required to bring letter from the counsellor or clinic stating they are clean and sober and in remission. Second offenses or willful egregious acts will result in up to and including expulsion or termination of employment and referral for prosecution, for violations of the standards of conduct required by paragraph. For the purpose of this section, a disciplinary sanction may include the completion of an appropriate rehabilitation program.

- (e) Information about any drug and alcohol counseling and rehabilitation and re-entry programs that are available to students.

Employees

UEWM's program for all employees must, at a minimum, include the following:

- (a) The standards of conduct for UEWM employees clearly prohibits, at a minimum, the unlawful possession, use, or distribution of illicit drugs and alcohol on school premises or as part of any of its activities.

- (b) UEWM will impose disciplinary sanctions on s employees (consistent with local, State, and Federal law).

Depending on the severity of the drug or alcohol violation, UEWM will counsel the employee on the first offense, enter into a professional rehabilitation program may be required by the Director of Human Resources or Vice President at the Employee's expense if there is an expense. (Note: the above reference to services may actually be free. The employee will be required to bring letter from the counsellor or clinic stating they are clean and sober and in remission. Second offenses or willful egregious acts will result in up to and including expulsion or termination of employment and referral for prosecution, for violations of the standards of conduct. For the purpose of this section, a disciplinary sanction may include the completion of an appropriate rehabilitation program.

- (c) Information about any drug and alcohol counseling and rehabilitation and re-entry programs that are available to employees.

We are fortunate in Santa Clara County to have all the resources available for drug or alcohol counseling, treatment, or rehabilitation or re-entry programs listed in ONE place on the internet. Additionally there is a toll free number you can call where they will direct you to the service provider needed. The phone number is 1-800-488-9919.

UEWM Policy and Procedure Links

Campus Safety Plan

<http://www.uewm.edu/students/safety-plan>

UEWM Drug & Alcohol Free Campus Policy

<http://www.uewm.edu/students/drug-free>

Violence Against Women Act (VAWA)

<http://www.uewm.edu/students/vawa>

Annual consumer Information

<http://www.uewm.edu/students/consumer>

Title IX Disclosure

<http://www.uewm.edu/students/disclosure>