

ALCOHOL AND OTHER DRUG ABUSE PREVENTION PROGRAM AND POLICY

UNIVERSITY ALCOHOL AND OTHER DRUG POLICY

The University is committed to promoting and maintaining a work and academic environment that is free from illegal alcohol and drug use and abuse, in accordance with all federal, state, and local laws. Students and employees are prohibited from reporting to work or working under the influence of alcohol or drugs.

Employees may not consume, possess, distribute, or be under the influence of alcoholic beverages on University property or while on University business (except at University functions at which use of alcohol is approved). Employees, students, and campus visitors aged twenty-one (21) years or older, consuming alcohol at University functions or while on University business, where such use is approved, are expected to use alcohol responsibly and not engage in illegal, unprofessional, or disruptive behavior.

Students and campus visitors who have attained the legal drinking age of twenty-one (21) years of age may possess and consume alcoholic beverages only at approved university functions or in residence hall rooms of students who have attained the legal drinking age. Those under twenty-one (21) years of age are not permitted to consume or possess alcoholic beverages at any time.

Students, employees and visitors are prohibited from dispensing, selling or supplying alcoholic beverages to a person under the legal drinking age as defined by Michigan law.

Students, employees, and visitors are prohibited from possessing, consuming, manufacturing, dispensing, or being under the influence of illegal drugs or engaging in improper self-medication while on University property or University business.

Any member of the University community who violates this policy is subject to both prosecution and punishment under federal, state and local laws and to disciplinary proceedings by the University.

This policy is not designed to punish people for seeking rehabilitation. All information about those individuals who voluntarily avail themselves of drug or alcohol counseling or rehabilitation services will remain confidential. Seeking counseling or rehabilitation will not be used as a basis for disciplinary action or be used against an individual in any way.

University employees and students who violate this policy shall be informed about and referred to services to assist them in determining whether they are abusing drugs and alcohol or are chemically dependent. If a problem is found to exist, the individual will be referred to resources to assist him/her in overcoming the drug or alcohol abuse pattern. This referral or assessment shall not limit the University's ability to pursue appropriate disciplinary action, up to and including termination or expulsion, when an employee or student has violated this policy or any other University policy.

This policy shall not add to or supersede union contracts or established employee work rules.

HEALTH RISKS OF ALCOHOL AND OTHER DRUGS

- **ALCOHOL** Loss of concentration and judgment, slowed reflexes; disorientation leading to higher risk of accidents and problem behavior; risk of liver and heart damage, malnutrition, cancer and other illnesses; can be highly addictive to some persons.
- **AMPHETAMINES** Can cause rushed, careless behavior - pushing beyond your physical capacity, leading to exhaustion; tolerance increases rapidly; causes physical and psychological dependence; withdrawal can result in depression and suicide; continued high doses can cause heart problems, infections, malnutrition, and death.
- **CANNABIS** Causes permanent damage to lungs, reproductive organs and brain function; slows reflexes; increases forgetfulness; alters judgment of space and distance.

- COCAINE Causes damage to respiratory and immune systems; induces malnutrition, seizures and loss of brain function. Some forms (such as "crack") are highly addictive.
- HALLUCINOGENS (PCP, LSD, Ecstasy) Causes extreme distortions of what's seen and heard; induces sudden changes in behavior, loss of concentration and memory; increases risk of birth defects in user's children; overdose can cause psychosis, convulsions, coma, and death. Frequent use can cause permanent loss of mental function.
- NARCOTICS (Heroin, morphine, opium, codeine) Tolerance increases rapidly; causes physical and psychological dependence; overdose can cause coma, convulsions, respiratory arrest, and death; leads to malnutrition, infection and hepatitis; sharing needles is a leading cause of the spread of HIV and Hepatitis; highly addictive.
- SEDATIVES Tolerance increases rapidly; produces physical and psychological dependence; causes reduced reaction time, and confusion; overdoses can cause coma, respiratory arrest, convulsions, and death; withdrawal can be dangerous; in combination with other controlled substances can quickly cause coma and death.

ASSISTANCE AVAILABLE TO FACULTY, STAFF, AND THEIR FAMILIES AT EMU:

Ceridian/LifeWorks www.lifeworks.com
877.234.5151
800.999.3004

ASSISTANCE AVAILABLE TO STUDENTS AT EMU:

University Health Services:
Counseling Services 734.487.1118
Health Education Program 734.487.2226

Department of Public Safety 734.487.1222

ALCOHOL AND OTHER DRUG ABUSE TREATMENT SERVICES AVAILABLE IN S.E. MICHIGAN

Adrian

- Emma Bixby Medical Center and Satellite Sage Center for Substance Abuse Treatment 517.265.0411

Ann Arbor/Ypsilanti Area

- St. Joseph's Mercy Hospital Chemical Dependency Services, 734.786.4900, website: www.sjmh.com
- Ann Arbor Consultation Services, 734.996.9111
- Uof M Addiction Treatment Services (UMATS), toll free 800.828.8020 or 734.232.0600
- Alcoholics Anonymous, 734.482.5700, Huron Valley Area Intergroup, website: www.hvai.org
- Narcotics Anonymous for Washtenaw & Livingston County, 734.913.9839
- Dawn Farm, 734.485.8725 or 734.669.8265
- Washtenaw County Health Services Access (for those with no ability to pay), 800.440.7548 or 734.544.3050

Brighton/Livingston County

- Brighton Hospital, 888.215.2700 or 810.227.1211, website: <http://brightonhospital.org/>
- Narcotics Anonymous for Washtenaw & Livingston County, 734.913.9839
- Livingston Council Alcohol & Drug Services, Outpatient Services, 810.225.2530

Howell/Livingston County

- Livingston Council Alcohol & Drug Services, Outpatient Services, 810.225.2530

Detroit Metropolitan Area

- Alcoholics Anonymous for Detroit or Wayne County, 313.831.5550
- Narcotics Anonymous, 248.543.7200
- Insight Recovery Centers, 248.524.9530, website: <http://www.insightrecovery.org/wayne.htm>
- Eastwood Clinics: website: www.stjohn.org
 - Dearborn, 313.583.0735
 - Detroit (Gratiot & 8 Mile), 313.369.5000

Flint

- Insight Recovery Centers, 810.733.0900 or 800.356.4357 website: www.insightrecovery.org
- Community Recovery Services, 810.744.3600
- Narcotics Anonymous, 810.238.3636
- Alcoholics Anonymous, 810.234.0815

Jackson

- Washington Way, 517.782.4001
- Alcoholics Anonymous in Jackson, 517.789.8883

Toledo

- Alcoholics Anonymous, 419.380.9862
- Narcotics Anonymous 800.587.4232
- Toledo Hospital Alcohol & Drug Assessment and Treatment Center
 - Psychiatric Behavioral Medicine, 419.291.2351

SANCTIONS FOR VIOLATIONS OF LAWS & POLICIES:

The laws of the state of Michigan and Eastern Michigan University's policies and rules prohibit the consumption or possession for personal consumption of alcoholic beverages by persons less than 21 years of age. Further, Michigan laws and University policies prohibit the sale, service or giving of alcoholic beverages to persons under the age of 21. Eastern Michigan University's policies and rules, Local ordinances and laws, State laws and Federal laws also prohibit the unlawful possession, use and/or distribution of illicit drugs and alcohol.

Community Sanctions:

Violations of laws and ordinances may result in misdemeanor or felony convictions accompanied by the imposition of legal sanctions which include, but are not limited to, the following:

- Fines as determined under local, state or federal laws.
- Imprisonment, including up to **life imprisonment** for possession of more than 650 grams or trafficking in drugs such as Heroin and Cocaine.
- Forfeiture of personal and real property.
- Denial of federal benefits such as grants, contracts, and student loans.
- Loss of driving privileges.
- Required attendance at substance abuse education or treatment programs.
- Federal laws prohibit possession, use, distribution, manufacture or dispensing.

A full description of federal sanctions for drug felonies can be found at the following url:

<http://www.usdoj.gov/dea/agency/penalties.html>

University Sanctions:

Violation of University policies and rules will be subject to campus disciplinary review and action, as follows:

Faculty and Staff:

Disciplinary action will be taken as per applicable collective bargaining agreements and university policy up to and including termination of employment.

Information about violations related to tobacco use can be found under EMU Tobacco Use policy.

Students:

Disciplinary action will be taken by the Office of Student Conduct and Community Standards (*formerly Student Judicial Services*) under the Student Conduct Code and may include sanctions ranging from formal reprimand to permanent dismissal, in addition to counseling and/or referral to a substance abuse educational/ intervention program. In certain circumstances, parents of a student under 21 years old will be notified about the drug or alcohol violation, as per Eastern Michigan University's policy on Parental Notification. The FERPA policy can be found at <http://www.emich.edu/registrar/ferpa.htm>.

Information about violations related to tobacco use can be found under EMU Tobacco Use policy.

In addition to University level action taken under the Student Conduct Code, other University departments maintain internal policies and rules regarding alcohol and other drugs and may impose sanctions against students and/or student groups which violate these policies. For example, University Housing, Athletics, Greeks, Studies Abroad and several academic departments have policies addressing alcohol and other drugs. Any action taken under one policy does not prevent action being taken under any other policy.

EMPLOYEE REPORTING REQUIREMENT:

Under the Drug Free Schools and Communities Act Amendments of 1989, a faculty or staff member employed under a federal grant or contract must notify the University (Human Resources, Employee Relations (734-487-0083) or Academic Human Resources (734-487-0076), in writing, of his or her arrest or conviction for violation of any criminal drug statute occurring in the workplace or while on University business no later than five days after such arrest or conviction.

REVIEW OF EMU'S ALCOHOL AND OTHER DRUG ABUSE PREVENTION PROGRAM:

The University will review its Alcohol and Other Drug Abuse Prevention Program every 2 years to determine its effectiveness and implement changes to the program as needed and to ensure that the disciplinary sanctions applied by the University are consistently enforced.