

**University of Massachusetts Global**  
**ALCOHOL AND SUBSTANCE ABUSE POLICY FOR STUDENTS AND EMPLOYEES**  
Provided in Compliance with the Drug-Free Schools and Communities Act Amendments of 1989

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**I. PURPOSE: DRUG-FREE SCHOOLS AND COMMUNITIES ACT**

The Drug-Free Schools and Communities Act Amendments of 1989 require that institutions of higher education certify that they have adopted and implemented a drug and alcohol prevention program as a condition of receiving funding under any federal program. The Secretary of Education has, as required by the Amendments, issued regulations to enforce the law. The law may be found in 34 CFR 86.

**II. STATEMENT OF PHILOSOPHY**

In keeping with its institutional mission, UMass Global seeks to provide an environment which is conducive to the pursuit and acquisition of knowledge and which fosters the social, cultural and intellectual growth of students. Responsibility for the preservation of a quality academic environment rests with faculty, staff, and students alike.

**III. FEDERAL FINANCIAL AID PENALTIES FOR DRUG VIOLATIONS**

According to the Higher Education Act (HEA), students convicted for a drug offense that occurred during a period of enrollment while they were receiving federal financial aid may lose eligibility for federal aid. Federal aid includes Federal Pell and FSEOG Grants, Federal Work Study, Federal Perkins Loans, Federal Stafford Loans, Federal PLUS Loans, Graduate PLUS Loans and other financial assistance.

The Free Application for Federal Student Aid (FAFSA) asks students if they have been convicted of a drug-related offense. If the student answers “yes” to the question, then he

or she will be sent a worksheet by the federal processing center in order to determine whether the conviction affect eligibility for aid. Should the financial aid office be notified that a student has been convicted of sale or possession of illegal drugs, financial assistance will be suspended immediately. If a conviction was reversed, set aside or otherwise rendered invalid, it does not count. Convictions occurring during periods of non-enrollment also do not count. In addition, any conviction received as a juvenile does not count, unless the student was tried as an adult.

Failure to answer the question automatically disqualifies students from receiving federal financial aid. Answering this question falsely could result in fines, imprisonment, or both.

### **Financial Aid Penalties for Drug Convictions**

If a student is convicted of a drug-related felony or misdemeanor that took place while he or she was receiving federal student aid, the student will become ineligible to receive further aid during a period of enrollment for which he or she was receiving federal student aid. If the student was convicted of both possessing and selling illegal drugs during a period for which the student was receiving federal student aid, and the periods of ineligibility are different, then the student will be ineligible for the longer period.

#### Possession of Illegal Drugs

- First offense: Loss of eligibility for federal financial aid for one year from the date of conviction
- Second offense: Loss of eligibility for federal financial aid for two years from the date of conviction
- Third offense and subsequent offenses: Indefinite ineligibility for federal financial aid from the date of conviction

#### Sale of Illegal Drugs

- First offense: Loss of eligibility for federal financial aid for two years from the date of conviction
- Second offense and subsequent offenses: Indefinite ineligibility from the date of conviction

### **How to Reduce the Period of Eligibility or Regain Eligibility**

The student may shorten the period of ineligibility by:

- Successfully completing an approved drug rehabilitation program that includes passing two unannounced drug tests;
- Passing two unannounced drug tests administered by an approved drug rehabilitation program: or
- Having the conviction reversed, set aside or otherwise rendered invalid. The student may regain eligibility the day after the period of ineligibility ends.

Students denied eligibility for an indefinite period can regain it after successfully completing a qualified rehabilitation program, passing two unannounced drug tests from

such a program, or if a conviction is reversed, set aside or removed from the student's record so that fewer than two convictions remain on the record (in such cases, the nature and dates of the remaining convictions will determine when the student regains eligibility).

Students who regain eligibility during the award year should notify the financial aid office immediately so that they might receive any eligible financial aid which they are entitled to receive.

It is the student's responsibility to certify that a rehabilitation program was successfully completed, as with the conviction question on the FAFSA, the University is not required to confirm the reported information unless conflicting information is determined.

### **Qualified Drug Rehabilitation Program**

A qualified drug rehabilitation program must include at least two unannounced drug tests and must satisfy at least one of the following requirements:

- Be qualified to receive funds directly or indirectly from a federal, state or local government program.
- Be qualified to receive payment directly or indirectly from a federally or state-licensed insurance company.
- Be administered or recognized by a federal, state or local government agency or court.
- Be administered or recognized by a federal or state-licensed hospital, health clinic or medical doctor.

### **Convictions for Offenses that Occurred During Enrollment**

Federal regulations require an enrolled student convicted of a drug offense after receiving federal financial aid to notify the University's Financial Aid Department immediately. The student may be ineligible for further aid in that academic year and required to pay back all federal aid received after the date of the conviction.

## **IV. UMASS GLOBAL POLICY REGARDING ALCOHOL AND SUBSTANCE ABUSE (STUDENTS)**

**Alcoholic Beverages** – The following behaviors are prohibited:

- The sale, possession, use, consumption, production, purchase, or provision of alcoholic beverages to or by any person under the age of 21.
- Public intoxication, displaying intoxicated behavior, requiring assistance due to intoxication, and/or causing University or law enforcement officials to respond due to the consumption of alcohol, even if the subject is over the age 21.
- Possessing open containers or consuming alcoholic beverages in any outside location or in public areas inside University buildings, except for events pre-approved by the designated Executive Vice Chancellor or designee.

**Illegal Substances** – The following behaviors are prohibited:

- Use, possession, sale, distribution and/or production of narcotic or other controlled substances (including marijuana), or acting as an accessory, liaison, or facilitator for any of the above, except as expressly permitted by law.
- Illegal or improper use of prescription medicines. All prescription medicines must be kept in their original bottle and must have the prescription from the doctor noted on the bottle. Prescription medicines found without their prescription attached may be confiscated until such time as the prescription can be produced. All prescription medications must be prescribed to the person in possession of the medication. The use or possession of medicinal marijuana is prohibited on campus, and may be treated as illegal drug use.
- Possession of drug paraphernalia, including but not limited to: water pipes, scales, needles, syringes, clips, rolling papers, bonges etc.; or any other device that may be associated with illegal drug use, regardless of whether it is purchased or handmade.
- Use of a legal substance in an improper manner (e.g. use of a prescription drug without a prescription, ingesting a cleaning chemical, inhaling other chemical substances for the purpose of intoxication).
- Providing or administering drugs with the intent of taking advantage of another.

### **Possible Student Sanctions**

- Formal Warning** – This is a written reprimand to the student that he/she is violating or has violated the Student Conduct Code and that any future violation(s) may result in more serious sanctions.
- Interim Suspension** – A temporary separation of the student from UMass Global during the investigation and Student Conduct Hearing process.
- No-Trespassing Order** – The student will be prohibited from entering onto campus or other University Premises and/or attending University Events, and can be applied to any probation, suspension or expulsion status.
- Probation** – This reprimand is in effect for a prescribed period of time and includes the probability of more severe sanctions for any future violation(s) of the Student Conduct Code. Additional education sanctions may be issued in conjunction with probationary status.
- Suspension** – Separation of the student from UMass Global for a defined period of time, after which the student is eligible to return. Conditions for re-admission will be specified. Students may be held responsible for meeting their financial obligations to the University and may be required not to be present on University Premises and/or at University Events while under suspension. Suspension will be noted on the student's transcript.
- Deferred Suspension** – A suspension may be deferred by the Regional Conduct Board allowing the student to remain at UMass Global provided specified conditions are adhered to by the student. Failure to meet those conditions or further violations of the Student Conduct Code will result in automatic suspension or possible expulsion from UMass Global.
- Expulsion** – Permanent surrender of all rights and privileges of membership in the University Community and exclusion from the campus, from any University Premises and from all University Events. Students may be held responsible for meeting their financial obligations to UMass Global. Expulsion will be noted on the student's

transcript. Students who have been expelled from the University are not eligible for readmission at any time.

- h. **Sanctions for students not yet enrolled.** May include but are not limited to:
  - Admission and/or enrollment under a probationary status, additional requirements possible
  - Temporary denial of admission and/or enrollment for a period to be determined.
  - Permanent denial of admission and/or enrollment
- i. **Educational Sanctions:** In addition to any conduct status, one or more of the following educational sanctions may be imposed. These include, but are not limited to:
  - **Academic Sanctions** – revocation of degree, holding transcripts, removal from classroom/courses.
  - **Reflective assignments** – apology letters, research paper on an assigned topic, written responses to posed questions.
  - **Restitution** – compensation for loss, damage, or injury (may take the form of appropriate service and/or monetary or material replacement).
  - **Service** benefiting the surrounding community.
  - **Workshops** – decision-making skills workshops, anger management, alcohol and/or drug education or other formal coaching or counseling.

### **Other Considerations Related To Student Sanctions**

- There is no limit to the number of educational sanctions that may be imposed for any single violation.
- Other than expulsion and/or suspension, sanctions will not be made part of the student's permanent transcript but will become part of the student's confidential conduct record.
- Failure to complete or comply with all sanctions as prescribed:
  - May result in an Administrative Hold.
  - May result in further sanctions and/or more severe sanctions, until such time as full compliance of sanctions is obtained.
- Unless otherwise specified, all sanctions take effect upon notification of results of the hearing outcome; however, sanction deadlines may be altered pending outcome of a potential appeal. Sanctions will be tracked by the office of the Executive Vice Chancellor/Designee/Designee for Enrollment and Student Affairs.

### **V. SUBSTANCE ABUSE POLICY AND TESTING POLICY (EMPLOYEES)**

The University is committed to protecting the safety, health and well-being of its employees and to provide a drug-free workplace. Drug and alcohol abuse is incompatible with this commitment. It is also the University's intent and obligation to provide a drug-free, healthy safe and secure work environment, in accordance with the Drug-Free Workplace Act of 1988, the Drug-Free Schools and Communities Act Amendments of 1989, and the California Drug-Free Workplace Act of 1990.

## **A. Drugs**

The use, manufacture, possession, dispensation, distribution, or sale of substances or being under the influence of substances, such as illegal drugs, controlled substances, or prescription drugs not medically authorized, in the workplace, or while on duty, is prohibited. For purposes of this policy, "illegal drug" means any drug: (a) which is not legally obtainable, or (b) is legally obtainable but has not been legally obtained. The term also includes prescribed drugs not being used for prescribed purposes and prescribed drugs not being used in the manner or quantity prescribed or by the person to whom it is prescribed. It also includes any substance which a person holds out as an illegal drug.

Under this policy, marijuana will continue to be an "illegal drug" because it is illegal under federal law and the University receives federal funding. The use or possession, or being under the influence of, marijuana is prohibited on University property or while performing business on behalf of the University.

If an employee is taking a prescribed or over-the-counter medication, which may impair an employee's ability to perform their job duties safely and effectively, the employee has an affirmative obligation to report the matter to his or her manager. If an employee cannot safely work due to prescription medication, the University will consider reasonable accommodations pursuant to the University's medical leave policy to the extent such an accommodation does not create an undue hardship and enables the employee to perform the essential functions of the position.

## **B. Alcohol**

No employee shall consume alcoholic beverages in University vehicles, on University property, or while on University business (including driving a personal vehicle). Working while under the influence of alcohol or with alcohol in one's system or bringing alcoholic beverages onto University property for consumption is also prohibited.

There may be specific University-sponsored events which may involve the service of alcoholic beverages. Any consumption of alcohol at such events must be responsible, moderate and limited. Employees are expected to remain professional and sober at all times, and should not, under any circumstances, drive from any such event while impaired.

Failure to comply with these guidelines concerning illegal drugs, controlled substances, alcohol, and prescription or over-the-counter medication may result in disciplinary action, up to and including termination of employment.

## **C. Drug Testing**

### *Reasonable Suspicion Testing*

Unless prohibited by law, the University reserves the right to conduct or require drug and alcohol testing on any employee on University premises, engaged in University business, or operating University equipment. Specifically, testing may be required under the

following circumstances:

- Testing may be required where management has a reasonable suspicion that an employee is impaired or affected on the job by alcohol and/or illegal drugs in violation of this policy. When any supervisor has a reasonable suspicion that this policy has been violated by an employee, that employee may be required to submit to a drug/alcohol screening test as soon as can be feasibly arranged upon demand by the University. The determination of reasonable suspicion will be based upon specific, contemporaneous, articulated observances by one or more supervisors concerning the appearance, behavior, speech and/or body odors of an employee. A reasonable suspicion may arise from circumstances of a particular accident or injury occurring on the job; from physical altercations between employees; from obvious impairment of physical abilities such as slurred speech or difficulty maintaining balance; from unexplained significant deterioration in job performance or behavior, such as excessive absenteeism; from reports of co-workers of on-the-job alcohol or drug use or impairment; from employee admissions regarding alcohol or drug use; or from any other evidence reasonably giving rise to suspicion of on-the-job impairment from, or use of, alcohol or drugs. Any supervisor who has reasonable suspicion that an employee is using alcohol or a controlled substance should contact the Human Resources Department before taking action.
- The University may also require drug and alcohol testing after a work-related accident involving personal injury or significant property damages, where it is reasonably suspected that the employee's impairment caused or contributed to the accident.

When reasonable suspicion testing is warranted, management, working with Human Resources, will make arrangements for the employee to be tested at a licensed laboratory. If the manager has reason to believe the employee should not drive, transportation to and from the test site will be provided at the University's expense.

The employee will be paid for the time required to take the drug/alcohol test. After the specimen has been collected, the employee will be placed on paid administrative leave pending the results of the test. If the test results are negative, the employee will be allowed to return to work.

A confirmed positive test result of any employee, including positive test results for marijuana, may result in disciplinary action, up to and including termination, even for a first offense. Failure to consent to a test or any attempt to falsify or alter test results will also result in disciplinary action, up to and including termination.

All drug and alcohol testing will be conducted in accordance with applicable state and federal law. Employees may request to have their specimen re-tested using a different testing method. If an employee believes a positive test result was affected by taking lawful or prescribed drugs not previously disclosed at the testing center, he or she will have the opportunity to provide confirming information to substantiate the claims. For this information to be considered by the University, the employee must submit such

information by the end of the business day following the employee's receipt of the test results. Test results as well as confirming information will be treated as confidential information.

#### **D. Searches**

The University reserves the right to inspect all portions of its premises for drugs, alcohol or other contraband. University premises include, but are not limited to, all buildings, offices, facilities, grounds, parking lots, places and vehicles owned, leased or managed by the University. Employees should have no expectation of privacy with respect to items brought onto University property and/or stored in such University facilities. It is a condition of employment for employees to cooperate with these searches. Refusal to consent to such a search amounts to insubordination will subject the employee to disciplinary action, up to and including termination.

#### **E. Employee Assistance Program**

Any benefits eligible employee who believes he or she has developed an addiction to, dependence upon or problem with alcohol and drugs, is encouraged to use the resources of the University's Employee Assistance Program (EAP).

If an employee informs management that he or she wishes to enter a treatment program before the problem affects the employee's safety or the safety of others, the University will accommodate the request to the extent it does not create an undue hardship, including granting a leave of absence pursuant to the University's medical leave policy. To this end, employees desiring such assistance should contact the Human Resources Department to request reasonable time off to seek official treatment or rehabilitation. Employees may not, however, avoid disciplinary action by seeking a leave of absence for an addiction or entering a rehabilitation program after a violation of this or any other University policy has occurred.

Employees returning from work after completing a rehabilitation program may be required to submit to a period of follow-up drug and alcohol testing.

#### **F. Reporting of Drug-Related Convictions**

Employees must, as a condition of employment, abide by the terms of the above policy and report any conviction under a criminal drug statute for violations occurring on or off University premises while conducting University business. A report of a conviction must be made within five (5) days after the conviction. Furthermore, as a condition of receiving Federal grant funds, the University will comply with all applicable requirements to maintain records on and report any employee convicted of violation of federal or state criminal drug statutes involving the manufacture, distribution, dispensing, possession or use of any controlled substance.

Employees should report such a drug related conviction within five (5) days after the conviction to any of the following: a management representative of UMass Global; the



Employee Relations Manager who can be reached at (949) 341-7612; the Assistant Vice Chancellor of Talent Management who can be reached at (949) 341-9913; or the Associate Vice Chancellor of Human Resources, who can be reached at (949) 341-7692.

As required by the federal Drug-Free Workplace Act of 1988, the University must inform contracting or granting agencies of such convictions within 10 days after receiving notification or otherwise receiving notice of a conviction. Upon receiving such notification, the University, in conjunction with the location concerned, will take all steps necessary to assure the proper conduct of sponsored projects and programs. If a decision is reached to allow the affected individual to continue employment with the University, the individual must participate in and satisfactorily complete an approved drug abuse assistance or rehabilitation program.

In addition to the above reporting requirements, any employee who has driving as one of his or her essential job functions must report any conviction for driving under the influence (DUI) within five (5) days after the conviction to any of the following: a management representative of UMass Global; the Employee Relations Manager who can be reached at (949) 341-7612; the Assistant Vice Chancellor of Talent Management who can be reached at (949) 341-9913; or the Associate Vice Chancellor of Human Resources, who can be reached at (949) 341-7692.

Failure to timely report a conviction in accordance with the above requirements may result in disciplinary action up to and including termination.

## **VI. FEDERAL AND STATE LAWS AND SANCTIONS REGARDING ALCOHOL AND DRUGS**

It is the University's belief that all disciplinary sanctions should assist in education and provide the opportunity for personal growth. The following is a summary of federal and state laws regarding sanctions for alcohol and drugs.

### **Federal Laws and Sanctions**

Federal law penalizes the unlawful manufacturing, distribution, use, sale, and possession of controlled substances. The penalties vary based on many factors, including the type and amount of the drug involved, and whether there is intent to distribute. Federal law sets penalties for first offenses ranging from less than one year to life imprisonment and/or fines up to \$10 million.

Penalties may include forfeiture of property, including vehicles used to possess, transport, or conceal a controlled substance; the denial of professional licenses or Federal benefits, such as student loans, grants, and contracts; successful completion of a drug treatment program; community service; and ineligibility to receive or purchase a firearm. Federal law holds that any person who distributes, possesses with intent to distribute, or manufactures a controlled substance on or within one thousand feet of an educational facility is subject to a doubling of the applicable maximum punishments and fines. See the Federal Controlled Substances Act at 21 USC 800.

## State Laws and Sanctions

Note on marijuana: While California, Oregon, and Washington all have laws which legalize the possession and use of marijuana, possession and use of marijuana on University campuses is still prohibited, in part due to the University's participation in the federal financial aid program.

### California (Alcohol)

- It is illegal for persons under the age of 21 to possess an alcoholic beverage in any public place or any place open to the public (CA Business and Professions Code 25662).
- Any person who furnishes gives or sells any alcoholic beverage to someone under the age of 21 is guilty of a misdemeanor (CA Business and Professions Code 25658(a)).
- Any person under the age of 21 who attempts to purchase an alcoholic beverage is guilty of an infraction (CA Business and Professions Code 25658.5).
- Any person under the influence of alcohol in a public place and unable to exercise care for one's own safety or that of others is guilty of a misdemeanor (CA Penal Code 647(f) It is illegal for persons to operate a motor vehicle while under the influence of alcohol or other intoxicants or with a blood alcohol level of .08% or higher (CA Vehicle Code Section 23152). NOTE: A golf cart is a motor vehicle.
- It is illegal for a person under the age of 21 to drive a vehicle when he or she has a blood alcohol concentration (BAC) of .01% or higher (CA Vehicle Code Section 23136).

### California (Drugs)

- Under California law, first offenses involving the unauthorized sale or possession for sale of amphetamines, codeine, cocaine, heroin, LSD, mescaline, methadone, methamphetamine, morphine, PCP, peyote, psilocybin and marijuana (among others) are felonies carrying prison terms of up to four years (California Health & Safety Code 11054, 11055 & 11351).
- Penalties are more severe for offenses involving heroin, cocaine, cocaine base, or any analog of these substances and occurred upon the grounds of, or within, a church or synagogue, a playground, a public or private youth center, a child day care facility, or a public swimming pool, during hours in which the facility is open for business, classes, or school-related programs, or at any time when minors are using the facility (California Health & Safety Code 11353.1).
- It is unlawful to possess any device, contrivance, instrument, or paraphernalia used for unlawfully injecting or smoking a controlled substance from Section IV, Letter C, Number 1 (California Health & Safety Code 11364).

Personal property may be subject to forfeiture if it contains drugs or was used in a drug manufacture, distribution, dispensation or acquired in violation of this division (California Health & Safety Code 11470).

### Oregon (Alcohol)

- No minor under 21 years of age shall attempt to purchase or be in possession of

alcoholic liquor. Possession may include holding, consuming or attempting to purchase alcohol. Personal possession of alcoholic liquor includes consumption of liquor. Fine: Up to \$360 (ORS 471.430 (1)).

- No person in control of property may knowingly allow minor(s) to consume alcohol or allow minor(s) to remain on the property after consuming. Private property may include a hotel room, camp site, or any rented/leased location. Fine: 1st offense a fine up to \$350, 2nd offense is a fine up to \$1,000, and 3rd or subsequent offenses a fine up to \$1,000 and not less than 30 days of imprisonment. (ORS 471.410 (3)).
- No one shall sell, give or otherwise make available any alcoholic liquor to a person under the age of 21 years. Penalty: Up to \$6,250 and/or jail or both (Class A Misdemeanor) ( ORS 471.410(2)).
- A person commits the offense of driving while under the influence of intoxicants if the person drives a vehicle while the person has a blood alcohol content of 0.08 or more and/or under the influence of intoxicating liquor and/ or controlled substance. For the purposes of the state of Oregon DUII statutes, for a person under 21 years of age, any amount of alcohol in the blood constitutes being under the influence of intoxicating liquor.
- Penalty: Minimum fine of \$1,000 for 1st offense, \$1,500 for 2nd offense, and \$2,000 for the 3rd or subsequent conviction. Additional penalties may include fee to be paid on conviction, suspension of license, mandatory alcohol education, screening and treatment, mandatory imprisonment or community service, attendance at victim impact treatment session and session fee, and ignition interlock device installed on your vehicle (Class A Misdemeanor) (ORS 813.010)

Oregon (Drugs)

- In Oregon, penalties for possession and distribution of all other drugs are determined by the Controlled Substance Schedule upon which the drug appears (ORS 475.752).

*Examples from the drug schedules appear below:*

<b>Schedule I Drugs:</b> Heroin, LSD, Ecstasy, Peyote, Mescaline, Psilocybin	
Manufacture or distribution- Class B Felony	Unlawful possession- Class B Felony
<b>Schedule II Drugs:</b> Opium, Cocaine, Methamphetamine, Amphetamine, Methadone, Morphine, Oxycontin, PCP	
Manufacture or distribution- Class B Felony	Unlawful possession- Class C Felony
<b>Schedule III Drugs:</b> Depressants, Vicodin, Anabolic Steroids, Codeine, Testosterone	
Manufacture or distribution- Class C Felony	Unlawful possession- Class A Misdemeanor
<b>Schedule IV Drugs:</b> Valium, Xanax, Phenobarbital	
Manufacture or distribution- Class B Misdemeanor	Unlawful possession- Class C Misdemeanor
<b>Schedule V Drugs:</b> Other less dangerous prescription drugs and small amounts of certain drugs (Robitussin A-C, Cophene-S, Parepectolin, Phenergan with Codeine)	
Manufacture or distribution- Class C Misdemeanor	Unlawful possession- Violation (\$250 fine, or twice the value of any resulting gain f property or money)

- Misdemeanors
  - Class A misdemeanor: Up to 1 year and \$6,250, or twice the value of resulting gain of property or money
  - Class B misdemeanor: Up to 6 months and \$2,500, or twice the value of resulting gain of property or money
  - Class C misdemeanor: Up to 30 days and \$1,250, or twice the value of resulting gain of property or money ORS 161.545, 161.635, 161.615
  
- Felonies
  - Class A felony: Up to 20 years and \$375,000, or twice the value of resulting gain of property or money
  - Class B felony: Up to 10 years and \$250,000, or twice the value of resulting gain of property or money
  - Class C felony: Up to 5 years and \$125,000, or twice the value of resulting gain of property or money ORS 161.525, 161.625, 161.605

#### Washington (Alcohol)

- Persons under age 21 may not acquire, possess, or consume alcohol. Nor may other persons furnish alcohol to anyone under 21 or permit underage consumption on premises within their control. Penalties include a maximum \$1,000 fine, 90 days imprisonment, or both (RCW 66.44, 9A.20.021).
- A person is guilty of driving while under the influence of intoxicating liquor, marijuana, or any drug if the person drives a vehicle within this state: (a) And the person has, within two hours after driving, an alcohol concentration of 0.08 or higher as shown by analysis of the person's breath or blood made under RCW 46.61.506; or (b) The person has, within two hours after driving, a THC concentration of 5.00 nanograms per milliliter or higher as shown by analysis of the person's blood made under RCW 46.61.506; or (c) While the person is under the influence of or affected by intoxicating liquor, marijuana, or any drug; or (d) While the person is under the combined influence of or affected by intoxicating liquor, marijuana, and any drug. Penalty may include fines, incarceration and suspension or loss of license (RCW 46.61.502).

#### Washington (Drugs)

- It is unlawful to manufacture, deliver, or possess an illicit drug. Penalties typically include a maximum \$25,000 fine, maximum 10 years imprisonment, or both. (RCW 69.50.401).

### **VII. HEALTH RISKS ASSOCIATED WITH THE USE OF ALCOHOL AND DRUGS**

The use of any mind or mood-altering substance, including alcohol, can lead to physical and psychological harm. Risks associated with commonly abused substances is provided below:

### Alcohol

Low doses significantly impair the judgment and coordination needed to operate vehicles. Small amounts can also lower inhibitions. Moderate to high doses cause marked impairments in higher mental functions, and loss of memory and the ability to learn and remember information. High doses cause respiratory depression and death. Long-term consumption, particularly when combined with poor nutrition, can also lead to dependence and permanent damage to vital organs such as the brain and the liver. If combined with other depressants of the central nervous system, much lower doses of alcohol will produce the effects just described. Women who drink alcohol during pregnancy may give birth to infants with fetal alcohol syndrome. These infants have irreversible physical abnormalities and mental retardation.

### Cannabis (Marijuana, Hashish, Hashish Oil, Tetrahydrocannabinol)

Physical effects of cannabis include increased heart rate, bloodshot eyes, dry mouth and throat, and increased appetite. Use of cannabis may impair or reduce short-term memory and comprehension, alter sense of time, reduce ability to perform tasks requiring concentration and coordination, and impair driving ability. Motivation and cognition may be altered, making the acquisition of new information difficult. Marijuana, hashish, THC, etc., can also produce paranoia and psychosis. Long term use may result in possible lung damage, reduced sperm count and sperm motility, and may affect ovulation cycles. Cannabis can also be psychologically addictive.

### Inhalants (Nitrous Oxide, Amyl Nitrite, Butyl Nitrite, Chlorohydrocarbons, Hydrocarbons)

Immediate effects of inhalants include nausea, sneezing, coughing, nosebleeds, fatigue, lack of coordination, and loss of appetite. Solvents and aerosol sprays also decrease the heart and respiratory rates and impair judgment. Amyl and butyl nitrite cause rapid pulse, headaches, and involuntary passing of urine and feces. Long-term use may result in hepatitis or brain damage. Deeply inhaling vapors, or using large amounts over a short time, may result in disorientation, violent behavior, unconsciousness, or death. High concentrations of inhalants can cause suffocation by displacing oxygen in lungs. Long-term use can cause weight loss, fatigue, electrolyte imbalance, muscle fatigue, and permanent damage to the nervous system.

### Cocaine (Crack)

Cocaine stimulates the central nervous system. Its immediate effects include dilated pupils and elevated blood pressure, heart rate, respiratory rate, and body temperature. Occasional use can cause nasal irritation: chronic use can ulcerate the mucous membrane of the nose. Crack or freebase rock is extremely addictive. Physical effects include dilated pupils, increased pulse rate, elevated blood pressure, insomnia, loss of appetite, tactile hallucinations, paranoia, and seizures. The use of cocaine can cause death by cardiac arrest or respiratory failure.

### Stimulants (Amphetamines, Methamphetamines, Adderall, Ritalin, Crank, Ice)

Stimulants cause increased heart and respiratory rates, elevated blood pressure, dilated pupils, and decreased appetite. Users may experience sweating, headache, blurred vision, dizziness, sleeplessness, and anxiety. Extremely high doses can cause rapid or irregular heartbeat, tremors, loss of coordination, and physical collapse. Amphetamine injection

creates a sudden increase in blood pressure that can result in stroke, very high fever, or heart failure. In addition to physical effects, feelings of restlessness, anxiety, and moodiness can result. Use of large amounts over a long period of time can cause amphetamine psychosis that includes hallucinations, delusions, and paranoia. The use of amphetamines can cause physical and psychological dependence.

#### Depressants (Barbiturates, Methaqualone, Tranquilizers)

Small amounts can produce calmness and relaxed muscles, but somewhat larger doses can cause slurred speech, staggering gait, and altered perception. Large doses can cause respiratory depression, coma, and death. Combination of depressants and alcohol can multiply effects of the drugs, thereby multiplying risks. Babies born to women who abuse depressants during pregnancy may be physically dependent on the drugs and show withdrawal symptoms shortly after birth. Birth defects and behavioral problems may also result. The use of depressants can cause both physical and psychological dependence.

#### Hallucinogens (Mushrooms, PCP, LSD, Mescaline, Peyote, Psilocybin)

Phencyclidine (PCP) interrupts the functions of the neocortex, the section of the brain that controls intellect and instinct. PCP blocks pain receptors, and users can have violent PCP episodes resulting in self-inflicted injuries. Lysergic acid diethylamide (LSD), mescaline, and psilocybin cause illusions and hallucinations. The physical effects may include dilated pupils, elevated body temperature, increased heart rate and blood pressure, loss of appetite, sleeplessness, and tremors.

#### Narcotics (Heroin, Methadone, Codeine, Morphine, Meperidine, Opium, Oxycontin)

Narcotics initially produce a feeling of euphoria that often is followed by drowsiness, nausea, and vomiting. Users may experience constricted pupils, watery eyes and itching. Overdoses may produce respiratory depression, clammy skin, convulsions, coma, and death. Addiction in pregnant women can lead to premature, stillborn, or addicted infants who experience severe withdrawal symptoms. Use of narcotics can cause physical and psychological dependence.

#### Designer Drugs (Analog of Fenatyl, Analog of Meperidine, MDMA, Ecstasy, Analog of PCP)

Many "designer drugs" are related to amphetamines and depressants and have mild stimulant and depressant properties. Use can produce severe neurochemical damage to the brain. Narcotic analogs can cause symptoms such as those seen in Parkinson's disease: uncontrollable tremors, drooling, impaired speech, paralysis, and irreversible brain damage. Analog of amphetamines and methamphetamines cause nausea, blurred vision, chills or sweating, and faintness. Psychological effects include anxiety, depression, and paranoia. Analog of PCP cause illusions, hallucinations, and impaired perception.

#### Anabolic Steroids

Steroid users subject themselves to more than 70 side effects, ranging in severity from acne to liver cancer, including psychological as well as physical reactions. The liver and cardio-vascular and reproductive systems are most seriously affected by use. In males, use can cause withered testicles, sterility, and impotence. In females, irreversible masculine

traits can develop along with breast reduction and sterility. Psychological effects in both sexes include very aggressive behavior, known as 'roid rage' and depression. While some side effects appear quickly, others, such as heart attacks and strokes, may not show up for years.

### **VIII. SUBSTANCE ABUSE RESOURCES**

Local assistance for any member of the University community may be found by contacting:

**Substance Abuse and Mental Health Services Administration (SAMHSA)**

(800) 662-HELP (4357)

(800) 487-4889 (TDD)

<https://findtreatment.samhsa.gov/>

The SAMHSA homepage will allow you to enter your zip code to find the treatment center nearest you. You may then apply various filters to narrow down treatment centers that meet your specific needs.

For UMass Global Employees

**Employee Assistance Program (EAP)**

The EAP is a no-cost benefit through Mutual of Omaha for current University employees, regardless of insurance status.

(800) 316-2796

*\*Updated April 22, 2021*