

GUIDELINES FOR MAINTAINING A DRUG-FREE CAMPUS AND WORKPLACE

INTRODUCTION

UW-Green Bay maintains the [Alcohol and Controlled Substance Policy](#) 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 Alcohol and Controlled Substance Policy consistent with the [Wisconsin Administrative Code](#), Rules of the Board of Regents of the Universities of Wisconsin ([UWS 18.09](#)) and existing State of Wisconsin laws ([Wisconsin Statute sec. 125.07](#)). UW-Green Bay encourages responsible use of alcohol, 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 properties 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 their 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, 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

Controlled Substances ([Chapter 961, Wisconsin Statutes](#))

The Wisconsin Uniform Controlled Substances Act (Chapter 961) regulates controlled substances and prescribes penalties for violations.

- **Possession:**
 - Penalties depend on the type of substance.
 - Possession of most Schedule III–V substances is a **misdemeanor**.
 - Possession of a Schedule I or II narcotic (such as heroin or cocaine) is a **Class I felony**, punishable by up to **3 years and 6 months imprisonment** and a fine of up to **\$10,000**.
- **Manufacture, Delivery, or Possession with Intent:**
 - Penalties vary based on the **drug type and amount**.
 - For example, delivering 50 grams or more of cocaine is a **Class C felony**, with a maximum penalty of **40 years imprisonment** and a fine of up to **\$100,000**.
 - Smaller amounts or less dangerous substances may carry lower felony classifications (Class E, F, G, etc.).
- **Aggravating Factors:**
 - Delivering or attempting to deliver a controlled substance to a person under 17 years of age can increase the maximum sentence by up to **5 years**.

Alcohol ([Chapter 125, Wisconsin Statutes](#))

- **Supplying to Underage Persons:**
 - It is illegal to procure, sell, dispense, or give alcohol to any person under 21.
 - Adults also have a legal duty to prevent underage drinking on property they own or control.
 - A first-time violation can result in a **forfeiture of up to \$500**.
- **Underage Possession or Consumption:**
 - It is illegal for anyone under 21 to attempt to procure, falsely represent age to obtain, possess, or consume alcohol on licensed premises.
 - Penalties follow a **tiered structure**:
 - **First offense:** \$250–\$500 forfeiture, possible supervised work program, and a driver’s license suspension of 30–90 days.

- **Second offense (within 12 months):** higher fines and longer suspensions.
- **Subsequent offenses:** fines up to **\$1,000+** and license suspensions up to **1 year**.

Federal Law

While Wisconsin law governs local penalties, federal law also applies. The [U.S. Sentencing Guidelines](#) set mandatory minimum penalties for drug trafficking and enhanced penalties in specific cases. For the most recent federal trafficking penalties, see the [U.S. Drug Enforcement Administration website](#).

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 all students, employees and the University.

AVAILABLE CAMPUS SERVICES AND RESOURCES

Counseling and Support Services

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

The Wellness Center	(920) 465-2380
Employee Assistance Program	(866) 274-4723
Dean of Students	(920) 465-2152
University Police	(920) 465-2300

Other Resources

[UW-Green Bay Policy on Alcohol and Controlled Substance](#)

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

[UW-Green Bay Human Resources](#)

[UW-Green Bay University Police](#)

For additional information on treatment options, visit: <https://www.samhsa.gov/find-treatment>

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