



GUIDELINES FOR MAINTAINING A DRUG-FREE CAMPUS AND WORKPLACE

INTRODUCTION

UW-Green Bay maintains a [Policy on Alcohol and Other Drugs](#) that outlines the responsible use of alcohol and conduct related to Alcohol and other drugs.

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 these guidelines and the [Policy on Alcohol and Other Drugs](#) consistent with the UW System Operational Policy Gen 35: Drug Free Workplace, Wisconsin Administrative Code, Rules of the Board of Regents of the University of Wisconsin System (UWS 18.09) 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 ACTIONS

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

Students will be disciplined under [Chapter UWS 17](#) up to and including educational classes, probation, suspension and/or expulsion. Students may be referred to counseling or treatment as part of the disciplinary process.

Employees

Employees may be referred to counseling or treatment, and may be subject to disciplinary action up to and including discharge. Per the [Drug Free Workplace Act of 1988](#), employees must notify the employer, within five calendar days, if convicted of a criminal drug violation in the workplace. 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 \$10,000. 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 40 years and fined up to \$100,000. 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 an increased 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. 125.07\(1\)\(a\)\(1\)](#), 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 can be found on the [Dean of Students Website](#).

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. For



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the most recent and complete Federal Trafficking Penalties information, visit the [U.S. Drug Enforcement Administration website](#).

Students

Financial Aid (Title 20 USC 1091) Suspension of eligibility for drug-related offenses (1) In general A student who is convicted of a drug-related offense under any Federal or State law involving the possession or sale of an illegal drug for an offense that occurred while the student received grant, loan, or work study assistance, shall not be eligible to receive any grant, loan, or work study assistance from the date of conviction for the period of time specified in the following table:

If convicted of an offense involving:

The possession of a controlled substance:	Ineligibility period is:
First offense	1 year from date of conviction
Second offense	2 years from date of conviction
Third offense	Indefinite
The sale of a controlled substance:	Ineligibility period is:
First offense	2 years from date of conviction
Second offense	Indefinite

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. A student regains eligibility the day after the period of ineligibility ends or by completing a successful rehabilitation program as outlined in (2) below.

Rehabilitation

A student whose eligibility has been suspended under paragraph (1) may resume eligibility before the end of the ineligibility period, if:

- (A) the student satisfactorily completes a drug rehabilitation program that—
 - (i) complies with such criteria as the Secretary shall prescribe in regulations for purposes of this paragraph; and
 - (ii) includes at least two unannounced drug tests; or
- (B) the conviction is reversed, set aside, or otherwise removed from the student's record.



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HEALTH RISKS OF ALCOHOL AND USE OF ILLICIT DRUGS

The misuse or abuse of alcohol, prescription drugs and the use of illicit drugs can result in personal, legal, health or work 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/or alcohol misuse and 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.

Substance	Commercial and Street Names	Risks/Long Term Effects
Alcohol		Retardation of motor skills and coordination, impairment of reasoning and rational thinking, damage to nerves, brain, heart, liver, pancreas and muscles, physical dependence, fetal alcohol syndrome
Depressants Barbiturates, benzodiazepines, flunitrazepam	Amytal, Nembutal, Seconal Librium, Valium, Xanax Rhypnol	Central nervous system depressants used to treat anxiety, induce sleep and control seizures can cause intoxication similar to that caused by alcohol (slower reaction time, loss of motor coordination). Have high addiction potential as well as high dependence potential. Withdrawals may produce anxiety, tremors, insomnia, vomiting and seizures.
Opioids and Morphine Morphine Opium Other opioid pain relievers Codeine Fentanyl	Robitussin A-C, Tylenol w/ Codeine Duragesic, Sublimaze Roxanol, Duramorph Laudanum, paregoric OxyContin, percodan, Percocet	A family of drugs that are used as an analgesic (pain-relievers). Sometimes referred to as opiates (because they are derived from the opium poppy plant or made synthetically with the same actions as morphine). Central nervous system depressant – causing sedation and euphoria. Pain reliever, cough suppressant, psychological and physical dependence, severe withdrawal symptoms, possible convulsions, toxic psychosis
Stimulants Amphetamines Methamphetamine Methylphenidate	Dexedrine Desoxyn Ritalin/Adderall	Central nervous system stimulants can induce anxiety, raise blood pressure, irritability, restlessness and reduced appetite. Larger doses may produce aggressiveness, auditory hallucinations and paranoia. Can create both physical and psychological dependence.



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Marijuana/Cannabis	pot, grass, dope, weed, joint, bud, reefer, doobie, roach, dabbing	Has both depressant and stimulant effects, some analgesic and even hallucinogenic effects. Has from four to ten times the amount of tar and carcinogenic substance found in cigarettes. Has both physical and psychological dependency potential.
Heroin	H, junk, smack, horse, skag	Chemical derivative of morphine. Produces drowsiness, mental clouding, and reduced ability to concentrate. Larger doses lead to sleep, decreased blood pressure and slowed breathing. Possesses a high potential for psychological and physical dependence.
Cocaine/Crack	coke, C, snow, flake, happy dust, white lady	Powerful central nervous system stimulant. Use may lead to anxiety, irritability, panic and paranoid psychosis, heart damage, impaired judgment, poor concentration and impaired motor coordination and vision.
LSD	acid, stamps, dots, blotter, A-bombs	Lysergic acid diethylamide. Psychedelic effects involve alterations in perception and thought, spatial distortion, intense imagery, changes in thought and mood and intensified emotions.
Solvent, inhalants	Aerosol paint, commercial glues, fingernail polish, polish remover, gasoline, lighter fluid	Chemicals which includes solvents, aerosols, gases and nitrites. Central nervous system depressants. Effects vary depending on the inhalant used. Initial use may produce nausea and vomiting. Progressive use may include deepening depression, decreased coordination, ataxia, stupor, seizure or cardiac or respiratory arrest. There is a high risk of sudden death from inhalants.
MDA, MDMA (Designer Drugs)	XTC, ecstasy, Molly, E, X, Rolls, Beans, Adam	Designer drugs are synthetic products, chemically related to illegal substances in their chemical formula and psychoactive effects. There are two categories of designer drugs: narcotic analogs and hallucinogenic amphetamine analogs.
Salvia divinorum	La pastora, Yerba Maria, The Shepherdess, Diviner'	Altered perceptions, change in body temperature, flushing, alterations in perceptions – time distortion, vivid imagery. Experience of using Salvia can be unpleasantly overwhelming and more scary than fun.



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Anabolic Steroids	roids, juice	Cholesterol imbalance, acne, baldness, aggressive behavior, masculinization of women, breast enlargement in men, atrophy of reproductive organs, impotence, reduced fertility, stroke, hypertension, congestive heart failure, liver damage
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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	(920) 465-2380
Employee Assistance Program	(920) 465-2380
Dean of Students	(920) 465-2152
Public Safety	(920) 465-2300

Other Resources

UW System Operational Policy GEN 35: Drug Free Workplace

[UW-Green Bay Counseling and Health- Alcohol, Tobacco and Other Drugs](#)

[UW-Green Bay Policy on Alcohol and Other Drugs](#)

[UW-Green Bay Dean of Students website](#)

[UW-Green Bay Human Resources](#)

[UW-Green Bay Public Safety](#)

For additional information on treatment options, visit: www.findtreatment.samhsa.gov

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