

Lamont-Doherty Earth Observatory
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October 14, 2003

To: Science Party Members

Subj: Drug and Alcohol Policy -R/V MAURICE EWING

The Office of Marine Affairs at Lamont-Doherty Earth Observatory supports a policy of ZERO Tolerance. The use, possession, distribution, or any other activities involving alcohol, illegal drugs or controlled substances on board the R/V MAURICE EWING is prohibited. This will result in relief of duties, removal from the vessel at first opportunity, and a letter to your home institution.

In the event of a "serious marine incident" as defined by the Code of Federal Regulations, all individuals involved in the incident will be subject to drug and alcohol testing.

Anyone purchasing an alcoholic beverage as a gift or souvenir must make arrangements in advance with the Captain to have it placed in locked storage under the Captain's control until the individual signs off on completion of assignment or departs the ship on completion of the cruise.

Paul Ljunggren
Marine Superintendent

enclosures

**Extract from the
Code of Federal Regulations**

33CFR95.020

An individual is intoxicated when:

- a.... *
- b. The individual has an alcohol concentration of 0.04 percent by weight or more in their blood.
- c. the effects of the intoxicant(s)** consumed by the individual on the person's manner, disposition, speech, muscular movement, general appearance or behavior is apparent by observation.

Note:

* This sub paragraph deals with recreational boaters.

**Intoxicant is defined by the CFR's as any form of alcohol, drug, or combination thereof.

604 - Drugs and Alcohol

Category: OPERATING POLICIES

Issued: January 1, 1993

Responsible Office: Employee and Labor Relations 870-2801

In compliance with the federal requirement for a drug policy, this also defines Columbia's formal policy on alcohol abuse at the workplace.

The unlawful manufacture, distribution, dispensation, possession, or use of a "controlled substance" in a University workplace by any Columbia faculty or staff member is prohibited.

Faculty and staff may not report to work, or remain at work while under the influence of either a controlled substance or while impaired by the use of alcohol.

It is a condition of employment that each University employee will abide by the terms of this Policy. In addition, each employee must notify the University's Vice President for Personnel Management within 5 days of "conviction" for a violation of any "Criminal Drug Statute." (Notification should be sent directly to the Office of the Vice President, 311 Dodge Hall, Columbia University, New York, New York 10027).

Any employee who violates this Policy will be subject to serious disciplinary action up to and including termination of employment.

Within 30 days of receiving notice from an employee of a conviction, the University will take appropriate disciplinary action. This action can include termination of employment, and/or require the employee to satisfactorily participate in a drug assistance or rehabilitation program approved for such purposes by a Federal, State or local health, law enforcement or other appropriate agency.

Columbia has established awareness programs to educate employees on:

- a. the dangers of drug and alcohol abuse in the workplace;
- b. the University's policies pertaining to a drug-free workplace; and
- c. the availability of confidential assistance, seminars and other programs through the Health Services and Employee Relations Departments.

Definitions as used in this Policy Statement

- a. The term "controlled substance" refers to a controlled substance as defined in schedules I through V of Section 202 of the Controlled Substances Act, 21 U.S.C. 812, and as further defined in regulation at 21 CFR 1308.11-1308.15.

- b. The term "University workplace" refers to any site at which faculty and staff perform work for the University, whether or not such site is owned by Columbia University.

- c. The term "conviction" is defined as a finding of guilt (including a plea of nolo contendere) or imposition of sentence, or both, by any judicial body charged with the responsibility to determine violations of the Criminal Drug Statutes.

- d. The term "Criminal Drug Statute" refers to a criminal statute involving the manufacture, distribution, dispensation, possession or use of any controlled substance.