



Annual Notification of Alcohol and Other Drug Information 2019-20

The University of Toledo is committed to a safe environment for all students, faculty and staff by promoting and maintaining an academic and work environment that is free of illegal use and misuse of alcohol and drugs in accordance with all federal, state and local laws, including the federal Drug-Free Schools and Communities Act and related regulations. The use of alcohol and illicit drugs also poses a health threat to members of the University community.

The University of Toledo is required by law to notify annually all students, faculty and staff of alcohol and other drug policies sanctions and risks associated with use.

This notification provides the campus community with the following information:

- A. Alcohol and drug programs available to employees and/or students,
- B. Health risks associated with alcohol abuse and illicit drug use,
- C. Standards of conduct and conduct sanctions for students regarding alcohol and drug use,
- D. Standards of conduct and conduct sanctions for employees regarding alcohol and drug use, and
- E. Federal and state legal sanctions.

A. Alcohol and drug programs available to students and/or employees

The University of Toledo is committed to providing education, programming and social awareness campaigns regarding the negative impact of the consumption of alcohol and other drugs. Listed below is an outline of various offices and their function related to assisting in educating faculty, staff and students regarding alcohol, tobacco and other drug prevention education.

Student resources

University services and resource information (e.g., websites, booklets, brochures, pamphlets, videos, etc.) for students regarding health and safety concerns from substance use and/or alcohol abuse and information regarding campus and community services are available from the [Division of Student Affairs](#) and a variety of campus services, including:

- [University Health Center on Main Campus](#), 419.530.3451;
- [Health Science Campus Student Health and Wellness Center](#), 419.383.5000;
- [University Counseling Center](#), 419.530.2426;
- [Alcohol, Tobacco and Other Drug Prevention Program](#), 419.383.2348;
- [Office of Recreational Services](#), 419.530.3700;
- [Office of Student Advocacy and Support](#), 419.530.2471;

- [Office of Student Conduct and Community Standards](#), 419.530.1258; and
- [University Police](#), 419.530.2600.

Employee resources

[Human Resources](#) provides resources to faculty and staff related to the [Employee Assistance Program \(EAP\)](#) in new employee orientation. Additionally, services available to employees are accessible through the online [Employee Toolkit](#).

Employees can use the [IMPACT Solutions Employee Assistance Program](#). IMPACT Solutions provides 24/7/365 phone support, with full-service assistance offering online, phone, in-office and onsite solutions for personal and work-related challenges and daily living needs. Employees who need immediate assistance can call 1.800.227.6007.

Community resources

There are many community resources available for support, information and treatment, including:

- [UTMC Emergency Medicine and Trauma Services](#), 419.383.3888;
- [UTMC Adult Psychiatry Outpatient Clinic](#), 419.383.5695;
- [UTMC Inpatient Adult Detox Unit](#), 419.383.3441;
- [Al-Anon/Alateen](#), 419.537.7500;
- [Alcoholics Anonymous](#), 419.380.9862;
- [New Concepts](#), 419.531.5544;
- [A Renewed Mind](#), 419.720.9247;
- [Racing for Recovery](#), 419.824.8462;
- [Empowered for Excellence](#), 567.316.7253;
- [Harbor Behavioral Health](#), 419.872.2419; and
- [Urban Minority Alcoholism and Drug Abuse Outreach Program](#), 419.255.4444.

B. Standards of health risks associated with alcohol abuse and illicit drug use

There are many health risks associated with using alcohol and drugs, including:

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% greater risk of developing alcoholism than children of non-alcoholic parents.

Marijuana: 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 four weeks after smoking one marijuana cigarette. Consequently, even the occasional use 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 and psychological dependency. Combining multiple depressants (e.g., Xanax and alcohol) will intensify the depressant effects, exacerbating the health risk. Withdrawal symptoms include anxiety, vomiting, acute psychotic episodes, seizures, coma 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., methamphetamines and cocaine). The use of cocaine can cause death by cardiac arrest or respiratory failure. Stimulants are addictive, and withdrawal from them may cause depression and suicidal ideation in some individuals.

Narcotics: Tolerance, especially to the euphoric effects of narcotics, and physical dependence develop rapidly. To avoid intense drug cravings, 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, depersonalization and spontaneous reappearance, which is flashbacks of the drug experience after use has ceased.

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.

For additional information about commonly abused drugs, visit drugabuse.gov/drugs-abuse/commonly-abused-drugs-charts.

C. Standards of conduct and disciplinary sanctions for students regarding alcohol and drug use

The University of Toledo has policies and procedures for maintaining a drug-free learning environment for students. The University's policies include [Policy on Alcohol and Substance Abuse](#) and [The University Student Code of Conduct](#).

The Office of Student Conduct and Community Standards (OSC&CS) is dedicated to educating the University Community about appropriate community behavior and fostering a safe community where academic and personal success can occur. We seek to develop students, student groups, and student organizations into global citizens and future leaders by challenging them to engage in responsible and ethical decision-making.

When community expectations are violated, the OSC&CS holds students, student groups, and student organizations accountable for their behavior in an equitable, impartial, and consistent process that promotes respect. We develop intentional sanctions that foster critical thinking and help students understand the impact their choices have in both the immediacy and in the future. The University Student Code of Conduct and the OSC&CS Website provide information about the Student Conduct Process for students, student groups, and student organizations.

Student(s) alleged to have violated the University Student Code of Conduct are referred to the OSC&CS. student(s), student groups, and student organizations found responsible for violating the Student Code of

Conduct will receive a variety of educational and status sanctions. Information about sanction(s) can be found at <https://www.utoledo.edu/studentaffairs/conduct/educational-sanctions.html>.

Student Conduct Amnesty Policy:

The University of Toledo strives to maintain a balance between student support and accountability. The University believes in addressing student health concerns directly and confronting dangerous behaviors, but also encouraging students to seek help in situations where their own or another student's health is endangered. As such, a student who seeks medical attention on behalf of themselves or another individual experiencing an alcohol and/or drug related emergency will not be subject to conduct action for alcohol and/or drug use under the University Student Code of Conduct if the Office of Student Conduct and Community Standards (OSC&CS) becomes aware of the alcohol and/or drug use solely because the individual(s) sought medical attention.

Student(s) involved in reported incidents of sexual misconduct may receive student conduct amnesty for the alcohol and/or drug violation(s) only. Student Conduct Amnesty is only granted to individual students, not student groups and/or student organizations.

D. Standards of conduct and disciplinary sanctions for employees regarding alcohol and drug use

The University of Toledo has policies and procedures for maintaining a [drug-free workplace](#) and subscribes to a zero tolerance stance regarding [drug and alcohol abuse](#). The University of Toledo prohibits the unlawful manufacture, distribution, dispensing, possession or use of a controlled substance while on University property or during University business. The workplace encompasses all University facilities. On the basis of its established policies and procedures, The University of Toledo will certify to funding agencies that the institution will provide a drug-free workplace.

Violation of University policies may result in disciplinary action. In addition, such matters may be reported by the University to appropriate law enforcement authorities. Violators will be subject to penalties, which may include discipline up to and including separation from the University. The University follows applicable federal, state and local laws as stated in the Ohio Revised Code, Ohio Administrative Code, United States Code, Code of Federal Regulations and applicable municipal ordinances. It is the responsibility of each staff and faculty member to familiarize themselves with the applicable laws and policies, and to conduct oneself in a responsible and prudent manner.

UToledo contracts and policies outline discipline for violating alcohol and substance abuse standards.

American Federation of State, County and Municipal Employees (AFSCME) Ohio Council 8 and AFSCME Local 241

Article 7: corrective action — 7.1 An employee may be subject to corrective action for incompetency, inefficiency, dishonesty, drunkenness, immoral conduct, insubordination, discourteous treatment of the public, neglect of duty, or any failure of good behavior, or any other acts of misfeasance, or nonfeasance in office, use of alcohol or abusive drugs while on duty, or for other just cause.

Communication Workers of America (CWA) Local 4319

Article 31: corrective action — 31.1 Just Cause: The University will not discharge, suspend or otherwise discipline employees except for just cause. Management will make a good faith effort to initiate the corrective action process within ten (10) working days after the event upon which the corrective action is based occurs, or with reasonable diligence should have been known.

The University of Toledo Police Patrolman's Association (UTPPA)

Article 6: corrective action and employee records — 6.1 The University will not discharge, suspend or otherwise discipline members except for just cause. The University agrees to apply the principles of progressive discipline where appropriate. Progressive discipline may include verbal reprimand, written reprimand, suspension or demotion prior to termination.

American Association of University Professors (AAUP)

Article 18.1 (Tenured, Tenure-Track) and Article 15.1 (lecturers): corrective action — The employer shall not impose discipline except for just cause. The employer subscribes to the principles of progressive discipline except in instances when summary action is called for. Any disciplinary action shall be predicated upon written charges.

Fraternal Order of Police, Ohio Labor Council, Inc. (FOP)

Article 8: discipline — 8.1 No employee shall, for disciplinary reasons, be reduced in pay, suspended without pay or discharged except for just cause.

Professional Staff Association (PSA) and faculty not covered by collective bargaining

3364-25-01 Standards of Conduct Policy — (3) General rules of conduct and policies have been established to help achieve the objectives of this policy. The expectation is that all employees are held to the highest standards of conduct in all areas related to their employment. Inappropriate conduct of any kind, including but not limited to disruptive, discourteous, disrespectful, abusive behavior, and substandard quality of work, theft, falsifying records, and failure to properly record time worked or any other behavior deemed inappropriate will be subject to disciplinary action based on the circumstances of the situation.

(4) Employees should recognize that “failure of good behavior” may be grounds for disciplinary action. Failure of good behavior includes but is not limited to discourtesy to the public, absenteeism, tardiness, insubordination, inappropriate attire and dishonesty.

(5) In the event any University of Toledo employee is convicted of any felony, the employee shall, within ten (10) days, notify Human Resources. Failure to notify HR may subject the employee to discipline up to and including termination.

3364-25-111 corrective action (non-collective bargaining unit employees) — (D) procedure: A non-bargaining unit classified employee may be subject to corrective action for incompetency, inefficiency, dishonesty, drunkenness, immoral conduct, insubordination, discourteous treatment of the public, neglect of duty or any failure of good behavior, or any other acts of misfeasance or nonfeasance in office, use of alcohol or abusive drugs while on duty, or for other just cause.

Exempt unclassified employees occupying positions in a non-collective bargaining unit are considered “at will” employees. As such, they may be subject to progressive discipline at the discretion of the University, or be suspended or terminated for cause at its sole discretion.

E. Federal and state legal sanctions

Under local, state and federal laws, it is a crime to do any of the following:

- I. Underage consumption, purchasing or possession of alcohol
 - a. Purchase, order, pay for or share the cost of alcohol if you are younger than 21.
 - b. Possess alcohol if you are younger than 21.
 - c. Consume alcohol if you are younger than 21, unless it is provided by and consumed in the presence of your parent, legal guardian or adult spouse who is 21 or older.
 - d. Sell alcohol to, buy alcohol for or furnish alcohol to anyone younger than 21.
 - e. Allow anyone younger than 21 who possesses or consumes alcohol to remain in your home, apartment or residence hall room, or in other property you own or occupy unless

alcohol is given by and consumed in the presence of the underage person's parent, legal guardian or adult spouse.

II. False identification

- a. Show or give false information about your name, age or other identification to purchase or obtain alcohol if you are younger than 21.
- b. Provide false information about the name, age or other identification of another person younger than 21 to purchase or obtain alcohol for that person.

III. Open containers

- a. Have an open container of alcohol in your possession in any unlicensed public place.
- b. Have an open container of alcohol in your possession while driving or riding in or on a motor vehicle.
- c. Have an open container of alcohol in your possession while in or on a motor vehicle that is parked in or on a highway, street or other place open to the public for parking.

IV. Transportation

- a. Operate a vehicle under the influence. If you are younger than 21, you are considered to be operating a vehicle under the influence if your blood alcohol level is .02 or higher and 0.08 at age 21. Refusing an alcohol test results in an immediate administrative license suspension.
- b. Consume alcohol while in a motor vehicle.
- c. Drive while under the influence of alcohol.
- d. Be in physical control of a vehicle while drinking or under the influence of alcohol.

V. Disorderly conduct

- a. Engage in conduct likely to be offensive or cause inconvenience, annoyance or alarm to others or that poses a risk of physical harm to yourself, to others or to property while you are voluntarily intoxicated.

VI. Alcohol sales

- a. Hold an event where alcohol is sold, or an event where alcohol is provided without charge but there is an entrance fee, cover charge or other fee, without an appropriate permit. Information on how to obtain a temporary liquor permit is available from the [Ohio Division of Liquor Control](#).

VII. Illicit drugs

- a. Sell or offer to sell any controlled substance, or prepare or package any controlled substance for sale.
- b. Distribute any controlled substance, unless authorized to do so by law.
- c. Knowingly obtain, possess or use a controlled substance without a prescription.

For more information, consult the [Ohio Department of Commerce Division of Liquor Control](#) and [United States Drug Enforcement Administration](#).

State of Ohio alcohol and drug law criminal sanctions under the Ohio Revised Code (O.R.C.)

[O.R.C. 4301.62](#) provides that no person shall have in the person's possession an open container of beer or intoxicating liquor in any public place; or while operating or being a passenger in or on an operating or stationary motor vehicle on any street, highway or other public or private property open to the public for purposes of vehicular travel or parking.

[**O.R.C. 4301.63**](#) provides that no person younger than 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. 4301.633**](#) provides that no person shall knowingly furnish any false information as to the name, age or other identification of any person younger than 21 years of age for the purpose of obtaining or with the intent to obtain beer or intoxicating liquor for a person younger than 21 years of age by purchase or as a gift. Penalty for violation: a misdemeanor of the first degree with a maximum penalty of imprisonment for not more than six months and a \$1,000 fine.

[**O.R.C. 4301.634**](#) provides that no person younger than 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: a misdemeanor of the first degree with a maximum penalty of imprisonment for not more than six months and a \$1,000 fine.

[**O.R.C. 4301.64**](#) prohibits the consumption of any beer or intoxicating liquor in a motor vehicle. Penalty for violation: A misdemeanor of the fourth degree with a maximum penalty of imprisonment for not more than 30 days and a \$250 fine.

[**O.R.C. 4301.69 \(A\)**](#) prohibits selling beer or intoxicating liquor to a person younger than the age of 21 or buying it for or furnishing it to such a person. Penalty for violation: a misdemeanor of the first degree with a maximum penalty of imprisonment for not more than six months and a \$1,000 fine.

[**O.R.C. 4301.69 \(E\)**](#) provides that no underage person shall knowingly possess or consume any beer or intoxicating liquor 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: a misdemeanor of the first degree with a maximum penalty of imprisonment for not more than six months and a \$1,000 fine.

[**O.R.C. 4511.19**](#) prohibits any person from operating a vehicle while under the influence of alcohol and/or drugs. Penalty for violation: a misdemeanor of the first degree with a maximum penalty of imprisonment for not more than six months and a \$1,000 fine, in addition to license suspension or revocation as provided in [**O.R.C. 4507.16**](#). Penalties for repeat offenders are found in [**O.R.C. Section 4511.99**](#).

[**O.R.C. 2925.03**](#) prohibits any person from selling or offering to sell any controlled substance, preparing or packaging any controlled substance for sale, or distributing any controlled substance. The penalty for violation: Anyone who violates this statute is guilty of drug trafficking, a felony, the level of which depends on the specific criteria set forth in [**O.R.C. 2925.03\(C\)**](#), including type and weight of drug. The minimum penalty for a fifth-degree felony can include six to 12 months in jail and/or a fine up to \$2,500. The maximum penalty for a first-degree felony can include imprisonment up to 10 years and a fine up to \$20,000.

[**O.R.C. 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 a 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.

A complete list of Ohio drug prohibitions can be found in [O.R.C. 2925](#).

Federal drug laws

Federal law prohibits the trafficking and illegal possession of controlled substances as outlined in the Title 21 United States Code Controlled Substances Act [Section 811](#) and [Section 844](#). Depending on the amount, first offense maximum penalties for trafficking marijuana range from five years of 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 (including but not limited to marijuana, methamphetamine, heroin, cocaine, cocaine base, PCP, LSD and fentanyl analogue) range from five years to imprisonment for life, with 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 to both.

Disclaimer

This information is provided as a general summary of applicable laws and policies. Laws are frequently amended and reinterpreted, and the application of law to specific situations generally requires an analysis of all of the facts and circumstances. Updates to these laws and policies are generally reflected on the websites mentioned here, but individuals are ultimately responsible for knowing the laws. This information should not be substituted for specific legal advice.

The University of Toledo Student Code of Conduct (applicable to all students, student groups, and student organizations) and University policies articulate are campus behavior and safety standards that may result in educational sanctions independent of any criminal considerations. Violation(s) of law also may be a violation of the University Student Code of Conduct, and can result in conduct sanctions. Please note that the University's expectations for appropriate behavior may be higher than the minimums set forth under the law.

Consumer Information Notice

The University's Consumer Information for Families and Employees is available at: www.utoledo.edu/offices/internalaudit/institutional-compliance/consumer%20information%20families%20employees.html.

This information is a summary of consumer information made available to all UToledo students as required by the Higher Education Act of 1965. Each section has relevant resources and information that is required to be disclosed and explains how it can be obtained. If you need assistance or would like a paper copy, contact Elliott Nickeson, compliance officer, 419.530.3026 or elliott.nickeson@utoledo.edu or Dave Cutri, executive director and chief compliance officer, 419.530.8718 or david.cutri@utoledo.edu.