ALCOHOL COMMUNITY GUIDE



PATERSON COALITION AGAINST SUBSTANCE ABUSE

MONTCLAIR STATE UNIVERSITY

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Introduction

As part of a united effort to end underage drinking within the city of Paterson, NJ, Paterson Coalition Against Substance Abuse (P-CASA), along with community stakeholders, have been actively engaged in initiatives and policy changes to empower the community to build a safe, healthy and drug-free Paterson.

We are providing this guide to give insight on the different programs, methods for community involvement, and policies and ordinances that are in place to keep our youth safe. Included are evidence-based interventions that have been found to be effective in preventing alcohol consumption. Most importantly, specific data for the city of Paterson is included to bring awareness to the dangers of underage drinking.

The purpose of this guide is to not only inform, but aid others who want to make a change in our community. We are providing in this guide relevant tools, resources, and references to further the efforts in empowering the community and creating a safe, healthy and drug-free Paterson.

Underage Drinking

30% of Paterson youth drank alcohol before the age of 13. Youth who drank alcohol were 3x more likely to smoke marijuana by age 14 (P-CASA, 2015). Alcohol is the

most commonly
abused drug
among youth in
the United
States¹ (CDC,
2015).



AGAINST SUBSTANCE ABUSE

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Key Components for Prevention

Parent and Family Involvement

It is important to focus on improving parent-child relations using positive reinforcement, listening, and communication skills, and problem solving². Strong family bonds and active involvement between children and parents is key to developing essential skills that can be instilled in our youth.

School Involvement

School programs focus providing can on developmentally appropriate information about alcohol and other drugs. Youth will be able to develop personal, social and resistance skills through interactive teaching techniques that can occur over multiple sessions, over many years². Some examples of resistance skills are: learning to say "NO" and knowing when to leave a dangerous situation. Teacher training and support on cultural sensitivity can also lead to more active students with wider community involvement.



Individual and Peer Involvement

A great way to build life and communication skills is to involve youth in extracurricular activities². It is important for teens to have active and engaged role models to guide them toward positive choices. Being an active support system for young people, knowing what they are doing, and who they are making friends with³, demonstrates continued appreciation and care.

Community Involvement

Community efforts to reduce underage drinking include school prevention campaigns and, community meetings that bring neighborhood stakeholders together for a common purpose². For example, P-CASA coalition meetings and town hall meetings. One of the most important aspects is working together as a united community to pool resources.

Government Involvement

To improve public health surveillance on underage drinking and move on our initiatives we need the support of our city officials. We also need to implement policies that are consistent with nationwide, statewide and local substance use campaigns² to prevent underage drinking.

State Laws

Youth Impact

113-16 Consumption and purchase of alcoholic beverages by minors prohibited⁴

Minors may not consume any alcoholic beverage on locations that are licensed to sell alcohol. Minors may not attempt to purchase or have another purchase any alcoholic beverage for them.

113-17 Misstating age prohibited⁴

A person may not make false statements about his/her age or the age of any other person for the purpose of convincing any employee of a licensed alcohol establishment to sell, serve or deliver any alcoholic beverage to a minor.

Providing Alcohol to Persons Under 21⁵

It is a criminal offense in the State of New Jersey (2C:33-17a) to serve alcohol to anyone under the legal age of 21. There is a fine of up to \$1,000 and/or up to 6 months imprisonment.



Community Impact

<u>102-1</u> Advertisement of alcoholic beverages or tobacco products unlawful in certain areas.⁴

It is unlawful for any person, partnership, corporation, business association or any other entity to display a tobacco or alcoholic beverage advertisement in a publicly visible location on or within 1,000 feet of the perimeter of any school property within the City of Paterson.

113-1 Number of plenary retail consumption licenses issued⁴

Plenary retail consumption licenses authorizes the sale of alcoholic beverages on licensed locations (premises) by the glass or other open container, as well as, the sale of packaged alcohol goods. The number of these licenses outstanding in the city at the same time should not exceed 300.

Social Host Civil Liability-N.J. Rev. Stat. § 2A:15-5.6⁶

Social hosts that are of legal age to purchase and consume alcoholic beverages are responsible for any injuries or property damages those results from carelessly providing alcoholic beverages to another person. They may be held responsible if they willfully and knowingly provide alcohol to a person who was visibly intoxicated in their presence or a person who may be intoxicated and may put others in danger. If host provided alcohol to an individual that was intoxicated and therefore became a victim of a vehicle accident, host may be held responsible.

Local Law and Ordinance

113-7 Hours and Days of Sale⁴

No licensed alcohol establishment can sell, serve, deliver or allow the sale, service or delivery of any alcoholic beverage or allow the consumption of any alcoholic beverage on the licensed premises between the following hours on the following days:

(1) On weekdays, between the hours of 3:00 a.m. and 7:00 a.m.

(2) On Sundays, between the hours of 3:00 a.m. and 11:00 a.m.

On New Year's Day when it is a Sunday, between the hours of 5:00 a.m. and 1:00 p.m.

113-26 Possession or Consumption Prohibited in Private Property^{4,7}

Minors may not knowingly possess or knowingly consume an alcoholic beverage on private property within the City of Paterson with some exceptions. A fine not exceeding five hundred dollars (\$500), or by a period of community services for not more than forty (40) hours, or any combination.

181-2 General hours; terms defined; alcoholic beverages

Generally: Places of commerce located specified street areas, generally may operate in the City of Paterson during only from 5:00 a.m. to 12:00 midnight.

Place of commerce: Any business where goods or services are offered in exchange for payment, economic gain, or paid membership (other than membership in a charitable or benevolent organization). A place of commerce shall include, but shall not be limited to, a store, a restaurant, a take-out restaurant, a cafe, a market, a barber shop, or a place of entertainment or amusement.



Regulation

Why Regulate Alcohol Outlets?

An alcohol outlet is a place where alcohol may be legally sold for the buyer to drink there (on-premises outlets, such as bars or restaurants) or elsewhere (off-premises outlets, such as liquor stores). Regulation of establishments can take many forms. For example, bans against alcoholic beverages, limitations on days and hours alcohol can be sold, and holding alcohol establishments responsible for injuries and damages. The following strategies are currently in place in the city of Paterson and the importance for these strategies comes from valuable research done to reduce excessive alcohol consumption overall, but most importantly underage drinking.

Evidence based strategies:

Maintaining limits on days and hours of sale

Limiting the days and, or hours when alcohol can be sold is intended to prevent excessive alcohol consumption and related harms by regulating access to alcohol. These limits may apply to alcohol outlets in which alcohol may be legally sold for the buyer to drink at the place of purchase (on-premises outlets, such as bars or restaurants) or elsewhere (off-premises outlets, such as liquor stores). In the United States, policies may be made at the state level and at local levels in places not prohibited by state pre-emption laws (when a law passed by a state legislature takes superiority over an ordinance passed by local government⁹).

Some recommendations:

- Limiting days of sale target weekend days (usually Sundays)
- Maintaining existing limits in response to efforts to expand hours of sale
- Expanding current limits on hours of sale

Dram Shop Liability

This intervention would allow the owner or server of a retail alcohol establishment where a customer recently consumed alcoholic beverages to be held legally responsible for the harms inflicted by that customer. Examples of such harms may include death, injury or other damages as a result of an alcohol-related car crash. From studies assessed: most found a reduction in alcohol related motor vehicle fatalities.

Regulation: Alcohol Density

Alcohol Policy Brief: Highlights

*see appendix for full brief, additional data and recommendations

Alcohol Outlet Density in Paterson, New Jersey

According to the New Jersey Division of Alcoholic Beverage Control (ABC), a municipality may issue one consumption license for every 3,000 of its population; and regarding the sale of alcohol for off-premise consumption, a municipality may issue one license for every 7,500 of its population. Based on these parameters, the city of Paterson, New Jersey, with 145,948 residents, should not exceed a total of 49 consumption licenses (restaurants and bars), and 19 off-premise licenses (liquor stores and bodegas). As of May 2015, Paterson has 200 liquor-selling establishments, including both on-and-off premise locations); and this figure exceeds the NJ Division of ABC guidelines for the number of alcohol outlets in a given municipality by almost three times.



Regulation: Enforcement

Enforcement Laws

Law enforcement initiatives often involve two components. The first is to notify alcohol beverage outlets of enforcement plans in order to foster the awareness essential for effective deterrence. The second is to provide information or training to help outlet managers and staff comply with over-service laws by learning how to better recognize intoxicated customers and by providing strategies to prevent over-service.

Community Policing

Community police enforcement is a method to both enforce laws and educate citizens. The Community Oriented Policing services (COPS) was established nationally in 1994. Community policing relies on police officers that are assigned to specific hotspots to familiarize themselves with the area and make a presence. The program aims to reduce violence while creating a strong relationship with the community and bringing community leaders together to achieve a common goal¹⁰. The program allows individuals to participate and have a voice in the



improvement of their neighborhood. In this way, it is much easier for individuals to understand and accept why certain enforcement based initiatives are implemented and needed, when an understanding is reached between community and law enforcement. Some of the programs, strategies and initiatives that the Paterson Community Policing Program has adapted are: 1) Stop, Park and Talk (SPT); 2) education based training initiatives; 3) anti-violent crime deployments; and 4) special operations, increase presence of foot patrol¹¹.

Checklist for policy indicators for alcohol: What does Paterson have?

Alcohol- Public Policies		
	Yes	No
Exercise taxes (local)		х
Limits on hours or days of sale	x	
Restrictions of density, location or types of outlets	х	
Mandatory server training and licensing		Х
Dram shop and social host liability	х	
Restrictions on advertising and promotion	х	
Mandatory warning signs and labels		х
Restrictions on consumption in public places	х	
Prevention of preemption of local control of alcohol regulation (home rule)		х
Minimum bar entry age	х	
Keg registration/tagging ordinances		х
Compulsory compliance checks for minimum purchase age and administrative	х	
penalties for violation		
Establishment of minimum age for sellers	x	
Alcohol- Organizational policies		1
	Yes	No
Restrictions on alcohol advertisements (media)	х	
Restrictions on alcohol use at work and work events (businesses)		Х
Restrictions on sponsorship of special events (communities, stadiums)		Х
Police walkthroughs at alcohol outlets	х	
Undercover outlet compliance checks (law enforcement agencies)		Х
Responsible beverage service policies (outlets)	х	
Mandatory checks of age identification (businesses)	х	
Server training (businesses)		Х
Incentives for checking age identification (businesses)	х	
Prohibition of alcohol on school grounds or at school events (schools)	х	
Enforcement of school policies (schools)	х	
Prohibition of beer kegs on campus (colleges)	х	
Establishment of enforcement priorities against adults who illegally provide alcohol to	х	
youth		
Sobriety checkpoints (law enforcement agencies)	Х	
Media campaigns about enforcement efforts (media)		х
Identification of source of alcohol consumed prior to driving-while-intoxicated arrests		х
(law enforcement agencies)		

What needs to be done?

Evidence Based Strategies:

Increasing Alcohol Taxes

Alcohol taxes affect the price of alcohol and are intended to reduce alcohol-related crimes and raise revenue. Alcohol taxes are beverage-specific (i.e., they differ for beer, wine and spirits) and implemented at the state and federal levels. These taxes are based on the amount of beverages purchased and not on the price per item. Therefore, the effect of alcohol taxes can erode over time due to inflation if not regularly adjusted.

Enhanced Enforcement of Laws: Prohibiting Sales to Minors

Enhanced enforcement programs initiate or increase the frequency of retailer compliance checks for laws against the sale of alcohol to minors in a community. Retailer compliance checks, or "sting operations," are conducted by, or coordinated with local law enforcement or alcohol beverage control (ABC) agencies, with violators receiving legal or administrative sanctions.

Limiting hours of sale

Current local ordinances on limits of time and days of operation in Paterson are as follows: *Weekdays: between the hours of 3:00 a.m. and 7:00 a.m. Sundays: between the hours of 3:00 a.m. and 11:00 a.m.* It is recommended to reduce the hours of operation establishments are open in Paterson, NJ. Neighboring townships like Woodland Park, have established a time of 2:00 am and 7:00 am for when alcohol may not be sold. A reduction of just one hour may make a great difference in crime rate and reduce alcohol consumption. Some studies have shown that the extension of alcohol hours correlated with an increase in alcohol consumption. A similar ordinance in Paterson that limited hours for places of commerce showed a decrease in non-fatal shootings in those areas by nearly 71%.

What have we done?

As a result of the constant involvement in our community, The Paterson Coalition Against Substance (P-CASA) and all members of the coalition have achieved in guiding Paterson toward a healthy, drug-free community. The following are items we have accomplishments in our efforts to address underage drinking.

TIPS Training®: Training for Intervention Procedures



Tips Training **®** for businesses and organizations is an effective way of educating participants on responsible alcohol

consumption. The focus of TIPS is to educate participants on responsible alcohol consumption. TIPS training provides real life" information about the facts of alcohol and encourages employees to recognize these patterns and to act accordingly with the confidence to handle these situations. Businesses and organizations that use TIPS benefit immediately by lowering risk and creating a safer, more responsible, work environments.

Hotspots Ordinance- Business Curfew Ordinance

Hotspots are locations where the concentration of violent crimes is highest. Due to the efforts of P-CASA coalition members, the business curfew ordinance was successfully passed in 2014, which states that businesses in these hotspots must adopt new closing hours and close at midnight. Paterson's police department reports that non-fatal shootings in these areas have declined by 71%.

Private Property Ordinance

The private property ordinance was passed in June of 2015, in an effort to control underage drinking by fining juveniles who drank alcohol on private property up to \$500 or 40 hours of community service. The ordinance addressed the loophole in the already established law that fined adults but not juveniles. The ordinance targets underage drinking at home and house parties.

What have we done?

UNDERAGE DRINKING IN PATERSON, NJ*

Infographic

We are used to seeing national statistics and numbers when it comes to underage drinking. For example, according to the Centers for Disease Control, 35% of youth drank one or more alcoholic beverages during the prior 30 days to surveying. However, how do these numbers compare to our youth in Paterson? The infographic on the right was created to bridge this gap and put the problem of underage drinking into perspective. The data is specific to our community so that we are able to develop programs and initiatives to combat underage drinking.



Community References

380 Straight straightandn Provides treatment se dis Drug Residentia Outpatien HIV/AID	Atraight & Narrow St. (973)-345-6000 harrowinc.org ext 6611 Ages: 13+ ext 6611 prevention, education, and ervices to clients with addictive orders and HIV virus. and Alcohol Services: al Treatment t Treatment S Services ity Programs bit Programs	Substance Abuse Treatment Centers Paterson, NJ PATERSON COALITION ADAINST SUBSTANCE ABUSE MONTCLAIR STATE UNIVERSITY WWW.facebook.com/PCASA @P_CASA
319 Main St. <u>Patersoncou</u> Specialize associated • Substanc • HIV Cour	Ages: 19+ s in treatment of conditions l with the use of illicit drugs. <u>Services:</u> te Abuse Counseling/ Treatment	Turning Point Inc. 680 Broadway #104 (973)-239-9400 <u>Turningpointnj.org</u> All Ages Provides treatment for alcoholism, drug, addiction, and mental illness. <u>Services:</u> • Detoxification Program • Men/Women's Residential Programs • Outpatient Program • Family Support Services
	SACs (Student Assistant Coordinators) (973)-321-0690 w.paterson.k12.nj.us kanderson@paterson.k12.nj.us dblack@paterson.k12.nj.us nhamdan@paterson.k12.nj.us blanders@paterson.k12.nj.us lmiller@paterson.k12.nj.us	Well of Hope CDC 207 Martin Luther King Jr. Way Wohcdc.org (973)-523-0700 Provides health education, and treatment services for substance abuse/disorders. Services: • Prevention Services • Drop-In Center • L.O.G.I.C. Program • Referrals
Harold <u>Persad</u> Deborah Pohl Stephanie Roberts Ani <u>Silvani</u> Bridgette Smith Jamie Lee Smith	hpersaud@paterson.k12.nj.us dpohl@paterson.k12.nj.us sroberts@paterson.k12.nj.us asilvani@paterson.k12.nj.us bsmith@paterson.k12.nj.us jlsmith@paterson.k12.nj.us	New Jersey Quitline 1-(866)-NJSTOPS (657-8677) Njquitline.org Free, confidential, multilingual telephone based counseling and referral service that helps state residents quit smoking. Services: • Customized Support • Treatment Plans • Nicotine Replacement Therapy

Appendix



ALCOHOL POLICY BRIEF PATERSON, NJ* 2014 - 2015

PATERSON COALITION AGAINST SUBSTANCE ABUSE

The intent of this alcohol brief is to provide educational resources and policy recommendations to residents, community coalitions, policy makers, municipal government, and others assessing potential responses to excess liquor outlets in Paterson, New Jersey. The information contained herein is derived from numerous data sources, such as: the City of Paterson Department of Health and Human Services, Paterson Alcohol Beverage Control (ABC) Board, Paterson Police Department, Paterson Public School District, and the New Jersey Division of Alcoholic Beverage Control (ABC). This policy brief is not intended nor was written to serve as legal analysis or to serve as legal advice.

Alcohol Outlet Density in Paterson, New Jersey

According to the New Jersey Division of Alcoholic Beverage Control (ABC), a municipality may issue one consumption license for every 3,000 of its population; and regarding the sale of alcohol for off-premise consumption, a municipality may issue one license for every 7,500 of its population. Based on these parameters, the city of Paterson, New Jersey, with 145,948 residents, should not exceed a total of 49 consumption licenses (restaurants and bars), and 19 off-premise licenses (liquor stores and bodegas). As of May 2015, Paterson has 200 liquor-selling establishments,

The Association between Alcohol Outlet Density and Assaultive Violence

The sheer density of alcohol outlets in only 8.4 square miles has also contributed to the city's violent crimes. Figure 1 provides a graphic representation of the rates of assaultive violence and the density of alcohol-selling outlets. This map illustrates the high incidence of assaultive violence offenses, with darkened segments representing the aggregation of the actual location of assaultive offenses to a given area (census block). Dot density mapping of

PATERSON HAS 200 LIQUOR-SELLING ESTABLISHMENTS



Drug-Free Communities Grant (DFC) Initiative (Grant #SPO22019-01). Funded through the Substance Abuse and Mental Health Services Administration (SAMHSA)



ALCOHOL POLICY BRIEF PATERSON, NJ

PATERSON COALITION AGAINST SUBSTANCE ABUSE

Alcohol and Paterson Youth

In 2014, a comprehensive needs assessment survey was administered to 1,733 youth (12-18). Findings from this study revealed the following risk factors associated with alcohol use:

 30% of the sample used alcohol before the age of 13, which is two times higher than both state and national averages.

44% of those youth who drank alcohol in the past 30 days were more inclined to engage in a physical fight, as compared to 20% who did not drink alcohol.



AND WERE INCLINED **TO FIGHT**

USED

Youth who drank alcohol in the past 30 days were 3 times more likely to smoke marijuana before the age of 14.

 Adolescents who drank alcohol in the past 30 days were twice as likely to also use illicit drugs (e.g., marijuana, cocaine, heroin, and methamphetamines).

40% of adolescents said adults purchase alcohol for them from liquor stores. When asked why they believed adults purchased alcohol, more than 20% stated, "Because adults don't care about consequences."

60% OF YOUTH STATED THEY PURCHASED ALCOHOL FROM LIQUOR STORES.

• 60% of kids stated they purchased alcohol from liquor stores. Most common drinks were beer, hard liquor, and "lean." And more than one third of the kids said they accessed alcohol at either family gatherings or community events.

Alcohol-related fines in Paterson, New Jersey

Between 2010 and 2013, there were \$401,045 in fines

\$401,045 IN FINES

levied against both on- and off-premise liquor-selling establishments in the city of Paterson, which included:

- More than \$200,000 for on-premise "illegal activities," such as lewd or indecent acts
- More than \$80,000 for selling alcohol to minors (under 21 years of age)

The Paterson Municipal Alliance **Prevention Program (MAPP)**

The Municipal Alliance Prevention Program (MAPP) is a Division within the Paterson Department of Health and Human Services. It is comprised of stakeholders who represent various sectors of the community, such as the educational system, municipal government, law enforcement agencies, clergy, and local businesses. Through this collective effort, the MAPP is dedicated to developing and implementing educational programs with an emphasis on alcohol and substance abuse prevention throughout the city. Paterson receives \$61,641 from Passaic County, and \$15,410 from the city to implement the MAPP.



ALCOHOL POLICY BRIEF PATERSON, NJ

PATERSON COALITION AGAINST SUBSTANCE ABUSE

Policy Recommendations

Considering that there are more than 30,000 youth throughout the Paterson community, there is a pressing need to fund initiatives that will help prevent alcohol and drug use among this potentially vulnerable and at-risk population. Based on our geographic information system (GIS) analysis examining the relationship between alcohol outlet density and assaultive violence rates, review of current drinking trends among Paterson's youth, and gaps in current municipal ordinances, we recommend the following:

Problem Statement

According to the General Ordinances of the City of Paterson, NJ, § 113-1 Article I. Licensing: Regulations, "the number of plenary retail consumption licenses outstanding in the city at the same time shall not exceed 300."

In addition, the current city ordinance states that "the number of plenary retail distribution licenses outstanding in the city at the same time shall not exceed 35"; however, there are presently 58 retail distribution licenses throughout the city, which exceeds the recommendations set for th by the New Jersey Division of Alcoholic Beverage Control, and 39% higher than what the current municipal ordinance stipulates.

Recommendation

Efforts need to be undertaken that will curtail the opening of any additional liquor-selling establishments within the city limits.

Problem Statement

Through our analysis, we identified one particular establishment that had more than 18 offenses amounting to \$141,400 in fines over a five-year period.

Recommendation

Ordinances should be enacted and enforced that will lead to the revocation and/or cancellation of liquor-selling licenses among chronic offenders.

montclair.edu/p-casa
 facebook.com/PCASA
 twitter.com/P_CASA

Problem Statement

From 2010 to 2014, there were a total of 42 offenses related to the sale of alcohol to minors, which resulted in \$42,600 in fines levied against alcohol retailers in Paterson.

Recommendation

Training for Intervention ProcedureS (TIPS®) is the global leader in education and training for the responsible service, sale, and consumption of alcohol. Proven effective by numerous independent studies, TIPS® is a skills-based training program that is designed to prevent intoxication, underage drinking, and drunk driving by enhancing the fundamental "people skills" of servers, sellers, and consumers of alcohol. TIPS® provides individuals the knowledge and confidence they need to recognize potential alcohol-related problems and intervene to prevent alcohol-related tragedies.

Currently, servers and sellers in the city of Paterson are not mandated to participate in TIPS® training. We are recommending that the Paterson Municipal Alliance Prevention Program (MAPP), in collaboration with the Paterson Alcohol Beverage Control (ABC) Board, coordinate and facilitate training for all licensed alcohol-selling establishments.

Problem Statement

From 2010-2013, alcohol-selling establishments (both on and off premises) in the city of Paterson paid a total of \$401,045 in alcohol-related fines to the State of New Jersey. However, Paterson did not see any of these dollars returned to the city.

Recommendation

We are recommending that a percentage of the fines collected by the state be allocated toward the Paterson Municipal Alliance Prevention Program (MAPP) to help expand its reach to meet the needs of more than 30,000 Paterson youth.

* SURVEY COLLECTED IN 2014/ 2015 SCHOOL YEAR AMONG 737 YOUTH AGES 12-18.

rug-Free Communities Grant (DFC) Initiative (Grant #SPO22019-01). Funded through the Substance Abuse and Mental Health Services Admin

UNDERAGE DRINKING IN PATERSON, NJ*

PATERSON COALITION AGAINST SUBSTANCE ABUSE



*Survey collected in 2014/2015 School Year among 737 youth ages 12-18.

TIPS TRAINING for alcohol providers





United for Prevention in Passaic County funded by NJDMHAS

TIPS (Training for Intervention ProcedureS) is a skills-based training program designed to prevent alcohol abuse, drunk driving, binge drinking, and underage drinking. Programs are tailored to alcohol providers working in restaurants and alcohol outlets.



To schedule a training for your establishment in Paterson, contact Tenee Joyner at 973-321-1242 or e-mail tjoyner@patersonnj.gov Go to www.gettiips.com to schedule a training for your establishment if located outside of Passaic County

TIPS ENTRENAMIENTO para proveedores de alcohol





United for Prevention in Passaic County funded by NJDMHAS

TIPS (Entrenamiento para Procedimientos de Intervención) es un programa dinámico basado en tecnicas para prevenir el abuso de alcohol, conducir ebrio, y consumo de bebidas por los menores de edad. El programa esta dirijido a los trabajadores que proporcionan alcohol en los resaurantes y en punto de ventas.



Fuente: Health Communications, Inc.

Para programar un entrenamiento para tu establecimiento en Paterson, contacta Andriana Hererra a 973-655-6785 o por correo elecronico a patersoncasa@gmail.com Ir a www.gettiips.com para programar un entrenamiento para su establecimiento, si se encuentra fuera del condado de Passaic.

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