

METROPOLITAN STATE UNIVERSITY REGULATIONS



Drug Abuse Prevention Program

University Policy #1060

Section 1. Authority

Each institution of higher education that receives federal funds, participates in certain federal contracts, or maintains federal financial aid eligibility for students must certify that it has a drug abuse program in operation that applies to all employees and students at the institution. This university procedure is established in accordance with the requirements as set forth in the Drug-Free Schools and Communities Act (34 CFR Part 86), the Drug-Free Workplace Act (34 CFR Part 85) and the Campus Security Act.

Section 2. Effective Date

This university procedure becomes effective immediately and shall remain in effect until specifically revoked.

Section 3. Responsibility

The responsibility for implementation of this university procedure is assigned to the Vice President for Student Affairs and the Director of Human Resources.

Section 4. Drug Abuse Prevention Program

The university's drug abuse prevention program is described in the appendix.

5. Implementation

5.A. Annual Notice to Employees and Students

Consistent with federal and state regulations, the university's drug and alcohol abuse prevention program (see Appendix) includes description of legal sanctions, health risks and standards of conduct. It is available on-line and is distributed to all employees as part of new employee orientation and annually thereafter. All new degree candidates, as part of orientation, are informed of the drug and alcohol abuse prevention program. Students are also notified of it annually in *The Catalyst*.

Counseling, assessment and referral for personal problems, including drug abuse, is available to all state employees through the Employee Assistance Program (EAP). Information about this program is provided as part of new employee orientation, posted on the Human Resources website, and provided at least once a year for all employees. The Student Affairs office provides community information and referral for students interested in drug and alcohol abuse programs and prevention.

The Student Affairs office provides, upon request, in-service training for advisors and community faculty about drug abuse problems and making appropriate referrals.

5.B. Biennial Review. The university will conduct a biennial review of the program to determine its effectiveness, implement needed changes, and ensure consistent enforcement of sanctions as warranted.

Issued on this 3rd day of April, 2009.

President, Sue K. Hammersmith

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Revised 4/26/06

Revised 8.25.07

Revised 12.4.08

Policy 1060 Appendix: Drug Abuse Prevention Program

Metropolitan State University

Drug Abuse Prevention Program

Metropolitan State University complies with the federal Drug-Free Schools and Campuses Act (DFSCA) and Minnesota State Colleges and Universities (MnSCU) Board policy 5.18 which prohibits the unlawful possession, use, or distribution of alcohol and illicit drugs by students and employees on the university premises or in conjunction with any university-sponsored activity or events, whether on- or off-campus. In accordance with federal regulations, Metropolitan State University's policy 1060 is included in the Handbook of Student Rights and Responsibilities, which is made available to every student and employee via the university web site. Information on the drug and alcohol policy is included with the annual Campus Crime and Security Report, which is distributed to every student and employee. The university conducts a biennial review of this policy to determine the effectiveness of this policy and to ensure that disciplinary sanctions for violating standards of conduct are enforced consistently.

Standards of Conduct

- No student or employee shall manufacture, sell, give away, barter, deliver, exchange, or distribute; or possess with the intent to manufacture, sell, give away, barter, deliver, exchange, or distribute a controlled substance or drug paraphernalia while involved in a university-sponsored activity or events, on- or off-campus.
- No student or employee shall possess a controlled substance, except when the possession is for that person's own use, and is authorized by law while involved in a university-sponsored activity or event, on- or off-campus.
- No student shall report to campus, and no employee shall report to work while under the influence of alcohol or a controlled substance, except as prescribed by a physician, which affects alertness, coordination, reaction, response, judgment, decision-making, or safety.
- Except as allowed by MnSCU Board Policy 5.18, the possession, use, sale or distribution of alcoholic beverages and 3.2% malt liquor at Metropolitan State University and at Metropolitan State University-sponsored events is prohibited.

Legal Sanctions

Federal and state sanctions for illegal possession of controlled substances range from up to one year imprisonment and up to \$100,000 in fines for a first offense, to three years imprisonment and \$250,000 in fines for repeat offenders. Additional penalties include forfeiture of personal property and the denial of federal student aid benefits. Under federal laws, trafficking in drugs such as heroin or cocaine may result in sanctions up to and including life imprisonment for a first offense involving 100 gm or more. Fines for such an offense can reach \$8 million. First offenses involving lesser amounts, 10-99 gm, may result in sanctions up to and including 20 years imprisonment and fines of up to \$4 million. A first offense for trafficking in marijuana may result in up to five years imprisonment and fines up to \$500,000 for an offense involving less than 50 kg. and up to life imprisonment and fines up to \$8 million for an offense involving 1,000 kg. or more. The State of Minnesota may impose a wide range of sanctions for alcohol-related violations. For example, driving while intoxicated (blood alcohol content of .08 or more) may result in a \$700 fine, 90 days in jail, and/or revocation of driver's license for 30 days. Possession of

alcohol under age 21 or use of false identification to purchase alcohol results in \$100 fine. Furnishing alcohol to persons under 21 is punishable by up to a \$3,000 fine and/or one year imprisonment.

Health Risks

Alcohol

Alcohol consumption causes a number of changes in behavior and physiology. Even low does significantly impair judgment, coordination, and abstract mental functioning. Statistics shows that alcohol use is involved in a majority of violent behaviors on university campuses, including acquaintance rape, vandalism, fights, and incidents of drinking and driving. Continued abuse may lead to dependency, which often causes permanent damage to vital organs and deterioration of a healthy lifestyle.

Amphetamines

Amphetamines can cause a rapid or irregular heartbeat, headaches, depression, damage to the brain and lungs, tremors, loss of coordination, collapse and death. Heavy users are prone to irrational acts.

Cocaine/crack

Cocaine users often have a stuffy, runny nose and may have a perforated nasal septum. The immediate effects of cocaine use include dilated pupils and elevated blood pressure, heart rate, respiratory rate, and body temperature, paranoia and depression. Cocaine is extremely addictive and can cause delirium, hallucinations, blurred vision, severe chest pain, muscle spasms, psychosis, convulsions, stroke and even death.

Hallucinogens

Lysergic Acid Diethylamide (LSD) causes illusions and hallucinations. The user may experience panic, confusion, suspicion, anxiety, and loss of control. Delayed effects, or flashbacks, can occur even when use has ceased. Phencyclidine (PCP) affects the sections of the brain that controls the intellect and keeps instincts in check. Hallucinogens can cause liver damage, convulsion, coma and even death.

Marijuana- Marijuana may impair or reduce short-term memory and comprehension, alter sense of time, and reduce coordination and energy level. Users often have a lowered immune system and an increased risk of lung cancer. Users also experience interference with psychological maturation and temporary loss of fertility. The active ingredient in marijuana, THC, is stored in the fatty tissues of the brain and reproductive system for a minimum of 28 to 30 days.

Methamphetamine- Methamphetamines, known as speed, meth, ice, glass, etc., have a high potential for abuse and dependence. Taking even small amounts may produce irritability, insomnia, confusion, tremors, convulsions, anxiety, paranoia, and aggressiveness. Over time, methamphetamine users may experience symptoms similar to Parkinson's disease, a severe movement disorder.

Narcotics- Narcotics such as codeine, heroin or other opiate drugs cause the body to have diminished pain reactions. The use of heroin can result in coma or death due to a reduction in heart rate.

Steroids- Steroid users experience a sudden increase in muscle and weight and an increase in aggression and combativeness. Steroids can cause high blood pressure, liver and kidney damage, heart disease, sterility and prostate cancer. Additional information can be found at: www.nida.nih.gov.

Educational and Treatment Programs

Metropolitan State University provides periodic information for employees and students to foster a drug- and alcohol-free environment. Counselors are available to assist students deal with personal concerns that might interfere with their academic work while at the university. Services are free and confidential and can be arranged by contacting the Counseling and Career Services unit, 651-793-1558.

The Employee Assistance Program (EAP) is available to all university employees. EAP can assist employees by providing a professional assessment of a possible alcohol or drug problem. The mission of EAP is to provide confidential, accessible services to individual employees and state agencies in order to restore and strengthen the health and productivity of employees and the workplace. For additional information, go to <http://www.mmb.state.mn.us/eap>

or to speak to an EAP Counselor call: **651-259-3840 or 1-800-657-3719**. You may also contact the university Human Resources Department at 651-793-1276.

Community area substance abuse treatment center referrals include:

Recovery Resource Center

1900 Chicago Avenue South
Minneapolis, MN 55404
(612) 752-8050
<http://www.resource-mn.org>

St. Joseph Hospital HealthEast Behavioral Care

69 West Exchange Street
Saint Paul, MN 55102
(651) 232-3305
<http://www.healtheast.org>

Hazelden Foundation

15245 Pleasant Valley Rd,
Center City, MN 55012
800.257.7800
www.hazelden.org

Fairview Recovery Services

2450 Riverside Avenue, Mpls, MN 55454
Intake: (612) 672-2736
Hotlines: (612) 672-6600 (612) 672-2736
Website: <http://www.fairview.org>

Regions Alcohol and Drug Abuse Program

445 Etna Street
Saint Paul, MN 55106
651.254-4804
<http://www.regionshospital.com>.

Juel Fairbanks Chemical Dependency Services

806 North Albert Street
Saint Paul, MN 55104
(651) 644-6204
<http://www.juelfairbanks.org>

Additional substance abuse treatment centers can be found at: findtreatment.samhsa.gov/

Disciplinary Sanctions

Students or employees who violate this policy will be subject to disciplinary sanctions. The severity of the sanctions will be appropriate to the violation. Sanctions including, but not limited to: official reprimand, restitution, completion of a rehabilitation program, community service, suspension, expulsion and/or reporting to local law enforcement will be imposed on students who violate the preceding standards of conduct. Sanctions, consistent with existing collective bargaining agreements or employee plans, up to and including termination of employment, will be imposed on employees who violate the preceding standards of conduct.