

GUIDELINES FOR MAINTAINING A DRUG-FREE CAMPUS AND WORKPLACE

THE UNIVERSITY OF WISCONSIN-GREEN BAY (2008-09)

INTRODUCTION

This document is intended to serve as a resource guide on drug and alcohol related issues for UW-Green Bay students and employees. It presents information on UW-Green Bay's expectations regarding the use of alcohol and other drugs, federal, state and university legal sanctions, health effects, and the resources and services available for members of the campus community. This publication is also designed to comply with the requirements of the Drug-Free Workplace Act and the Drug-Free Schools and Communities Act Amendments.

The information contained in this publication reinforces the idea of informed choice and clearly identifies the consequences of alcohol and other drug use and abuse.

UNIVERSITY OF WISCONSIN-GREEN BAY STANDARDS OF CONDUCT

The University of Wisconsin-Green Bay has established alcohol policies consistent with the Wisconsin Administrative Code, Rules of the Board of Regents of the University of Wisconsin System (UWS 18.06(13)) and existing State of Wisconsin laws (Wisconsin Statute sec. 125.07). UW-Green Bay encourages the responsible use of alcohol, encourages education and a developmental approach. Alcoholic beverages should never be the focus of any program or activity. All UW-System students and employees are reminded that UW System rules, policies and practices prohibit the unlawful manufacture, distribution, dispensing, possession or use of controlled substances on all university property and work sites.

The University of Wisconsin-Green Bay is also bound by state, federal and campus laws and regulations that prohibit the use or sale of any controlled substances (Uniform Controlled Substance Act, Wisconsin Statute sec. 961). The University will not condone illegal use, possession or distribution of drugs by any member of the University community.

Disciplinary Sanctions

Everyone is expected to be responsible for his/her own conduct and abide by all federal and state laws and follow University policies, regulations and guidelines. When the use of alcohol or other drugs causes disorder, danger or damage, or involves infraction of the law, disciplinary action will be taken. Students will be disciplined under Chapter UWS 17. Employees may be referred to counseling or treatment, and may be subject to disciplinary action up to and including discharge. Under the requirements of federal law, employees who are convicted of any criminal drug statute violation occurring in the workplace must notify their director or supervisor within five days of the conviction if the employees are employed by the university at the time of the conviction. In addition, under the requirements of the Drug-Free Schools and Communities Act, institutions of higher education must provide employees with notice of the applicable state and federal sanctions for unlawful possession or distribution of illicit drugs and alcohol.

UW-Green Bay, State of Wisconsin and Federal Laws

UW-Green Bay, State of Wisconsin and Federal Legal Sanctions

The Uniform Controlled Substances Act, Chapter 961 of the Wisconsin Statutes, regulates controlled substances and outlines specific penalties for the violation of the regulations. A first-time conviction for possession of a controlled substance can result in a sentence of up to one year in prison and a fine of up to \$5,000. Sec. 961.41(3g), Stats. A person convicted of manufacturing a controlled substance, delivering a controlled substance, or possessing a controlled substance with intent to manufacture or deliver, can be imprisoned for up to 30 years and fined up to \$1,000,000. Secs. 961.41(1) and (1m), Stats. Penalties vary according to the type of drug involved, the amount of drug confiscated, the number of previous convictions, and the presence of any aggravating factors. The distribution of a controlled substance to a minor can lead to the doubling of an authorized sentence term. Sec. 961.46, Stats.

Wisconsin has formidable legal sanctions that restrict the use of alcohol in various situations. It is illegal to procure for, sell, dispense or give away alcohol to anyone who has not reached the legal drinking age of 21 years. Sec. 25.07(1)(a)(1), Stats. Every adult has a legal obligation to prevent the illegal consumption of alcohol on premises owned by the adult or under the adult's control. Sec. 125.07(1)(a)(3), Stats. A first-time violator of either of the above subsections can be fined up to \$500. It is against the law for an underage person to procure or attempt to procure an alcoholic beverage, to falsely represent his or her age for the purpose of obtaining alcohol, to enter premises licensed to sell alcohol, or to consume or possess alcohol on licensed premises. Sec. 125.07(4)(a), Stats. A first-time underage violator of Section 125.07(4)(bs), Stats., can be fined up to \$500, ordered to participate in a supervised work program, and have their driver's license suspended. Additional information regarding UW-Green Bay Judicial Affairs can be found at: www.uwgb.edu/deanofstudents/judicial_affairs/index.html

Federal Legal Sanctions

Pursuant to federal law, the United States Sentencing Guidelines establish mandatory minimum penalties for categories of drug offenses and provide for penalty enhancements in specific cases. Under these federal guidelines, courts can sentence a person for up to 6 years for unlawful possession of a controlled substance, including the distribution of a small amount (less than 250 grams) of marijuana; a sentence of life imprisonment can result from a conviction of possession of a controlled substance that results in death or bodily injury; and, possession of more than 5 grams of cocaine can trigger an intent to distribute penalty of 10-16 years in prison.

Federal Penalties and Sanctions for Illegal Possession of Controlled Substances

21 U.S.C. 844(a)

1st conviction: Up to 1 year imprisonment and fined at least \$1,000 but not more than \$100,000, or both.

After 1 prior drug conviction: At least 15 days in prison, not to exceed 2 years and fined at least \$2,500 but not more than \$250,000, or both.

After 2 or more prior drug convictions: At least 90 days in prison, not to exceed 3 years and fined at least \$5,000 but not more than \$250,000, or both.

Special sentencing provisions for possession of crack cocaine: Mandatory at least 5 years in prison, not to exceed 20 years and fined up to \$250,000, or both, if:

a. 1st conviction and the amount of crack possessed exceeds 5 grams. b. 2nd crack conviction and the amount of crack possessed exceeds 3 grams. c. 3rd or subsequent crack conviction and the amount of crack possessed exceeds 1 gram.

21 U.S.C. 853(a)(2) and 881(a)(7)

Forfeiture of 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. (See special sentencing provisions re: crack, above.)

Forfeiture of vehicles, boats, aircraft or any other conveyance used to transport or conceal a controlled substance.

21 U.S.C. 844a

Civil fine of up to \$10,000.

21 U.S.C. 862

Denial of Federal benefits, such as student loans, grants, contracts, and professional and commercial licenses, up to 1 year for first offense, up to 5 years for second and subsequent offenses.

18 U.S.C. 922(g)

Ineligible to purchase, receive or transport a firearm.

Miscellaneous

Revocation of certain Federal licenses and benefits, e.g. pilot licenses, public housing tenancy, etc., are vested within the authorities of individual Federal agencies.

For the most recent and complete Federal Trafficking Penalties information, visit the Web site of the U.S. Drug Enforcement Administration at: www.dea.gov/agency/penalties.htm.

Financial Aid (20 USC 1091)

Under the Higher Education Act of 1998, students convicted under federal or state law for the sale or possession of drugs will have their federal financial aid eligibility suspended. This includes all federal grants, loans, federal work study programs, and more. Students convicted of drug possession will be ineligible for one year from the date of the conviction of the first offense, two years for the second offense, and indefinitely for the third offense. Students convicted of selling drugs will be ineligible for two years from the date of the first conviction, and indefinitely for the second offense. Those who lose eligibility can regain eligibility by successfully completing an approved drug rehabilitation program.

Health Risks: Alcohol Abuse and Use of Illicit Drugs

The abuse of alcohol and the use of illicit drugs can result in serious health problems. The use of alcohol and other drugs may impede the learning and work process and can be disruptive for individuals other than the user. Early intervention and treatment of drug and alcohol abuse is in the best interest of the all students, employees and the university. The following is a partial list of drugs and the potential consequences of their use.

Health Risks of Commonly Abused Substances

Substance	Nicknames/Slang Terms	Risks/Long Term Effects
Alcohol		Toxic psychosis, physical dependence, neurological and liver damage, fetal alcohol syndrome
Amphetamines	uppers, speed, meth, crack, crystal, ice, pep pills	loss of appetite, delusions, hallucinations, heart problems, hypertension, irritability, insomnia, toxic psychosis
Barbiturates and Tranquilizers	barbs, bluebirds, blues, yellow jackets, red devils, roofies, rohypnol, ruffies, tranqs, mickey, flying v's	severe withdrawal symptoms, possible convulsions, toxic psychosis, depression, physical dependence
Cocaine	coke, cracks, snow, powder, blow, rock	loss of appetite, depression, weight loss, seizure, heart attack, stroke, hypertension, hallucinations, psychosis, chronic cough, nasal passage injury
Gamma Hydroxy Butyrate	GHB, liquid B, liquid X, liquid ecstasy, G, georgia homeboy, grievous bodily harm	memory loss, depression, severe withdrawal symptoms

Heroin	H, junk, smack, horse, skag	physical dependence, constipation, loss of appetite, lethargy
Ketamine	K, super K, special K	major convulsions, muscle rigidity
LSD	acid, stamps, dots, blotter, A-bombs	may intensify existing psychosis, panic reactions, can interfere with psychological adjustment and social functioning, insomnia
MDMA	ecstasy, XTC, adam, X, rolls, pills	same as LSD, sleeplessness, nausea, confusion, increased blood pressure, sweating
Marijuana/Cannabis	pot, grass, dope, weed, joint, bud, reefer, doobie, roach	bronchitis, conjunctivitis (inflammation of the conjunctiva", lethargy, shortened attention span, cancer
Mescaline	peyote cactus	may intensify existing psychosis, hallucinations at high dose
Morphine	M, morf	physical dependence, constipation, loss of appetite
PCP	crystal, tea, angel dust	psychotic behavior, violent acts, psychosis, hallucinations at high dose
Psilocybin	magic mushrooms, shrooms	may intensify existing psychosis, confusion, memory loss, shortened attention span, flashbacks
Steroids	roids, juice	Cholesterol imbalance, acne, baldness, anger management problems, masculinization of women, breast enlargement in men, premature fusion of long bones preventing attainment of normal height, atrophy of reproductive organs, impotence, reduced fertility, stroke, hypertension, congestive heart failure, liver damage

Available Campus Services and Resources

Counseling and Support Services:

Alcohol and other drug assessments, counseling, prevention and education programs are available on campus to both students and employees. The following is a list of available UW-Green Bay services and resources which can be of assistance.

Counseling and Health Center	465-2380
Employee Assistance Program	465-2380
Dean of Students	465-2152
Ecumenical Center	465-5133

For additional information, visit UW-Green Bay's Alcohol, Tobacco & Other Drug website at: www.uwgb.edu/atod and click on the "Resources".

Copies of the UW-Green Bay Alcohol and Other Drug Policy and Sanctions are available online at: www.uwgb.edu/deanofstudents

UW-Green Bay Human Resources and click on: "Forms and Policies"
www.uwgb.edu/hr/

UW-Green Bay Public Safety
www.uwgb.edu/publicsafety/

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