

THE UNIVERSITY OF TOLEDO

FOR THE LEGAL AND RESPONSIBLE USE OF ALCOHOL AND A DRUG-FREE CAMPUS COMMUNITY

The University of Toledo is committed to promoting and maintaining a work and academic environment that is free from illegal use and misuse of alcohol and drug abuse, in accordance with all federal, state, and local laws as well as the Federal Drug Free Schools and Campus Safety Regulations. The use of alcohol and illicit drugs also poses a health threat to members of the University community.

POLICY

Employees may not consume, possess, distribute, or be under the influence of alcoholic beverages on University property or while on University business (except at University functions at which the use of alcohol is approved). Employees, students, and campus visitors age 21 years or older consuming alcohol at University functions or while on University business, where such use is approved, are expected to use alcohol responsibly and not engage in illegal, unprofessional, or disruptive behavior.

Students and campus visitors who have attained the legal drinking age of 21 may possess and consume alcoholic beverages only at approved University functions or in residence hall rooms of students who have attained the legal drinking age. Those under 21 are not permitted to consume or possess alcoholic beverages at any time.

Students, employees, and visitors are prohibited from possessing, consuming, manufacturing, dispensing, or being under the influence of illegal drugs or engaging in improper self-medication while on University property or University business. As a condition of employment, employees must abide by this policy. Employees are required to notify the Associate Vice President for Human Resources of any criminal drug statute conviction for a violation occurring in the workplace. This notification must occur within five days after the conviction.

Any member of the University community who violates this policy is subject to both prosecution and punishment by civil authorities and disciplinary proceedings by the University. This policy is not designed to punish people for seeking rehabilitation. All information about those individuals who voluntarily avail themselves of drug or alcohol counseling or rehabilitation services will remain confidential. Seeking counseling or rehabilitation services will not be used as a basis for disciplinary action or be used against an individual in any way.

University employees and students who violate this policy shall be informed about, and referred to, services to assist them in determining whether they are abusing drugs and alcohol or are chemically dependent. If a problem is found to exist, the individual will be referred to resources to assist him/her in overcoming the drug or alcohol abuse pattern. This referral or assessment shall not limit the University's ability to pursue appropriate disciplinary action, up to and including suspension or separation, when an employee or student has violated this policy or any other University policy.

HEALTH RISKS

There are many health risks in using alcohol and drugs, they are as follows:

ALCOHOL. Alcohol consumption causes a number of marked changes in behavior. Even low doses impair judgment and coordination and increase the incidence of aggressive behavior. Very high doses can cause respiratory depression and death. Alcohol intoxication is equivalent to a drug overdose. Repeated use of alcohol can lead to a change in tolerance and dependence. Cessation of alcohol intake can produce withdrawal symptoms, including tremors, hallucinations, convulsions, and death. Long-term consumption of large quantities of alcohol can lead to permanent damage to vital organs such as the brain and the liver. Women who drink even small amounts of alcohol during pregnancy may give birth to infants with fetal alcohol syndrome. Children of alcoholic parents have a 40 percent greater risk of developing alcoholism than those children of non-alcoholic parents.

CANNABIS.

The mood-altering effects of marijuana are the

result of a chemical delta-9 tetrahydrocannabinol (THC). THC is fat-soluble and remains in the body up to three weeks after smoking one marijuana cigarette. Consequently, even the occasional user can be detected through urinalysis. Research indicates that regular use may have long-term effects on the user's brain, heart, and reproductive organs. The numerous carcinogenic chemicals found in marijuana smoke make it particularly harmful to the lungs.

DEPRESSANTS.

The use of depressants can result in a change in tolerance and physical as well as psychological dependency. The combining of several depressants (e.g. valium and alcohol) will potentiate the depressant effects multiplying the health hazards. Withdrawal symptoms include anxiety, vomiting, acute psychotic episodes, seizures, and death.

STIMULANTS.

High doses of stimulant drugs result in intense personality disturbances, including visual and auditory hallucinations, delusions, and paranoia. Tolerance develops rapidly. Cross-tolerance does develop among stimulant drugs (e.g. methamphetamine and cocaine). The use of cocaine can cause death by cardiac arrest or respiratory failure. Stimulants are addictive and while withdrawal from stimulants is less dangerous than with depressants, depression can make a person vulnerable to suicide.

NARCOTICS.

Tolerance, especially to the euphoric effects of narcotics, and physical dependence develop rapidly. In order to avoid the abstinence syndrome, the addict becomes preoccupied with acquiring the drug. Withdrawal symptoms are extremely uncomfortable; however, they are seldom life-threatening.

HALLUCINOGENS.

Large doses of Phencyclidine (PCP). may result in convulsive seizure, coma, and death. Mood disorders occur and the user may become violent, irrational, and potentially harmful to self and others. Lysergic acid (LSD), mescaline, and psilocybin cause sensations and feelings to change rapidly. The user may experience panic, confusion, anxiety, and depersonalization; spontaneous reappearance of the drug experience after use has ceased may occur.

ANABOLIC-ANDROGENIC STEROIDS.

Steroid users can experience serious cardiovascular, liver, central nervous system, gastrointestinal, and reproductive disorders. In males, use can result in testicular atrophy, sterility, impotence, and arrested growth. Irreversible masculinization and sterility can result when women use steroids. Psychological impairments include mood swings, depression, and very aggressive behavior.

WARNING SIGNS

- A dramatic drop in work performance
- A major change in friends and peer groups
- Significant mood swings
- Extravagant tastes on a tight budget
- Indifference to personal hygiene and environment
- Daydreams a lot
- Others mention their concern and notice the change
- Long-term relationships begin to suffer
- Phone calls at odd hours
- Unexplained and long absences
- Sudden, constant lack of money

STEPS TO DEAL WITH ALCOHOL POISONING

1. Wake the person up! If they don't respond, get HELP!
2. Turn and keep them on their side to prevent them from choking should they vomit.
3. Check the person's skin. If it is pale or blue, get help.
4. Check the person's breathing. If it is irregular or shallow, get help.
5. If you discover any one of the above problems, stay with the person and call 9-1-1. Better safe than sorry! When in doubt, call 9-1-1.

UNIVERSITY SERVICES FOR ALCOHOL AND SUBSTANCE ABUSE

Resource information (booklets, brochures, pamphlets, videos, etc.) regarding health and safety concerns from substance use and/or abuse and information regarding campus and community services are available through a variety of University services, including:

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| • The Student Medical Center | 419.530.3451 |
| • The Counseling Center | 419.530.2426 |
| • Campus Police | 419.530.2600 |

- Interfaith Center 419.530.4198 or 3335
- Human Resources 419.530.1470

COMMUNITY RESOURCES

There are many people and services available for someone who needs support, information, or treatment.

AL-ANON-ALATEEN

419.249.0636

Self-help group for persons who are close to an alcoholic. No fee.

Fresh Attitudes, Inc.

419.244.4081

Substance abuse assessments, treatment, education, and after-care; adult mentoring. Sliding fee schedule.

ALCOHOLICS ANONYMOUS

419.380.9862

Self-help group for alcoholics. No fee.

COMPASS, INC.

419.241.8827

Substance abuse treatment, detoxification, and after care. Sliding fee schedule based on ability to pay.

First Call for Help

800.423.1958

For referral and information about self-help groups.

FOCUS

800.547.5695

419.891.9333

Assessments - no charge. Inpatient detox, hospitalization, partial hospitalization, and medication management.

HARBOR BEHAVIORAL HEALTHCARE

419.475.4449

Education services. Sliding fee scheduled based on ability to pay.

RESCUE CRISIS

419.255.9585

24-hour emergency hotline.

TOLEDO HOSPITAL ALCOHOL/DRUG TX.

419.471.2300

Free assessments. Treatment center for substance abusers. After care.

URBAN MINORITY ALCOHOLISM & DRUG ABUSE OUTREACH PROGRAM

419.255.4444

Prevention, intervention, and relapse prevention. Program targeted for minorities. No fee.

APPLICABLE FEDERAL, STATE, and LOCAL LAWS AND SANCTIONS

The following is a description of the applicable legal sanctions under federal, state, and local law for the unlawful possession, use, or distribution of illicit drugs and alcohol.

FEDERAL LAW

Federal law prohibits the trafficking and illegal possession of controlled substances as outlined in 21 United States Code, Sections 811 and 844. Depending on the amount, first offense maximum penalties for trafficking marijuana range from five years imprisonment and a fine of \$250,000 to imprisonment for life and a fine of \$4 million. Again, depending on the amount, first offense maximum penalties for trafficking class I and class II controlled substances (methamphetamine, heroin, cocaine, cocaine base, PCP, LSD, fentanyl analogue) range from five years’ to life imprisonment and maximum fines ranging from \$2 million to \$4 million. First offense penalties and sanctions for the illegal possession of a controlled substance range from up to one year in prison and a fine of at least \$1,000 but no more than \$250,000, or both.

STATE LAW

Ohio Revised Code (O.R.C.) Section 4301.63 provides that *no person under the age of 21 shall purchase beer or intoxicating liquor.* **PENALTY FOR VIOLATION:** A fine of not less than \$25 but no more than \$100 may be imposed. The court may order that the fine be paid by the performance of public work at a reasonable hourly rate established by the court and shall designate the time within which the public work shall be completed.

O.R.C. Section 4301.632 provides that *no person under the age of 21 years shall order, pay for, share the cost of, or attempt to purchase any beer or intoxicating liquor or consume any beer or intoxicating liquor in any public or private place.* **PENALTY FOR VIOLATION:** Violation of O.R.C. Section 4301.632 is a misdemeanor of the first degree. The maximum penalty is imprisonment for not more than six months and a \$1,000 fine.

O.R.C. Section 4301.633 provides that *no person shall knowingly furnish any false information as to the name,*

age, or other identification of any person under 21 years of age for the purpose of obtaining or with the intent to obtain beer or intoxicating liquor for a person under 21 years of age by purchase or as a gift. **PENALTY FOR VIOLATION:** Violation of the O.R.C. Section 4301.633 is a misdemeanor of the first degree. The maximum penalty is imprisonment for not more than six months and a \$1,000 fine.

O.R.C. Section 4301.634 provides that *no person under the age of 21 shall knowingly show or give false information concerning his name, age, or other identification for the purpose of purchasing or otherwise obtaining beer or intoxicating liquor in any place in this state where beer or intoxicating liquor is sold under permit issued by the department of liquor control or sold directly by the department of liquor control.* **PENALTY FOR VIOLATION:** Violation of O.R.C. Section 4301.634 is a misdemeanor of the first degree. The maximum penalty is imprisonment for not more than six months and a \$1,000 fine.

O.R.C. Section 4301.64 *prohibits the consumption of any beer or intoxicating liquor in a motor vehicle.* **PENALTY FOR VIOLATION:** Violation of O.R.C. Section 4301.64 is a misdemeanor of the fourth degree. The maximum penalty is imprisonment for not more than 30 days and a \$250 fine.

O.R.C. Section 4301.69 (A) *prohibits selling beer or intoxicating liquor to a person under the age of 21 or buying it for or furnishing it to such a person.* **PENALTY FOR VIOLATION:** Violation of O.R.C. Section 4301.69 (A) is a misdemeanor of the first degree. The maximum penalty is imprisonment for not more than six months and a \$1,000 fine.

O.R.C. Section 4301.69 (E) provides that *no underage person shall knowingly possess or consume in any public or private place, unless he or she is accompanied by a parent, spouse, or legal guardian who is not an underage person, or unless the beer or intoxicating liquor is given for medical or religious purposes.* **PENALTY FOR VIOLATION:** Violation of O.R.C. Section 4301.69 (E) is a misdemeanor of the first degree. The maximum penalty is imprisonment for not more than six months and a \$1,000 fine.

O.R.C. Section 4511.19 *prohibits any person from driving a motor vehicle while under the influence of alcohol and or drugs.* **PENALTY FOR VIOLATION:** Violation of O.R.C. Section 4511.19 is a misdemeanor of the first degree. The maximum penalty is imprisonment for not more than six months and a \$1,000 fine, in addition to license suspension or revocation as provided in Section 4507.16. Penalties for repeat offenders are found in O.R.C. 4511.99.

O.R.C. Section 2925.11 *prohibits any person from knowingly obtaining, possessing, or using a controlled substance.* **PENALTY FOR VIOLATION:** Violation of this statute is drug abuse, which may be a misdemeanor or a felony depending on the specific criteria set forth in Section 2925.11 (C). The maximum penalty is imprisonment for not more than 60 days and fine of not more than \$500. Under the maximum penalty (felony in the third degree) the minimum term of imprisonment shall be two years and the maximum term shall be 10 years. The penalty also includes a fine of not more than \$5,000.

LOCAL LAWS

The City of Toledo and The University of Toledo Police Department enforces all the state criminal statues cited above. In addition, the City of Toledo General Offenses Code lists some additional sanctions for drug and alcohol use.

- 509.03 Disorderly Conduct; Intoxication
- 513.03 Drug Abuse; controlled substance possession or use
- 513.04 Possessing drug abuse instruments
- 513.05 Permitting drug abuse
- 513.13 Counterfeit controlled substances
- 513.14 Possession, manufacture and sale of drug paraphernalia

UNIVERSITY SANCTIONS

The University shall implement and enforce the laws of the State of Ohio as stated in the Ohio Revised Code. It is the responsibility of each student, staff, and faculty member to familiarize him or herself with the appropriate sections of the Ohio Revised Code and the provisions of the policy and to conduct one’s self in a responsible and prudent manner.

Information provide by: **Health and Wellness Services and the Office of Human Resources** (Revised September 2006)