

# Substance Abuse

## Prevention Program



The University of Fairfax is committed to protecting the safety, health, and well-being of its students, employees, and all people who come into contact with the University community. The abuse of alcoholic beverages, drugs, intoxicants, or other controlled substances (“substance abuse”) poses a direct and significant threat to this goal. Substance abuse can, among other things, impair thinking, reading, comprehension and verbal skills, produce mood swings, panic, and violent and bizarre behavior, and result in loss of physical control or death.

In an effort to create and maintain a campus environment free from such substance abuse, the University established its substance abuse prevention program. The program is consistent with the applicable sections of Federal Regulations 34 CFR Part 84 (Drug- Free Workplace) and Part 86 (Drug and Alcohol Abuse Prevention) and is set forth for students and employees alike. It consists of two primary parts. First, the University developed this *Substance Abuse Prevention Program* disclosure (the “Substance Abuse Disclosure”), which includes detailed information on a wide range of topics relating to substance abuse, including standards of conduct, institutional and legal sanctions, health risks, prevention, and treatment options. Second, the University put into place a set of policies designed to ensure that the Substance Abuse Disclosure is widely distributed and discussed, and that the effectiveness of the disclosure and distribution protocols is subject to periodic evaluation.

The University believes that the benefits of its substance abuse prevention program are manifold. The program provides the University community with critical information and resources relating to substance abuse, and implements standards, policies, and procedures that foster a healthy environment for students and employees alike. The program also serves to ensure our continued reputation and quality of service, to protect the University’s property and operations, and to enhance the safety of the general public.

### **Substance Abuse Standards of Conduct**

As noted above, the University is dedicated to ensuring a learning and working environment free from substance-abuse. Accordingly, and as a matter of policy, the University strictly prohibits students and employees from engaging in the following conduct.

- The unlawful use, possession, sale, conveyance, distribution, dispensing, purchase, storage, or manufacture of alcoholic beverages, drugs, intoxicants, or other controlled substances in any amount or in any manner:
  - on University premises (including in automobiles or any other vehicle parked on University property), as part of any University activity, or during work hours (including meal periods and breaks); or
  - off University premises, if doing so impairs their ability to perform their University-related duties in any way, presents a danger to the well-being and welfare of other students or employees, or compromises the reputation of the University.
- Reporting to the University (for any purpose) under the influence of alcoholic beverages, drugs, intoxicants, or other controlled substances.

#### *Over the Counter and Prescription Medication*

Notwithstanding the Standards of Conduct detailed above, students and employees under the influence of over-the-counter or legally prescribed medication may continue to attend class or come to work, as long as they do not pose a threat to their own safety or the safety of others, or their performance is not adversely affected. Whether and to

what extent performance is adversely affected will be determined by the University, in its sole discretion.

A student or employee with a medical condition that requires accommodation, including accommodation due to the effects of prescription medication, should request accommodation pursuant to the University’s ADA Accommodation Policy. A student or employee under the influence of prescription medication may be required to take a leave of absence or comply with appropriate action as determined by the University.

#### *University-Sponsored Special Events*

Possession and consumption of alcoholic beverages while on University premises may be authorized by the University for certain employee or student events. It is the policy of the University that employees and students participating in such events and consuming alcoholic beverages will be expected to do so in accordance with all applicable federal, state, and local laws, including laws relating to underage drinking. Further, employees and students are expected to demonstrate consideration for their safety and well-being, as well as for the safety and well-being of others, at all times before, during, and after such events.

### **Institutional Enforcement and Sanctions Relating to Substance Abuse**

Students and employees of the University should be aware that compliance with the standards of conduct set forth above are a condition of initial and ongoing enrollment and employment, respectively. The University will impose disciplinary sanctions on students and employees (consistent with local, State, and Federal law)

for violation of these rules, up to and including dismissal for students and termination of employment for employees. Depending on the circumstances, violation of these rules also may result in referral to law enforcement agencies for prosecution.

Students and employees who report to campus under the influence of alcoholic beverages, drugs, intoxicants, or other controlled substances may be removed immediately from University premises. Students and employees who report to campus under the influence of over-the-counter or legally prescribed medication may be removed from University premises if the University determines that they pose a threat to their own safety or the safety of others, or that their performance is adversely affected.

On an individual referral basis, students and employees convicted of any drug law violation or otherwise found to be engaged in substance abuse may be referred to substance abuse help centers for counseling and rehabilitation. If such a referral is made, continued enrollment or employment may be subject to successful completion of any prescribed counseling or treatment program.

Students and employees who go through rehabilitation and who seek re-admission or re-employment will be given equal consideration based upon their qualifications for enrollment or employment. Students and employees will be afforded the benefits and protections of the Americans with Disabilities Act and the Family Medical Leave Act, to the extent that such protections are available.

#### *Searches of Persons and Property*

The University reserves the right to carry out reasonable searches of individuals, their personal effects, their desks, and vehicles when entering University premises, while on the premises, and when leaving the premises. The only objective of all searches is to deter the illicit use, possession, sale, conveyance, distribution, dispensing, purchase, storage, or manufacture of alcoholic beverages, drugs, intoxicants, or other controlled substances. Such searches may be initiated without prior announcement and conducted at such times and locations as deemed appropriate.

A student or employee's consent to such searches is required as a condition of becoming and remaining enrolled in or employed by the University. An incumbent student or employee's refusal to consent to any such search may result in disciplinary action up to and including dismissal or termination, even for a first refusal.

Searches may be conducted using administrative personnel or law enforcement officers. Following any incident involving a search of a student or an employee, involved personnel are to contact the personnel office in order to prepare a written report of the incident.

#### **Legal Sanctions Relating to Substance Abuse**

Local, state, and federal laws make the unlawful use of illicit drugs and alcohol serious crimes.

State laws contain a variety of provisions governing the possession, use, and consumption of alcoholic beverages. In every State it is unlawful to sell, furnish or provide alcohol to a person under the age of 21. Also, the possession of alcohol by anyone less than 21 years of age in a public place or a place open to the public generally is illegal. Driving while intoxicated also is illegal, independent of age. State laws also prohibit the unlawful possession, distribution, and use of controlled substances and drugs, as defined in each jurisdiction.

In addition to local and state laws, federal laws also prohibit the unlawful possession, distribution, and use of controlled substances and drugs. Among other things, federal laws make it a crime to possess drugs (including in your locker, car, purse, or house), to hold someone else's drugs, or to be in a house where people are using drugs.

Members of the University community should be aware of the serious legal penalties applied for conviction in cases of drug or alcohol abuse. Such convictions can lead to imprisonment, fines, and assigned community service. Also, courts do not lift prison sentences in order for convicted persons to attend college or continue their jobs. An offense is classified as a misdemeanor or a felony, depending upon the type and the amount of the substance(s) involved. Specific legal sanctions under local, state, and federal laws may include:

- Suspension, revocation, or denial of a driver's license
- Property seizure
- Mandated community service
- Monetary fines
- Prison sentence

Persons convicted of drug possession or sale under state or federal laws are ineligible for federal grants and loans for varying periods, depending on the number of prior offenses. A felony conviction for such an offense also can prevent a person from entering many fields of employment or professions. Under federal law, distribution of drugs to persons under 21 is punishable by twice the normal penalty with a mandatory 1 year in prison. Federal laws set substantially higher prison sentences for the manufacture

and distribution of drugs if death or serious injury results from the use of the substance.

Appendix A to this document describes in detail the legal sanctions for the unlawful possession or distribution of illicit drugs and alcohol in select jurisdictions.

### **Criminal Convictions Relating to Substance Abuse**

As a condition of initial and ongoing enrollment or employment, respectively, any student or employee who is convicted of any drug or alcohol law violation relating to conduct that occurred on University premises, as part of any University activity, or during work hours must notify the Site Director or department head in writing within five calendar days of the conviction.

As required by federal law, the University will disclose in writing the conviction of any covered employee for a drug-related offense in the workplace to the U.S Department of Education and any other applicable federal agency within ten calendar days of receiving notice from the employee or others. In addition, within thirty calendar days of learning an employee's conviction, the University will:

- Take appropriate personnel action against the employee, up to and including termination; or
- Require the employee to participate satisfactorily in a drug abuse assistance or rehabilitation program approved by a Federal, State or local health, law enforcement, or other appropriate agency.

The University will provide students convicted of a federal or state drug offense that occurred during a period of enrollment with information concerning the impact of the conviction on the student's continued eligibility to receive federal financial aid. This information also is available in Appendix A to this document.

### **Health Risks Associated with Substance Abuse**

Students and employees should be aware that the physical and psychological health risks associated with substance abuse are extreme. Marijuana can impair thinking, reading, comprehension and verbal skills; hallucinogens result in loss of control of normal thought processes; phencyclidine can produce violent and bizarre behavior; stimulants (amphetamines) may produce mood swings, panic and cardiac disturbances; cocaine is toxic, and overdoses result in death; narcotics cause dependency and severe symptoms upon withdrawal; inhalants have a high risk of sudden death; and alcohol can dull sensation and impair coordination, memory, and judgment. And these are only a few examples.

Appendix B to this document includes additional, detailed information relating to the range of health risks associated

with various forms of substance abuse, including the impact drugs and alcohol have on the mind and body, and the potential consequences of an overdose. We recommend that members of the University community carefully review and consider this information.

### **Preventing Substance Abuse**

As noted above, in an effort to prevent substance abuse on campus and at campus related activities, the University developed its substance abuse prevention program, through which it advances policies and sanctions and disburses information relating to health risks and treatment options, among other things.

Students and employees also can take certain steps to prevent substance abuse both on campus and away. For example, students and employees can (or can encourage others to):

- Become educated regarding substance abuse. Myths and misconceptions regarding substance abuse are common. Because your ability to make good decisions requires that you have good information, it makes sense to "get educated."
- Limit interactions with known substance abusers. If you are associating with individuals who regularly abuse alcohol or drugs, it increases the likelihood that you will succumb to substance abuse.
- Be confident in your ability - and right - to make good decisions. If someone is pressuring you to engage in substance abuse, you have the right to say no, and you need not offer a reason.
- Seek out mentors who can offer you sound direction and support, and who can guide you away from substance abuse.
- Be a mentor or an advocate. You can serve as a mentor and role model for others who may be struggling with substance abuse.
- Safely store and properly dispose of prescription medications and refrain from sharing prescription drugs with others.
- Refrain from supplying underage youth with alcohol and ensure that youth cannot access alcohol in the home.

If you or someone you know is struggling with substance abuse, seek out assistance. Appendix C to this document contains substance abuse prevention programs and resources.

### **Reporting and Treating Substance Abuse**

Students and employees are strongly encouraged to notify their Site Director if they become aware of any alcohol or drug-related activity that violates the standards of conduct set out above. While care must be

taken to ensure that a person is not wrongly accused of substance abuse, the University also encourages anyone who notes signs of substance abuse in another student or employee to contact their Site Director.

Students and employees struggling with substance abuse may voluntarily contact their Site Director for referrals or information regarding available and appropriate substance abuse counseling, treatment, and rehabilitation programs. Any such communications and related referrals will be made in confidence.

Members of the University community also may directly seek assistance from a substance abuse help center. [Appendix C](#) to this document provides contact information for both national and regional organizations offering resources and support to individuals struggling with substance abuse.

## **Distribution and Evaluation of Substance Abuse Prevention Program**

### *Annual and Ongoing Distribution*

In order to advance the University's goals of protecting the University community and ensuring an environment free from substance abuse, the institution has developed protocols for the consistent and wide-spread dissemination of this Substance Abuse Disclosure to students and employees.

All new employees are provided with a copy of the Substance Abuse Disclosure when hired, and required to acknowledge in writing their receipt and understanding of the Disclosure's contents as a condition of continued employment. To ensure that all pertinent information in the Substance Abuse Disclosure is covered, and that new employees have an opportunity to ask questions and provide feedback, the contents of the Disclosure are covered during the employee's orientation.

Similarly, all new students are provided with a copy of the Substance Abuse Disclosure at the time of admission, and required to acknowledge in writing their receipt and understanding of the Disclosure's contents as a condition of continued enrollment. To ensure that all pertinent information in the Substance Abuse Disclosure is covered, and that students have an opportunity to ask questions and provide feedback, new student orientation includes an interactive discussion regarding the Disclosure's contents.

Each year, all current employees and students are provided with a current, written copy of the Substance Abuse Disclosure. The Disclosure is sent directly to each current employee and student via electronic mail.

At all times, the Substance Abuse Disclosure is posted and available in the consumer information section of the University's external student support website. The University's Catalog and Annual Security Report both include a brief description of the Disclosure and directions for obtaining a copy of the Disclosure online or in hardcopy.

Finally, the University also makes the Substance Abuse Disclosure available to any member of the University community or the general public at any time, upon request.

### *Biennial Review*

In support of its substance abuse prevention program, the University conducts a biennial review to assess the program's impact and to determine whether any changes are needed to enhance the program's effectiveness. In addition, the review facilitates the University's efforts to ensure that institutional disciplinary sanctions relating to substance abuse are consistently enforced.

The biennial review utilizes several data points, including, at a minimum, the number of substance abuse violations and fatalities that have occurred on campus or as part of a campus activity and that are reported to campus officials, the number and type of sanctions imposed by the University in connection with such violations and fatalities, and annual security reports where crimes were attributed to drug and alcohol policy violations.

Ultimately, this periodic evaluation fosters regular refinement and enhancements to the program and ensures that a healthy environment for all students and employees is maintained.

The results of the University's biennial review, as well as the data and methods supporting its conclusions, are available to any member of the University community or the general public at any time, upon request.

## **Administration of this Policy**

University of Fairfax's Compliance Department is responsible for the administration of the substance abuse policies and information detailed in this document. If you have any questions regarding such policies and information, or if you have questions about substance abuse that are not addressed in this Disclosure, please contact David Yeaman, Executive Director of Compliance and Accreditation via telephone at 540-444- 5211



## APPENDIX A: FEDERAL AND STATE LEGAL SANCTIONS

Below, please find a summary of select federal and state sanctions for the unlawful use of controlled substances and alcohol. Please note, while the summaries provided represent a good faith effort to provide important information, they do not constitute legal advice and the University does not guarantee their accuracy.

### Federal Penalties and Sanctions

Illegal Possession of a Controlled Substance	
Citation	Penalty
21 U.S.C. § 844(a)	<p><b>First Conviction:</b> Up to 1 year imprisonment and fine of at least \$1,000 or both.</p> <p><b>After 1 prior drug conviction:</b> At least 15 days in prison, not to exceed 2 years, and a fine of at least \$2,500.</p> <p><b>After 2 or more prior drug convictions:</b> at least 90 days in prison, not to exceed 3 years, and a fine of at least \$5,000.</p>
21 U.S.C. §§ 853(a) and 881 (a)	Forfeiture of tangible and intangible personal and real property used to possess or to facilitate possession of a controlled substance if that offense is punishable by more than 1 year imprisonment. Forfeiture of vehicles, boats, aircraft, or any other conveyance used, or intended for use, to transport or in any manner to facilitate the transportation, sale, receipt, possession, or concealment of controlled substances.
21 U.S.C. § 844a	Civil fine of up to \$10,000 for each violation of 21 U.S.C. § 844 involving controlled substances listed in 21 U.S.C. § 841(b)(1)(A).
21 U.S.C. § 862	Denial of Federal benefits, such as financial aid grants, contracts, student loans, and professional and commercial licenses, for individuals convicted of distributing controlled substances (drug trafficking). The denial can last up to 5 years for the first conviction and up to 10 years for the second conviction. Those who have three or more convictions will be permanently ineligible for all Federal benefits.
18 U.S.C. § 922(g)	Ineligible to receive or possess a firearm or ammunition.
Information available online at <a href="http://uscode.house.gov/browse.xhtml?jsessionid=E1BF6853A7C1280CCC958C1B84386D24">http://uscode.house.gov/browse.xhtml?jsessionid=E1BF6853A7C1280CCC958C1B84386D24</a>	

Federal Trafficking Penalties for Schedules I, II, III, IV, and V (except Marijuana)				
Schedule	Substance/Quantity	Penalty	Substance/Quantity	Penalty
II	Cocaine 500-4999 grams mixture	<p><b>First Offense:</b> Not less than 5 yrs. and not more than 40 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine of not more than \$5 million if an individual, \$25 million if not an individual.</p> <p><b>Second Offense:</b> Not less than 10 yrs. and not more than life. If death or serious bodily injury, life imprisonment. Fine of not more than \$8 million if an individual, \$50 million if not an individual.</p>	Cocaine 5 kilograms or more mixture	<p><b>First Offense:</b> Not less than 10 yrs. and not more than life. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine of not more than \$10 million if an individual, \$50 million if not an individual.</p> <p><b>Second Offense:</b> Not less than 20 yrs., and not more than life. If death or serious bodily injury, life imprisonment. Fine of not more than \$20 million if an individual.</p>
II	Cocaine Base 28-279 grams mixture		Cocaine Base 280 grams or more mixture	
IV	Fentanyl 40-399 grams mixture		Fentanyl 400 grams or more mixture	
I	Fentanyl Analogue 10-99 grams mixture		Fentanyl Analogue 100 grams or more mixture	
I	Heroin 100-999 grams mixture		Heroin 1 kilogram or more mixture	
I	LSD 1-9 grams mixture		LSD 10 grams or more mixture	
II	Methamphetamine 5-49 grams pure or 50-499 grams mixture		Methamphetamine 50 grams or more pure or 500 grams or more mixture	

II	PCP 10-99 grams pure or 100-999 grams mixture	PCP 100 grams or more pure or 1 kilogram or more mixture	individual, \$75 million if not an individual.  <b>2 or More Prior Offenses:</b> Life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.
Substance/Quantity		Penalty	
Any Amount Of Other Schedule I & II Substances		<b>First Offense:</b> Not more than 20 yrs. If death or serious bodily injury, not less than 20 yrs. or more than Life. Fine \$1 million if an individual, \$5 million if not an individual.	
Any Drug Product Containing Gamma Hydroxybutyric Acid		<b>Second Offense:</b> Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if not an individual.	
Flunitrazepam (Schedule IV) 1 Gram			
Any Amount Of Other Schedule III Drugs		<b>First Offense:</b> Not more than 10 yrs. If death or serious bodily injury, not more than 15 yrs. Fine not more than \$500,000 if an individual, \$2.5 million if not an individual.  <b>Second Offense:</b> Not more than 20 yrs. If death or serious injury, not more than 30 yrs. Fine not more than \$1 million if an individual, \$5 million if not an individual.	
Any Amount Of All Other Schedule IV Drugs (other than one gram or more of Flunitrazepam)		<b>First Offense:</b> Not more than 5 yrs. Fine not more than \$250,000 if an individual, \$1 million if not an individual.  <b>Second Offense:</b> Not more than 10 yrs. Fine not more than \$500,000 if an individual, \$2 million if other than an individual.	
Any Amount Of All Schedule V Drugs		<b>First Offense:</b> Not more than 1 yr. Fine not more than \$100,000 if an individual, \$250,000 if not an individual.  <b>Second Offense:</b> Not more than 4 yrs. Fine not more than \$200,000 if an individual, \$500,000 if not an individual.	
Information available online at <a href="https://www.dea.gov/sites/default/files/drug_of_abuse.pdf#page=30">https://www.dea.gov/sites/default/files/drug_of_abuse.pdf#page=30</a>			

Federal Trafficking Penalties for Marijuana, Hashish and Hashish Oil, Schedule I Substances	
Marijuana - 1,000 kilograms or more marijuana mixture or 1,000 or more marijuana plants	<b>First Offense:</b> Not less than 10 yrs. or more than life. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine not more than \$10 million if an individual, \$50 million if other than an individual.  <b>Second Offense:</b> Not less than 20 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$20 million if an individual, \$75 million if other than an individual.
Marijuana - 100 to 999 kilograms marijuana mixture or 100 to 999 marijuana plants	<b>First Offense:</b> Not less than 5 yrs. or more than 40 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine not more than \$5 million if an individual, \$25 million if other than an individual.  <b>Second Offense:</b> Not less than 10 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$8 million if an individual, \$50 million if other than an individual.
Marijuana - 50 to 99 kilograms marijuana mixture, 50 to 99 marijuana plants	<b>First Offense:</b> Not more than 20 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine \$1 million if an individual, \$5 million if other than an individual.
Hashish - More than 10 kilograms	



Hashish Oil - More than 1 kilogram	<b>Second Offense:</b> Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if other than an individual.
Marijuana - less than 50 kilograms marijuana (but does not include 50 or more marijuana plants regardless of weight)	<b>First Offense:</b> Not more than 5 yrs. Fine not more than \$250,000, \$1 million if other than an individual.  <b>Second Offense:</b> Not more than 10 yrs. Fine \$500,000 if an individual, \$2 million if other than individual.
1 to 49 marijuana plants	
Hashish - 10 kilograms or less	
Hashish Oil - 1 kilogram or less	
Information available online at <a href="https://www.dea.gov/sites/default/files/drug_of_abuse.pdf#page=30">https://www.dea.gov/sites/default/files/drug_of_abuse.pdf#page=30</a>	

<b>Federal Student Aid Penalties for Drug Related Convictions</b>		
A federal or state drug conviction for an offense that occurred during a period of enrollment for which a student was receiving Title IV aid can disqualify the student for FSA funds. The chart below illustrates the period of ineligibility for federal financial aid funds, depending on whether the conviction was for sale or possession and whether the student had previous offenses. (A conviction for sale of drugs includes convictions for conspiring to sell drugs.) If the student was convicted of both possessing and selling illegal drugs, and the periods of ineligibility are different, the student will be ineligible for the longer period.		
<b>Offense</b>	<b>Possession of illegal drugs</b>	<b>Sale of illegal drugs</b>
First	1 year of ineligibility from date of conviction	2 years of ineligibility from date of conviction
Second	2 years of ineligibility from date of conviction	Indefinite period of ineligibility (continues unless your conviction is overturned or otherwise rendered invalid or you meet one of the two early reinstatement requirements specified above).
Third or more	Indefinite period of ineligibility (continues unless your conviction is overturned or otherwise rendered invalid or you meet one of the two early reinstatement requirements specified above).	Indefinite period of ineligibility (continues unless your conviction is overturned or otherwise rendered invalid or you meet one of the two early reinstatement requirements specified above).
A student regains eligibility the day after the period of ineligibility ends or when he successfully completes a qualified drug rehabilitation program. Further drug convictions will make him ineligible again.		
Information available online at <a href="https://www.whitehouse.gov/ondcp/">https://www.whitehouse.gov/ondcp/</a>		

Above, we have set out several charts summarizing federal penalties associated with the unlawful use of controlled substances. For a comprehensive overview of the maximum fines and terms of imprisonment that may be imposed for violations of federal controlled substances, drug supply, and drug demand related laws, please see Mandatory Minimum Sentencing of Federal Drug Offenses. This compilation was produced by the Congressional Research Services in January 2018, and is available online at the following address: <https://fas.org/spp/crs/misc/R45074.pdf>.

## State Penalties and Sanctions

### State of Tennessee

Under state law, it is unlawful for any person under the age of twenty-one (21) to buy, possess, transport (unless in the course of their employment and over the age of 18), or consume alcoholic beverages, including wine or beer. It is also unlawful for any adult to buy alcoholic beverages for or furnish them for any purpose to anyone under twenty-one years of age. These offenses are classified as Class A Misdemeanors punishable by imprisonment for not more than eleven months and twenty-nine days, or a fine of not more than \$2,500, or both. (T.C.A. §§ 1-3-113, 39-15-404, 57-5-301.)

The offense of public intoxication is a Class C Misdemeanor punishable by 11 hours of community service, possible revocation of driver's license, imprisonment of not more than thirty days or a fine of not more than \$50, or both. (T.C.A. § 39-17-310.) Under Tennessee law, the offense of possession or casual exchange of a controlled substance (such as marijuana) is punishable as a Class A Misdemeanor (eleven months twenty-nine days and/or a fine of \$2,500). For the third and subsequent offense of possession of 1/2 oz. or less of marijuana, punishment is one to six years of imprisonment and a \$3,000 fine. If there is an exchange from a person over twenty-one years of age to a person under twenty-one, and the older person is at least two years older than the younger, and the older person knows that the younger is under twenty-one years of age, then the offense is classified as a felony. Possession of more than 1/2 oz. of marijuana under circumstances where intent to resell may be implicit is punishable by one to six years of imprisonment and a \$5,000 fine for the first offense. (T.C.A. §§ 39-17-417, 39-17-418; 21 U.S.C. § 801, et seq.)

State penalties for possession of substantial quantities of a controlled substance or for manufacturing or distribution range up to a maximum of fifteen to sixty years of imprisonment and a \$500,000 fine. (Title 39, T.C.A., Chapter 17.) For example, possession of more than twenty-six grams of cocaine is punishable by eight to thirty years of imprisonment and a \$200,000 fine for the first offense. The state may, under certain circumstances, impound a vehicle used to transport or conceal controlled substances.

State of Virginia: <http://law.lis.virginia.gov/vacode>

Offense	VC	Charge	Fine	Imprisonment
Underage Drinking (under age 21)	4.1-305	Class 1 Misdemeanor <i>Driving privileges suspended for upto 1 year.</i>	≥\$500	n/a
False ID used to purchase alcohol BY person under age 21	4.1-305	Class 1 Misdemeanor <i>Driving privileges suspended for upto 1 year.</i>	≥\$500	n/a
Open container in motor vehicle	18.2-323.1	Class 4 Misdemeanor	≤\$250	n/a
Furnishing/selling alcohol to person under age 21	4.1-306	Min: Class 1 Misdemeanor Max: Class 6 Felony <i>Penalty increases with repeat offenses.</i>	Min: ≥\$250 Max: ≥\$500	Min: 5 days Max: 6 months
Driving while intoxicated, underage driver	18.2-266.1	Class 1 Misdemeanor <i>Driving privileges suspended for 1 year.</i>	≥\$500	n/a
Drinking in public	4.1-308	Class 4 Misdemeanor	≥\$250	n/a
Drug trafficking: Selling/distributing and/or possession with intent to sell/distribute marijuana	18.2-248.1	Min: Class 1 Misdemeanor Max: Class 4 Felony <i>Penalty increases with repeat offenses and quantity of drugs.</i>	Min: ≤\$2500 Max: ≤\$100,000	Min: ≤12 months Max: 10 years
Drug abuse: Possessing/using controlled substances	18.2-250	Min: Class 1 Misdemeanor Max: Class 5 Felony <i>Penalty depends on drug type.</i>	≤\$2500	Min: ≤12 months Max: 10 years

Offense	KRS	Charge	Fine	Imprisonment
Underage purchase, possession, consumption of alcohol (under age 21)	244.085	Status Offense	n/a	n/a
False ID used to purchase alcohol FOR person under age 21	244.085	Class B Misdemeanor	\$250	< 90 days
False ID used to purchase alcohol BY person under age 21	244.085	Status Offense	n/a	n/a
Furnishing/selling alcohol to person under age 21	244.085	Class B Misdemeanor	\$250	< 90 days
Public intoxication (excludes alcohol unless in combination with controlled substance)	525.100	Class B Misdemeanor	\$250	< 90 days
Driving under the influence of alcohol, a controlled substance, or other substance that impairs driving ability	189.010	Min: First Offense <i>Driving privileges suspended for 30 days – 6 months.</i> Max: 4th offense <i>Driving privileges suspended for 5 years. Penalty increases with repeat offenses, aggravating circumstances, and/or passenger under age 12.</i>	Min: \$200 Max: \$10,000	Min: 48 hours Max: 5 years
Selling/distributing controlled substances	218A.140 218A.1404 218A.1412	Class D Felony <i>Penalty increases with drug quantity, repeat offenses, and/or if a child is endangered.</i>	Min: \$1000 Max: \$10,000	Min: 1 year Max: 5 years
Selling/distributing controlled substances to a minor (under age 18)	218A.1401	Class C Felony <i>Penalty increases with repeat offenses</i>	Min: \$1000 Max: \$10,000	Min: 5 years Max: 10 years
Possessing/using controlled substances	218A.140 218A.1415	Class D Felony <i>Penalty increases with drug quantity, repeat offenses, and/or if a child is endangered.</i>	Min: \$1000 Max: \$10,000	Min: 1 year Max: 5 years
Selling/distributing marijuana	218A.1421	Class A Misdemeanor <i>Penalty increases with drug quantity, repeat offenses, and/or if a child is endangered.</i>	≤\$500	≤12 months
Manufacturing methamphetamines	218A.1432 218A.1441	Class B Felony <i>Penalty increases with repeat offenses or if a child is endangered.</i>	Min: \$1000 Max: \$10,000	Min: 10 years Max: 20 years
Possession/unlawful distribution of methamphetamines	218A.1437 218A.1438	Class D Felony <i>Penalty increases with repeat offenses.</i>	Min: \$1000 Max: \$10,000	Min: 1 year Max: 5 years

## APPENDIX B: HEALTH RISKS ASSOCIATED WITH SUBSTANCE ABUSE

Alcohol and drugs are toxic substances that affect the mind, body, and spirit. Excessive drinking can cause health risks which include damage to your body organs, impaired physiological responses, mental and emotional disorders, and in very high doses, respiratory depression and death. Marijuana can impair thinking, reading, comprehension and verbal skills; hallucinogens result in loss of control of normal thought processes; phencyclidine can produce violent and bizarre behavior; stimulants (amphetamines) may produce mood swings, panic and cardiac disturbances; cocaine is toxic, and overdoses result in death; narcotics cause dependency and severe symptoms upon withdrawal; inhalants have a high risk of sudden death; and alcohol can dull sensation and impair coordination, memory, and judgment. Continuous use of drugs can lead to organ damage, mental illness, and malnutrition.

For detailed information concerning the health risks associated with different forms of substance abuse, students and employees can consult the following resources, as well as the chart below:

- The DEA’s *Drugs of Abuse DEA Resource Guide (2017 Edition)* ([https://www.dea.gov/sites/default/files/drug\\_of\\_abuse.pdf](https://www.dea.gov/sites/default/files/drug_of_abuse.pdf)),
- The NIDA website (<https://www.drugabuse.gov/drug-topics/health-consequences-drug-misuse/introduction>)
- The NIAAA website (<https://www.niaaa.nih.gov/alcohols-effects-health/alcohols-effects-body>)

<b>Alcohol</b>
Alcohol consumption causes a number of marked changes in behavior. Even small amounts alcohol can significantly impair the judgment, reaction time and coordination needed to safely operate equipment or drive a car. Signs and symptoms of abuse include: dulled mental processes, lack of coordination, slowed reaction time, poor judgment and reduced inhibitions. Low to moderate doses of alcohol increase the incidence of a variety of aggressive acts. 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. 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 the liver.
<b>Marijuana</b>
All forms of marijuana have negative physical and mental effects. Research also shows that people do not retain knowledge when they are “high.” Motivation and cognition may be altered, making the acquisition of new information difficult. Marijuana also can produce paranoia and psychosis. Because users often inhale the unfiltered smoke deeply and then hold it in their lungs as long as possible, marijuana is damaging to the lungs and pulmonary system. Marijuana smoke contains more cancer-causing agents than tobacco smoke. Long-term users of marijuana may develop tolerance levels requiring more and more marijuana to achieve the same “high.”
<b>Inhalants</b>
Inhalants are mood-altering substances that are voluntarily inhaled. Because they are common products, inhalants often are a young person’s first attempt at “getting high.” Inhaling solvents allows the substance to reach the bloodstream very quickly. The immediate negative effects of inhalants include: nausea, sneezing, coughing, nosebleeds, fatigue, poor coordination and loss of appetite. Deeply inhaling the 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 the oxygen in the lungs or depressing the central nervous system to the point that breathing stops.
<b>Cocaine</b>
Cocaine is the most potent stimulant of organic origin and the most widely used of the stimulants. Cocaine is a powerfully addictive drug leading to physical and psychological dependence. Signs and symptoms of use include: dilated pupils, increased pulse rate, elevated blood pressure, insomnia, loss of appetite, tactile hallucinations, paranoia, seizures, anxiety, mood swings and difficulty in concentration. The immediate effects include dilated pupils and elevated blood pressure, heart rate, respiratory rate and body temperature. In addition, cocaine use can lead to death by cardiac arrest or respiratory failure. Chronic use can ulcerate the mucous membrane of the nose. Using contaminated equipment to inject cocaine, or any other substance, can transmit HIV and cause HIV/ AIDS, hepatitis and other diseases.
<b>Other Stimulants</b>
Stimulants are drugs that stimulate the central nervous system and excite bodily activity. Methamphetamine or crank is one of the fastest growing drugs of abuse. These drugs create less intense and less expensive cocaine-like effects in the body. Signs and symptoms of use include: impaired concentration, impaired mental functioning and swings between apathy and

alertness. In addition to the physical effects, users report feeling restless, anxious and moody. Higher doses intensify the effects. Persons who use large amounts of amphetamines over a long period of time can develop an amphetamine psychosis that includes hallucinations, delusions and paranoia. An amphetamine injection creates a sudden increase in blood pressure that can result in stroke, very high fever or heart failure. Also, injection using contaminated needles may result in needle-related diseases such as AIDS and hepatitis.

### **Depressants**

A depressant is a drug that depresses the central nervous system, resulting in sedation and a decrease in bodily activity. Depressants, taken as prescribed by physicians, can be beneficial for the relief of anxiety, irritability, stress and tension. The effects of depressants are in many ways similar to the effects of alcohol. Small amounts can produce calmness and relaxed muscles, but somewhat larger doses can cause: slurred speech, staggered walk, altered perception, respiratory depression, coma and death. The combination of depressants and alcohol can multiply the effects of the drugs, thereby multiplying the risks. The use of depressants can cause both physical and psychological dependence. Regular use over time may result in a tolerance to the drug, leading the user to increase the quantity consumed. Depressants are known as: barbiturates, downers and tranquilizers, such as Valium, Librium, Equanil, Serax, Tranxene and Zanax.

### **Hallucinogens**

Hallucinogenic drugs distort the senses and often produce hallucinations—experiences that depart from reality. Phencyclidine (PCP) interrupts the function of the neurocortex, the section of the brain that controls the intellect and keeps instincts in check, because the drug blocks pain receptors. Violent PCP episodes may result in self-inflicted injuries. Signs and symptoms of use include: impaired concentration, confusion and agitation, muscle rigidity and profuse sweating. Lysergic acid (LSD), mescaline and psilocybin also are hallucinogens that 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. It is common to have a bad psychological reaction to LSD, mescaline and psilocybin. The user may experience panic, confusion, suspicion, anxiety and loss of control. Delayed effects or flashbacks can occur even after use has ceased.

### **Narcotics**

Narcotic analgesics are the most effective compounds used for pain relief. Narcotic analgesics include Opium, Opiates (morphine, codeine, percodan, heroin and dilaudid) and Opioids (synthetic substitutes such as vicodin, darvon, demerol and methadone). Narcotics initially produce a feeling of euphoria that is often followed by: drowsiness, nausea and vomiting, constricted pupils, watery eyes and itching, low and shallow breathing, clammy skin, impaired respiration, convulsions, coma, possible death, Narcotics can be smoked or eaten, injected, taken orally or smoked, inhaled, injected or smoked, such as heroin. Tolerance to narcotics develops rapidly and addiction is likely. The use of contaminated syringes may result in diseases such as HIV/ AIDS, endocarditis and hepatitis. Addiction in pregnant women can lead to premature, stillborn, or addicted infants who experience severe withdrawal symptoms.

## APPENDIX C: DRUG AND ALCOHOL ABUSE PREVENTION PROGRAMS

As noted above, students and employees may voluntarily contact [the Site Director], in confidence, for referrals or information regarding drug and alcohol abuse counseling, treatment, rehabilitation and re-entry programs. [In addition, the University posts information regarding these and other such programs to the Student Services website.]

### National Organizations Offering Resources and Assistance

- The Substance Abuse and Mental Health Services Administration (SAMHSA) maintains a website (<https://www.samhsa.gov/find-treatment>) that shows the location of residential, outpatient, and hospital inpatient treatment programs for drug addiction and alcoholism throughout the country. This information is also accessible by calling 1-800-662-HELP.
- The National Suicide Prevention Lifeline (1-800-273-TALK) offers more than just suicide prevention—it can also help with a host of issues, including drug and alcohol abuse, and can connect individuals with a nearby professional.
- The National Alliance on Mental Illness ([www.nami.org](http://www.nami.org)) and Mental Health America (<https://www.mhanational.org/>) are alliances of nonprofit, self-help support organizations for patients and families dealing with a variety of challenges. Both have State and local affiliates throughout the country and may be especially helpful for individuals struggling with multiple addictions.
- The American Academy of Addiction Psychiatry and the American Academy of Child and Adolescent Psychiatry each have physician locator tools posted on their Web sites at [www.aaap.org](http://www.aaap.org) and [www.aacap.org](http://www.aacap.org), respectively.
- Faces & Voices of Recovery ([www.facesandvoicesofrecovery.org](http://www.facesandvoicesofrecovery.org)), founded in 2001, is an advocacy organization for individuals in long-term recovery that strategizes on ways to reach out to the medical, public health, criminal justice, and other communities to promote and celebrate recovery from addiction to alcohol and other drugs.
- The Partnership at Drugfree.org ([www.drugfree.org](http://www.drugfree.org)) is an organization that provides information and resources on teen drug use and addiction for parents, to help them prevent and intervene in their children's drug use or find treatment for a child who needs it. They offer a toll-free helpline for parents (1-855-378-4373).
- The American Society of Addiction Medicine ([www.asam.org](http://www.asam.org)) is a society of physicians aimed at increasing access to addiction treatment. Their website has a nationwide directory of addiction medicine professionals.
- The National Institute on Drug Abuse (NIDA) maintains a DrugPubs Research Dissemination Center (<https://drugpubs.drugabuse.gov/>) that provides booklets, pamphlets, fact sheets, and other informational resources on drugs, drug abuse, and treatment. In addition, NIDA's National Drug Abuse Treatment Clinical Trials Network (<https://www.drugabuse.gov/about-nida/organization/cctn/> [clinical-trials-network-ctn](https://www.drugabuse.gov/about-nida/organization/cctn/clinical-trials-network-ctn)) provides information for those interested in participating in a clinical trial testing a promising substance abuse intervention; or visit [www.clinicaltrials.gov](http://www.clinicaltrials.gov).
- The National Institute on Alcohol Abuse and Alcoholism (NIAAA) ([www.niaaa.nih.gov](http://www.niaaa.nih.gov)) provides information on alcohol, alcohol use, and treatment of alcohol-related problems.

## Local Organizations Offering Resources and Assistance

### *Louisville, Kentucky*

- Seven Counties Addiction Recovery Center, 600 South Preston St., 40202, 502.583.3951, <https://sevencounties.org/arc/>
- The Morton Center, 1028 Barret Avenue, Louisville, KY 40204, (502) 451-1221, <http://www.themortoncenter.org/>

### *Pikeville, Kentucky*

- Mountain Comprehensive Care Center, 160 Douglas Park, Pikeville, KY 41501, 606-639-9880, <http://www.mtcomp.org/>

### *Nashville, Tennessee*

- Cumberland Heights Alcohol and Drug Treatment Center, 8283 River Road Pike, Nashville, TN 37209, (615)356-2700, <http://www.cumberlandheights.org/>
- Nashville Prevention Partnership, 1704 Charlotte Ave., Suite 200, Nashville, TN 37203, (615) 297-7635, <http://nashvilleprevention.org/>
- Bradford Health Services, 1410 Donelson Pike, Suite A7, Nashville, TN 37217, (615) 291-2956 <http://bradfordhealth.com/>

## **Virginia Department of Behavioral Health Office of Substance Abuse Services**

<http://www.dbhds.virginia.gov/individuals-and-families/substance-abuse>

### *Roanoke Valley, Virginia*

- Blue Ridge Behavioral Healthcare, 611 McDowell Avenue, Roanoke, VA 24016 (540) 3266-9200, [www.brbh.org](http://www.brbh.org)
- Mount Regis Center, 405 Kimball Ave, Salem, VA 24153, (540) 389-4761, [www.mtregis.com](http://www.mtregis.com)
- Carilion Connect, (540) 981-8181, [www.carilionclinic.org/psych/connect-evaluations](http://www.carilionclinic.org/psych/connect-evaluations)
- Respond – Lewis-Gale, (540) 776-1100, <http://lewisgale.com/service/respond-assessment-and-referral-system>