

The following information was from a pamphlet send out by Tudy Schmied, EAP Referral Coordinator
RE: Drug-Free Environment-Thank you Tudy for this valuable and education information

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ALCOHOL AND DRUG-FREE WORKPLACE POLICY

Illinois State University reaffirms its commitment to prevent and prohibit the use and abuse of controlled substances on the campus or within facilities owned, operated, or controlled by the University. In compliance with the Drug-Free Workplace Act and the Drug-Free Schools and Campus Act, attached is a copy of the University Drug-Free Workplace Policy. Also included is a listing of available drug counseling, rehabilitation, and employee assistance programs, and a description of applicable legal sanctions under local, state, or federal law for the unlawful possession and/or distribution of illicit drugs and alcohol.

Employees have the right to work in an environment free of the effects of substance abuse. Substance abuse refers to the use of illegal drugs or controlled substances and the consumption of alcohol in quantities that render a person unable to perform work in a safe and productive manner. Employees who abuse drugs and alcohol are a danger to themselves and others. Therefore, those who engage in prohibited drug or alcohol related activities will be subject to disciplinary actions up to and including discharge, consistent with the existing University policies, rules, and regulations.

STANDARDS OF CONDUCT

Illinois State University prohibits the unlawful possession, use or distribution of illicit drugs and alcohol by employees on its property or as part of any of its activities. Exceptions are outlined in the Alcoholic Beverage Policy (see below).

ILLINOIS STATE UNIVERSITY DRUG-FREE WORKPLACE POLICY

In response to and in compliance with the federal Drug-Free Workplace Act of 1988, Illinois State University reaffirms its commitment to prevent and prohibit the use and abuse of controlled substances on the campus or within the facilities owned, operated, or controlled by the University.

In an effort to maintain a work environment free from the disruptive and destructive effects which use of controlled substances may engender, the following statement shall be considered University policy applicable to all employees:

The unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance is strictly prohibited upon any property owned, operated, or controlled by Illinois State University. Violators will be subject to University disciplinary action consistent with existing University policies, rules, regulations, and employment agreements. Employees suffering from dependency on or addiction to a controlled substance are encouraged to seek assistance through the University's Employee Assistance Program or from non-University health and human service professionals.

As a condition of continued institutional grant or contract eligibility and as a condition of employment under any federal contract or grant, employees must comply not only with this policy but also with the requirement of notifying the University Research Coordinator within five (5) days of any conviction under a criminal drug statute where the criminal act upon which the convictions based occurred on property owned, operated or controlled by the University. Within ten (10) days after receiving such notice, the University must notify the federal grant or contract authority. Within thirty (30) days after receiving such notice, the University may initiate appropriate disciplinary action, including discharge, against the employee, or require the employee to participate in an approved rehabilitation program.

A copy of this policy statement will be provided each University employee whether employed under a federal contract or otherwise. The university will make drug education programs available to all categories of University employees.

ILLINOIS STATE UNIVERSITY ALCOHOL BEVERAGE POLICY

The use of alcoholic beverages on property controlled by Illinois State University is restricted by the laws of the State of Illinois and the policies of the University. The following policy shall apply to the use of alcoholic beverages at Illinois State University.

The sale, delivery, possession, and consumption of alcoholic beverages on any property controlled by the University are strictly prohibited, except as otherwise provided in these policies. University property includes University vehicles or personal vehicles used for University business. Where permitted under these policies, the use of alcoholic beverages on University

premises shall be considered a privilege and may be allowed only if consistent with State laws and University policies and only when it will not interfere with the decorum and academic atmosphere of the campus.

The possession and consumption of alcoholic beverages on campus may be permitted only in the following cases:

1. Residence hall students 21 years of age and over may possess and consume alcoholic beverages in their rooms if they live in designated residence hall living areas. Students 21 and over may consume alcoholic beverages in the rooms of other students 21 years of age and over who live in designated residence hall living areas. Designated residence hall living areas are defined as those halls or houses, which are identified by the University as locations where it is permissible to consume alcoholic beverages.
2. The possession and consumption of alcoholic beverages by those 21 years of age or over is permitted in their apartments in University Apartment Living Complexes. General Reference for Students: The Student Handbook, General Regulations.
3. The Director of the Bone Student Center and Braden Auditorium may, by granting prior written permission, approve the sale or serving of alcoholic beverages to persons 21 years of age or over attending conference or convention type activities or other functions as allowed by State Law in the Bone Student Center and Braden Auditorium.
 - a. The Director of the Bone Student Center and Braden Auditorium may, as a part of a conference/ convention lease of space agreement, permit the convention participants provided that such beverages are paid for entirely by the lessee and such provision does not result in any direct or indirect sale of alcoholic beverages within or upon the leased site. Further, the Director of the Bone Student Center and Braden Auditorium may order alcoholic beverages for use by a lessee provided that any charge for said beverages is billed directly to and paid for by the lessee. Where direct sale is authorized by the Director of the Bone Student Center and Braden Auditorium such sale will be done by Bone Student Center personnel under procedures for sale of alcoholic beverages.
 - b. Conference and convention type activities are defined as specific functions, meetings, and activities developed for the participants, planned in advance rather than spontaneous in nature, where participation is by invitation or registration. Advance registration is required. The purpose(s) of the functions, meetings, and activities shall be to consult about, deliberate about, Lake action on, or investigate subjects which are pertinent to and appropriate for the individual(s) or entities initiating and conducting the function, meeting, or activity.
 - c. Monies collected through or by the University may not be used for the purchase of any alcoholic beverage except as provided by operating procedures for sale of alcoholic beverages.
 - d. Specific procedures for implementing the provisions of this policy section shall be approved and amended from time to time upon the written authorization of the President of the University.

The serving of alcoholic beverages may be authorized by the President in other University facilities for designated events.

1. Possession for the purpose of transporting alcoholic beverages to the above-designated locations is not prohibited except in accordance with applicable laws governing the transportation of alcohol.
2. The University will not authorize nor permit the expenditure of student activity fees or other funds collected by or administered by a University office or agency to support either partially or totally student events at which alcoholic beverages are served or are consumed.
3. Failure to comply with these policies could result in University disciplinary action and/or prosecution under State law.

EMPLOYEE ASSISTANCE PROGRAM

The University will assist employees in overcoming drug or alcohol abuse problems. However, the decision to seek diagnosis and accept treatment is primarily the individual's responsibility. Employees or family members with drug or alcohol related problems can contact the University's Employee Assistance Program Coordinator, at 438-8842, or contact the treatment provider directly for assistance regarding counseling and treatment services.

Substance abuse treatment is available through University medical insurance plans:

Health Alliance (Carle) HMO members must call their primary care physician who will contact a service provider for an appointment. Health Alliance members may also phone 800-373-1700 after hours.

OSF HMO members must call 800-420-5729, and **State of Illinois Quality Care** members must call 800-513-2611 for pre-certification and names of service providers.

See additional treatment programs below.

If you suspect that you or someone you know has a problem with alcohol or drugs, talking about it is an important first step to recovery. The following local and regional resources can provide counseling and support information.

AGENCY	PHONE #	DESCRIPTION
Adult Children of Alcoholics (ACOC)	827-4005 (PATH answers)	Self help for adults who grew up in homes affected by alcoholism or addictions, illnesses, or disorders.
Alanon/Alateen	827-7426	Support groups for persons dealing with problems of alcoholic family members or friends.
Alcoholics Anonymous	828-7092	Fellowship to share experiences and help others recover from alcoholism.
AVERT (Accused Violators Early Response Team)	828-2860	Assessment, intervention, and counseling for males accused of domestic violence.
Illinois Institute for Addiction Recovery at BroMenn	888-0993	Inpatient and outpatient treatment.
Chestnut Health Systems, Inc.	827-6026	Marriage and family counseling therapy groups, consumer credit counseling, child abuse prevention.
Countering Domestic Violence/Neville House	827-7070	Services and support groups for individuals or families experiencing physical or emotional abuse.
Depressive & Manic Depressive Support Group	827-4005	Self-help groups and newsletter for patients suffering from depression, and for their families and friends.
Families Anonymous	827-4005	Support group for people concerned about drug, alcohol, or behavioral problems of relatives or friends.
Illinois State University Employee Assistance Program	438-8842	Helps employees, family members, and retirees find the proper help for personal and work related problems.
Chestnut Health Systems, Inc.	827-6026	Residential, outpatient, after-care services, and special services including social detoxification, drug screening, etc.

Narcotics Anonymous	827-4005	Developed from Alcoholics Anonymous model, a fellowship of persons who want to stop using drugs.
PATH (Personal Assistance Telephone Help, Inc.)	827-4005	24-hr. phone crisis response, information, and referral service.
Women for Sobriety (WFS)	828-3108	Abstinence-focused program to help women with addictions reassert control over their lives.

ILLINOIS STATE LAW – Legal Sanctions

Under-Age Drinking and Possession of Alcohol

It is a class B misdemeanor for anyone under the age of 21 years to possess alcohol in a street, highway, or a place open to the public. This does not apply to under-age persons who deliver alcohol during the course of employment or who deliver alcohol to their parents upon their parent's order. A class B misdemeanor is punishable by a fine up to \$500.00 and a jail sentence up to six months.

Consumption of alcohol by any person under 21 is a class C misdemeanor. A Class C misdemeanor is punishable by a fine up to \$500.00 and a jail sentence up to 1030 days.

It is legal for a person under 21 to consume alcohol as a part of a religious ceremony.

False Identification

Any person who gives evidence of his/her age and identity to a person under 21 or who gives evidence of age and identity of another person to a person under the age of 21 is guilty of a Class A misdemeanor. A class A misdemeanor is punishable by a fine up to \$1,000.00 and up to a year in jail.

Any person under 21 who presents false identification to a liquor licensee with the purpose of purchasing alcohol or possesses false identification is guilty of a Class B misdemeanor.

Any person under 21 who represents that he/she is 21 for the purpose of buying or receiving alcohol is guilty of a class A misdemeanor.

Providing Alcohol to Minors

Any person who sells or gives alcohol to a person under 21 is guilty of a Class A misdemeanor. This does not apply to the performance of religious ceremonies. It is a Class C misdemeanor to rent a motel room for the purpose and knowledge that the room will be used for under-age drinking.

It's a Petty Offense (fine up to \$500.00) to knowingly permit a residential gathering of two or more persons at the person's residence, where two or more of the following situations apply:

- a. That person knows that the under-18 person is in possession of or consuming alcohol.
- b. The person under 18 is not otherwise permitted to consume or possess alcohol.
- c. That person knows that the under- 18 person is intoxicated.

Alcohol, Drugs and Automobiles

Driving Under the Influence (DUI) of alcohol, other drugs or a combination thereof is a Class A misdemeanor. A second violation within five years of the first violation carries a mandatory 48 hours minimum jail sentence or 10 days of community service. A DUI becomes a Class 4 felony if it is the third violation or the DUI resulted in great bodily harm, permanent disability or disfigurement to another, and the DUI was the proximate cause of such injuries.

In addition, a person arrested for DUI will lose his/her driver's license for three months following submission to a blood alcohol content (BAC) test which discloses a blood alcohol level of 0.08% or greater. A driver can also be arrested and prosecuted for driving under the influence with a blood alcohol content (BAC) in excess of 0.05% but less than 0.08%. If a person refuses to complete the blood alcohol content test, that person's driver's license will be suspended for six months. An individual who is not a first offender will lose his/her license for one year if the BAC test is greater than 0.08%. Finally, a non-first offender who refuses to take the BAC test will have his/her license suspended for two years.

It is a Petty Offense for a driver or passenger to transport liquor in the passenger area of a motor vehicle, except if it is in the original container with seal unbroken. The Secretary of State has the discretion to suspend that driver's license of a driver who is convicted of transporting alcohol in the passenger area of a car a second time. This statute does not apply to passengers in a limousine or charter bus.

For additional information regarding laws on drugs or alcohol, see the attached document on the "Federal Penalties and Sanctions for Illegal Trafficking and Possession of a Controlled Substance".

ILLINOIS STATE UNIVERSITY STUDENT JUDICIAL OFFICE

DRUG AND ALCOHOL SANCTIONING

In addition to students being under the jurisdiction of local law enforcement agencies, the Student Judicial Office also holds jurisdiction over students for acts which occur both on and off campus which violate University regulations included in the Student Code of Conduct When students are found to be in violation of regulations pertaining to alcohol and/or drugs, serious sanctions may be imposed.

Typical Sanctions are as follows:

For Alcohol Violations:

First Offense

Censure (Reprimand)

Attendance at an educational program or a requirement to write a reflection paper.

Second Offense

Censure or Disciplinary Probation (near removal status from University)

On Campus Talking About Alcohol (OCTAA) Program (required) plus reflection paper.

Further Offenses

May result in serious restrictions, counseling, loss of housing, or suspension from the University for at least one semester.

For Drug Violations Involving Only Use and/or Possession:

First Offense

Disciplinary Probation (usually for one full year)

Marijuana Education Program (mandatory)

Second Offense

Increased disciplinary probation and significant educational projects and/or counseling or possible suspension from the University

Further Offenses

Suspension or dismissal from the University

It should be noted that cases involving drug distribution typically result in a long-term suspension or permanent dismissal from the University. Cases involving drugs "harder" than marijuana also result in more serious consequences.

It is important for students to remember that, if they are confronted by staff for a possible violation, that they be cooperative and polite. The degree to which a person is unreasonable or uncooperative typically has a strong impact on decisions made both by SJO staff and by the University Hearing Panel.

HEALTH RISKS ASSOCIATED WITH ILLICIT DRUG AND ALCOHOL USE

Alcohol consumption causes a number of marked changes in behavior. Even low doses significantly impair the judgment and coordination required to drive a car safely, increasing the likelihood that the driver will be involved in an accident. Low to moderate doses of alcohol also increase the incidence of a variety of aggressive acts, including spouse and child abuse. Moderate to high doses of alcohol cause marked impairments in higher mental functions, severely altering a person's ability to learn and remember information. Very high doses cause respiratory depression and death. If combined with other depressants of the central nervous system, much lower doses of alcohol will produce the effects just described.

Repeated use of alcohol can lead to dependence. Sudden cessation of alcohol intake is likely to produce withdrawal symptoms, including severe anxiety, tremors, hallucinations, and convulsions. Alcohol withdrawal can be life threatening. Long-term consumption of large quantities of alcohol, particularly when combined with poor nutrition can also lead to permanent damage to vital organs such as the brain and liver.

Mothers who drink alcohol during pregnancy may give birth to infants with fetal alcohol syndrome. These infants have irreversible physical abnormalities and mental retardation. In addition, research indicates that children of alcoholic parents are at greater risk than other youngsters of becoming alcoholics.

FEDERAL TRAFFICKING PENALTIES-MARIJUANA

QUANTITY	DESCRIPTION	FIRST OFFENSE	SECOND OFFENSE
1,000 kg or more; or 1,000 or more plants	MARIJUANA Mixture containing	Not less than 10 years, not more than life, If death or serious Injury, not less than 20 years, not more than \$4 million individual, \$10 million other than individual,	Not less than 20 years not more than life. If death or serious injury, not less than life. Fine not more than \$9 million individual, \$20 million other than individual.
100 kg to 1,000 kg; or 100-999 plants	MARIJUANA Mixture containing detectable quantity*	Not less than 5 years, not more than 40 years. If death or serious injury, not less than 20 years, not more than life. Fine not more than \$2 million individual \$5 million other than individual.	Not less than 10 years, not more than life. If death or serious injury, not less than life. Fine not more than \$4 million individual, \$10 million other than individual.
50 to 100 kg	MARIJUANA	Not more than 20 years. If death or serious injury, not less than 20 years, not more than life. Fine \$1 million individual, \$5 million other than individual.	Not more than 30 years. If death or serious injury, life. Fine \$2 million individual, \$10 million other than individual
10 to 100 kg	HASHISH		
1 to 100 kg	HASHISH OIL		
Less than 50 kg	MARIJUANA	Not more than 5 years. Fine not more than \$250,000. \$1 million other than individual.	Not more than 10 years. Fine \$500,000 individual, \$2 million other than individual.
Less than 10 kg	HASHISH		
Less than 1kg	HASHISH OIL		

FEDERAL TRAFFICKING PENALTIES

CSA	PENALTY		QUANTITY	DRUG	QUANTITY	PENALTY	
	2 nd OFFENSE	1 st OFFENSE				2 nd OFFENSE	1 st OFFENSE
I	Not less than 10 years. Not more than life.	Not less than 5 years. Not more than 40 years.	10-99gm or 100-999 gm mixture	METHAMPHETAMINE	100 gm or more or 1kg or more mixture	Not less than 10 years. Not more than life.	Not less than 20 years. Not more than life.
			100-999 gm mixture	HEROIN	1 kg or more mixture		

			500-4999gm mixture	COCAINE	5 kg or more mixture		
and	If death or serious injury, not less than life.	If death or serious injury, not less than 20 years. Not more than life.	5-49 gm mixture	COCAINE BASE	50 gm or more mixture	If death or serious injury, not less than 20 years. Not more than life.	If death or serious injury, not more than life.
			10-99gm or 100-999 gm mixture	PCP	100gm or more or 1 kg or more mixture		
			1-10 gm mixture	LSD	10 gm or more mixture		
II	Fine of not more than \$4 million individual, \$10 million other than individual.	Fine of not more than \$2 million individual, \$5 million other than individual	40-399 gm mixture	FENTANYL	400 gm or more mixture	Fine of not more than \$4 million individual, \$10 million other than individual.	Fine of not more than \$8 million individual, \$20 million other than individual.
			10-99 gm mixture	FENTANYL ANALOGUE	100 gm or more mixture		
	DRUG	QUANTITY	FIRST OFFENSE			SECOND OFFENSE	
	Others	Any	Not more than 20 years. If death or serious injury, not less than 20 years, not more than life. Fine \$1 million individual, \$5 million not individual.			Not more than 30 years. If death or serious injury, life. Fine \$2 million individual, \$10 million not individual.	
III	All	Any	Not more than 5 years. Fine not more than \$250,000 individual, \$1 million not individual.			Not more than 10 years. Fine not more than \$500,000 individual, \$2 million not individual.	
IV	All	Any	Not more than 3 years. Fine not more than \$250,000 individual, \$1 million not individual.			Not more than 6 years. Fine not more than \$500,000 individual, \$2 million not individual.	
V	All	Any	Not more than 1 year. Fine not more than \$100,000 individual, \$250,000 not individual.			Not more than 2 years. Fine not more than \$200,000 individual \$5000 not individual.	

CONTROLLED SUBSTANCE - USES & EFFECTS

DRUGS/CSA SCHEDULES	TRADE OR OTHER NAMES	MEDICAL USES	DEPENDENCE - Physical/ Psychological	TOLERANCE	DURATION (HOURS)	USUAL METHODS OF ADMINISTRATION	POSSIBLE EFFECTS	EFFECTS OF OVERDOSE	WITHDRAWAL SYNDROME
NARCOTICS									
Opium II III V	Dover's Powder, Paregoric, Paraoectolin	Analgesic, antidiarrheal	High	Yes	3 - 6	Oral, smoked	Euphoria, drowsiness, respiratory depression, constricted pupil, nausea	Slow and Shallow breathing, clammy skin, convulsions, coma, possible death	Watery eyes, runny nose, yawning, loss of appetite, irritability, tremors, panic, cramps, nausea, chills and sweating
Morphine II III	Morphine, MS-Contin, Roxanol, Roxanol-SR	Analgesic, antitussive	High	Yes	3 - 6	Oral, smoked, injected			
Codeine II III V	Tylenol w/Codeine, Empirin w/Codeine, Robitussin A-C, Fiorinal w/Codeine	Analgesic, antitussive	Moderate	Yes	3 - 6	Oral, injected			
Heroin I	Diacetylmorphine, Horse, Smack	None	High	Yes	3 - 6	Injected, sniffed, smoked			
Hydromorphone	Dilaudid	Analgesic	High	Yes	3 - 6	Oral, injected			
Meperidine (Pethidine) II	Demerol, Mepergan	Analgesic, antitussive	High	Yes	3 - 6	Oral, injected			
Methadone II	Dolophine, Methadone, Mathadose	Analgesic, antitussive	High	Yes	12 - 14	Oral, injected			
Other Narcotics III IV V I II	Numorphan, Percodan, Percocet, Tylox, Tussionex, Robitussin A C, Fiorinal w/Codeine	Analgesic, antidiarrheal, antitussive	Low	Yes	Variable	Oral, injected			