

Notification for CWRU faculty and staff

In accordance with the Drug-Free Schools and Communities Act Amendments of 1989, this notification is being sent to each CWRU faculty and staff member. Its purpose is to serve as a reminder of the health risks associated with drug and alcohol abuse; of University policies related to the illegal possession, use or distribution of drugs or alcohol; of the availability of treatment for drug or alcohol problems through the Employee Assistance Program; and of the internal sanctions and federal, state and local legal penalties that may result from the illegal possession, use or distribution of drugs or alcohol. Additional information is provided in accord with the Drug-Free Workplace Act.

Health risks of alcohol

The United States Department of Education has provided the following information concerning health risks of alcohol.

Effects

Alcohol consumption causes a number of marked changes in behavior. Even low doses significantly impair the judgment and coordination required to drive a car safely, increasing the likelihood that the

driver will be involved in an accident. Low to moderate doses of alcohol also increase the incidence of a variety of aggressive acts, including spouse and child abuse. Moderate to high doses of alcohol cause marked impairments in higher mental functions, severely altering a person's ability to learn and remember information. Very high doses cause respiratory depression and death. If combined with other depressants of the central nervous system, much lower doses of alcohol will provide the effects just described.

Repeated use of alcohol can lead to dependence. Sudden cessation of alcohol intake is likely to produce withdrawal symptoms, including severe anxiety, tremors, hallucinations and convulsions. Alcohol withdrawal can be life-threatening. Long-term consumption of large quantities of alcohol, particularly when combined with poor nutrition, can also lead to permanent damage to vital organs such as the brain and liver.

Mothers who drink alcohol during pregnancy may give birth to infants with fetal alcohol syndrome. These infants have irreversible physical abnormalities

and mental retardation. In addition, research indicates that children of alcoholic parents are at greater risk than other youngsters of becoming alcoholics.

Health risks of controlled substances

The Department of Education has provided the chart, marked as Appendix A, outlining health risks associated with cocaine, marijuana and other controlled substances.

University policies

Case Western Reserve University seeks to provide its students, employees and the public with a drug-free environment. The University also has an interest in promoting the highest possible standard of health and welfare among its students, staff and faculty. It is, therefore, the policy of Case Western Reserve University to discourage the use of controlled substances and the abuse of alcohol by its students and employees at any time.

The unlawful manufacture, distribution, dispensation, possession or use of alcohol or controlled substances, including illicit drugs, is prohibited on property owned or operated by Case Western Reserve

University or as part of any of its activities. No CWRU employee may report to or engage in University-related work while under the influence of illegal drugs or alcohol.

Any employee who is convicted of a violation of a criminal drug statute as a result of an incident occurring in the workplace must notify the Assistant Director of Human Resources for Employee Relations in writing within five days of his or her conviction. Such conviction will be grounds for mandatory evaluation and possible treatment for a substance disorder and for disciplinary action up to and including termination.

The University will conform to all state and local laws regarding the sale and use of alcoholic beverages. It is illegal to sell, provide or serve beer, wine or liquor to anyone who is under the age of 21. Servers of alcohol must be aware of and comply with all state and local statutes and with CWRU alcohol policies and procedures (see "Alcohol Use Permit," and "Alcohol Guidelines" available from the Office of Student Affairs.)

Failure to comply with any of the foregoing rules will be grounds for

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Appendix A: Controlled Substances: Uses and Effects

DRUGS CSA SCHEDULES	TRADE OR OTHER NAMES	MEDICAL USES	PHYSICAL DEPENDENCE	PSYCHOLOGICAL DEPENDENCE	TOLERANCE	DURATION (Hours)	USUAL METHODS OF ADMINISTRATION	POSSIBLE EFFECTS	EFFECTS OF OVERDOSE	WITHDRAWAL SYNDROME
NARCOTICS										
Opium	II III IV	Dover's Powder, Paregoric, Parepetolin	Analgesic, anti-diarrheal	High	High	Yes	3-6	Oral, smoked		
Morphine	II III	Morphine, MS-Contin, Roxanol, Roxanol-SR	Analgesic, antitussive	High	High	Yes	3-6	Oral, smoked		
Codeine	II III V	Tylenol w/Codeine, Empirin w/Codeine, Robitussin A-C, Fiorinal w/Codeine	Analgesic, antitussive	Moderate	Moderate	Yes	3-6	Oral, smoked		
Heroin	I	Diacetylmorphine, Horse, Smack	None	High	High	Yes	3-6	Oral, smoked		
Hydromorphone	II	Dilaudid	Analgesic	High	High	Yes	3-6	Oral, smoked		
Meperidine (Pethidine)	II	Demerol, mepergan	Analgesic	High	High	Yes	3-6	Oral, injected		
Methadone	II	Dolophine, Methadone, Methadosa	Analgesic	High	High-Low	Yes	12-24	Oral, injected		
Other Narcotics	I III III IV V	Numorphan, Percodan, Percocet, Tylox, Tussionax, Fentanyl, Darvon, Lomotil, Talwin2	Analgesic	High-Low	High-Low	Yes	Variable	Oral, injected		
DEPRESSANTS										
Chloral Hydrate	IV	Noctect	Hypnotic	Moderate	Moderate	Yes	5-8	Oral		
Barbiturates	II III IV	Amytal, Butisol, Fiorinal, Lotusate, Nembutal, Seconal, Tuinal, Phenobarbital	Anesthetic, anti-convulsant, sedative, hypnotic, veterinary euthanasia agent	High-Moderate	High-Moderate	Yes	1-16	Oral		
Benzodiazepines	IV	Ativan, Dalmaine, Diazepam, Librium, Xanax, Serax, Vallurp, Tranxex, Verstran, Versed, Halcion, Paxipem, Restoril	Anesthetic, anti-convulsant, sedative, hypnotic	High	Low	Yes	4-8	Oral		
Methaqualone	I	Quaalude	Sedative, hypnotic	High	High	Yes	4-8	Oral		
Glutethimide	III	Doriden	Sedative, hypnotic	High	Moderate	Yes	4-8	Oral		
Other Depressants	III IV	Equamil, Miltown, Noludar, Placidyl, Valmid	Anti-anxiety, sedative, hypnotic	Moderate	Moderate	Yes	4-8	Oral		
STIMULANTS										
Cocaine ¹	II	Coke, Flake, Snow, Crack	Local anesthetic	Possible	High	Yes	1-2	Sniffed, smoked, injected		
Amphetamines	I	Biphetamine, Delcobese, Desoxy, Dexedrine, Obetrol	Attention deficit disorders, narcolepsy, weight control	Possible	High	Yes	2-4	Oral, injected		
Phenmetrazine	II	Preludin	Weight Control	Possible	High	Yes	2-4	Oral, injected		
Methylphenidate	II	Ritalin	Attention deficit disorders, narcolepsy	Possible	Moderate	Yes	2-4	Oral, injected		
Other Stimulants	III IV	Adipex, Cylert, Didrex, Ionamin, Mellat, Plegine, Sancorex, Tenulte, Tepanil, Prelu-2	Weight Control	Possible	High	Yes	2-4	Oral, injected		
HALLUCINOGENS										
LSD	I	Acid, Microdot	None	None	Unkown	Yes	8-12	Oral		
Mescaline and Peyote	I	Mexc, Buttons, Cactus	None	None	Unkown	Yes	8-12	Oral		
Amphetamine Variants	I	2,5-DMA, PMA, STP, MDA, MDMA, TMA, DOM, DOB	None	Unkown	Unkown	Yes	Variable	Oral, injected		
Phencyclidine	II	PCP, Angel Dust, Hog	None	Unkown	High	Yes	Days	Smoked, oral, injected		
Phencyclidine Analogues	I	PCE, PCPy, TCP	None	Unkown	High	Yes	Days	Smoked, oral, injected		
Other Hallucinogens	I	Bufofenine, Ibogaine, DMT, DET, Psilocybin, Psilocyn	None	None	Unkown	Yes	Variable	Smoked, oral, injected, sniffed		
CANNABIS										
Marijuana	I	Pot, Acapulco Gold, Grass, Reefer, Sinsemilia, Thai Sticks	None	Unkown	Moderate	Yes	2-4	Smoked, oral		
Tetrahydrocannabinol	III	THC, Marinol	Cancer Chemotherapy, antistimulant	Unkown	Moderate	Yes	2-4	Smoked, oral		
Hashish	I	Hash	None	Unkown	Moderate	Yes	2-4	Smoked, oral		
Hashish Oil	I	Hash Oil	None	Unkown	Moderate	Yes	2-4	Smoked, oral		

¹Designated a narcotic under the CSA ²Not designated a narcotic under the CSA

Drug-free workplace notification

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disciplinary action up to and including termination of employment and referral for prosecution.

The terms of this policy statement are conditions of employment at the University.

Employee Assistance Service (EASE)

The University's Employment Assistance Service (EASE), through the Center for Families and Children, provides confidential counseling and community services for employees who need help in dealing with drug or alcohol problems or other problems. EASE utilizes over 40 licensed, credentialed counseling professionals including psychiatrists, psychologists, social workers and other trained counselors in over 30 Northeast Ohio locations.

Where referral to EASE is the result of a job performance problems, a staff employee who receives treatment for chemical dependency may be required, as a condition of continued employment, to participate in some type of rehabilitation program.

EASE can be reached 24 hours a day, seven days a week by calling (216) 241-3273 or (800) 521-EASE (3273).

Federal and state penalties

Ohio statutes include detailed criminal provisions regarding the possession, use and distribution of drugs, intoxicating liquors and beer. The ordinances of the City of Cleveland and the City of Cleveland Heights include comparable provisions. Ohio law prohibits illicit selling, cultivating, manufacturing or otherwise trafficking in controlled substances, including cocaine, heroin, amphetamines, methamphetamine of any type or in any form, marijuana and Gamma-hydroxybutyrate (GHB); furnishing them to a juvenile at least two years younger than the offender when the offender knows the juvenile's age or is reckless in that regard; administering them to any person by force, threat or deception with the intent to cause serious harm or if serious harm results; and illegally assembling or possessing chemicals with the intent to manufacture drugs. In addition, Ohio law prohibits a person from knowingly providing money or other items of value to another person who then uses such money or items to obtain a controlled substance for the purpose of selling, manufacturing or cultivating such a controlled substance. If the drug involved in the violation is methamphetamine in any form and if the offense was committed in the vicinity of a juvenile, in the vicinity of a school or on public premises, this is a felony of the first degree. This act carries a mandatory prison sentence. It is also unlawful to knowingly distribute illegal anabolic steroids.

Except for a few exceptions, these offenses are felonies. The law also prohibits knowingly obtaining, possessing or using a controlled substance and permitting one's premises or one's vehicle to be used in the commission of a felony drug abuse offense. These offenses may be either felonies or misdemeanors. The law further prohibits knowingly obtain-

CSA	PENALTY Second Offense	PENALTY First Offense	Quantity	DRUG	Quantity	PENALTY First Offense	PENALTY Second Offense
I and II	Not less than 10 years. Not more than life. If death or serious injury, not less than life. Fine of not more than \$4 million individual, \$10 million other than individual	Not less than 5 years. Not more than 40 years. If death or serious injury, not less than 20 years. Not more than life. Fine of not more than \$2 million individual, \$5 million other than individual.	10-99 gm or 100-999 gm mixture	METHAMPHETAMINE	100 gm or more or 1 kg or more mixture	Not less than 10 years. Not more than life. If death or serious injury, not less than 20 years. Not more than life. Fine of not more than \$8 million individual, \$20 million other than individual.	Not less than 20 years. Not more than life. If death or serious injury, not less than life. Fine of not more than \$8 million individual, \$20 million other than individual.
			100-999 gm mixture	HEROIN	1 kg or more mixture		
			500-4999 gm mixture	COCAINE	5 kg or more mixture		
			5-49 gm mixture	COCAINE BASE	50 gm or more mixture		
			10-99 gm or 100-999 gm mixture	PCP	100 gm or more or 1 kg or more mixture		
			1-10 gm mixture	LCD	10 gm or more mixture		
			40-399 gm mixture	FENTANYL	400 gm or more mixture		
10-99 gm mixture	FENTANYL ANALOGUE	100 gm or more mixture					
	Drug	Quantity	First Offense		Second Offense		
	Others ²	Any	Not more than 20 years. If death or serious injury, not less than 20 years, not more than life. Fine \$1 million individual, \$5 million not individual.		Not more than 30 years. If death or serious injury, not less than 20 years, not more than life. Fine \$2 million individual, \$10 million not individual.		
III	All	Any	Not more than 5 years. Fine not more than \$250,000 individual, \$1 million not individual.		Not more than 10 years. Fine not more than \$500,000 individual, \$2 million not individual.		
IV	All	Any	Not more than 3 years. Fine not more than \$250,000 individual, \$1 million not individual.		Not more than 6 years. Fine not more than \$500,000 individual, \$2 million not individual.		
V	All	Any	Not more than 1 years. Fine not more than \$100,000 individual, \$250,000 not individual.		Not more than 2 years. Fine not more than \$200,000 individual, \$500,000 not individual.		

¹Law as originally enacted states 100 gm. Congress requested to make technical correction to 1 kg. ²Does not include marijuana, hashish or hash oil (see separate chart).

Quantity	Description	First Offense	Second Offense
1,000 kg or more; or 1,000 or more plant	Marijuana Mixture containing detectable quantity*	Not less than 10 years, not more than life. If death or serious injury, not less than 20 years, not more than life. Fine not more than \$4 million individual, \$10 million other than individual.	Not less than 20 years, not more than life. If death or serious injury, not less than life. Fine not more than \$8 million individual, \$20 million other than individual.
100 kg or more; or 100-999 plant	Marijuana Mixture containing detectable quantity*	Not less than 5 years, not more than 40 years. If death or serious injury, not less than 20 years, not more than life. Fine not more than \$2 million individual, \$5 million other than individual.	Not less than 10 years, not more than life. If death or serious injury, not less than life. Fine not more than \$4 million individual, \$10 million other than individual.
50 to 100 kg 10 to 100 kg 1 to 100 kg 50 to 99 plants	Marijuana Hashish Hashish Oil Marijuana	Not more than 20 years. If death or seious injury, not less than 20 years, not more than life. Fine \$1 million individual, \$5 million other than individual.	Not more than 30 years. If death or seious injury, life. Fine \$2 million individual, \$10 million other than individual.
Less than 50 kg Less than 10 kg Less than 1 kg	Marijuana Hashish Hashish Oil	Not more than 5 years. Fine not more than \$250,000, \$1 million other than individual.	Not more than 10 years. Fine not more than \$500,000, \$2 million other than individual.

*Includes Hashish and Hashish Oil. (Marijuana is a Schedule I Controlled Substance.)

ing, possessing or using hypodermics for unlawful administration of drugs and the knowing use or possession with the purpose to use and/or the sale of drug paraphernalia. Ohio law also prohibits the advertisement of illegal drug paraphernalia. These offenses are misdemeanors.

A felony conviction may lead to imprisonment or both imprisonment and fine. The maximum prison term is 10 years. The fine for a first degree felony in Ohio is a basic fine of not more than \$20,000. A misdemeanor conviction may lead to imprisonment for up to six months and/or a fine of up to \$1,000. Convictions for some offenses carry mandatory penalties, including the suspension of a driver's or commercial driver's license for a period ranging from six months to five years. Ohio law also requires that property derived from (directly or indirectly) the proceeds of a felony drug abuse offense and property that was used or intended to be used to facilitate the commission of a felony drug abuse offense are subject to forfeiture.

With regard to beer and intoxicating liquor, Ohio law provides that a person under 21 years of age who orders, pays for, attempts to purchase, possesses or consumes beer or liquor or furnishes false information in order to effect a purchase, commits a misdemeanor. A person using a false or altered identification card to purchase beer or intoxicating liquors shall be fined not less than \$250 but not more than \$1,000 for a first offense and may have his or her driver's license suspended. For a second offense involving the use of a false or altered

identification card, the penalties include the possibility of losing a driver's or commercial driver's license for a period of three months. For a third offense the loss of the licenses is mandatory for at least 90 days. If a person manufactures, sells or distributes false identification cards, then that person is guilty of a felony. Ohio law prohibits the possession of beer or liquor which was not lawfully purchased; and a court may order that any place where beer or liquor is unlawfully sold not be occupied for one year or that the owner or occupant of the premises be required to furnish a surety bond of \$1,000 to \$5,000 conditioned on the promise that no beer or liquor will be sold in violation of the law.

Federal law forbids the illegal possession of controlled substances. A person convicted for the first time of possessing (without the intent to distribute) a controlled substance, other than crack cocaine, may be sentenced to up to one year in prison and fined a minimum of \$1,000. A second conviction carries a prison term of at least 15 days but not more than two years and a minimum fine of \$2,500. A third conviction carries a prison term of at least 90 days but not more than three years and a minimum fine of \$500. Imprisonment for five to 20 years and a fine between \$1,000 and \$250,000 apply to persons possessing more than 5 grams of crack cocaine on the first conviction, 3 grams on the second and 1 gram on subsequent convictions. In addition to the above sanctions, a person convicted of possessing a controlled substance may be punished by forfeiture of property used

to possess or facilitate possession if the offense is punishable by more than one year in prison; forfeiture of any conveyance used to transport or conceal a controlled substance; denial of federal benefits, such as student loans, for up to one year for a first federal or state possession conviction and for up to five years for a subsequent federal or state possession conviction; ineligibility to receive or purchase a firearm; and a civil penalty of up to \$10,000.

Federal law also prohibits illegal trafficking or manufacturing of a controlled substance. If a person violates this section, he or she is subject to the specified imprisonment, fine or both. Federal trafficking penalties are set forth in the chart marked Appendix B. The penalties set forth in the chart can, under certain circumstances, be enhanced by a multiple of two or three if such offenses are committed at or near a public or private school, college or university or if the drugs were sold to persons under the age of 21. A trafficking offense committed after a person has been convicted of two previous felony drug offenses results in mandatory life imprisonment and a fine of up to \$8 million. In addition, if convicted of a drug trafficking offense, a person will lose federal benefits (school loans) for up to five years for a first offense, up to 10 years for a second offense and for life for a third or subsequent offense.

Federal law also prohibits the sale of drug paraphernalia. The penalty for violating this law is imprisonment for up to three years and a fine of up to \$250,000.