

ALCOHOL AND OTHER DRUG ABUSE PREVENTION PROGRAM AND POLICY

UNIVERSITY ALCOHOL AND OTHER DRUG POLICY

The University is committed to promoting and maintaining a learning, living, and work 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, illegal drugs or prescribed drugs that impair their employee's ability to complete their position duties.

Employees may not consume or possess (except as part of an approved educational course or research activity), 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 do so responsibly.

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, except as part of an approved educational course or research activity and in strict accordance with the Michigan Liquor Control Code.

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, selling, supplying, or being under the influence of illegal drugs or engaging in improper self-medication while on University property or University business. EMU is subject to the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act amendment of 1989, which prohibit controlled substances on campus. Federal law classifies marijuana as an illegal controlled substance and, therefore, all uses of marijuana are a violation of federal law.

Employees and students who violate this policy are subject to disciplinary proceedings by the University up to and including termination, or expulsion, and may also face prosecution and punishment under federal, state, and local laws.

Employees and students are encouraged to voluntarily avail themselves of treatment for a substance use disorder. The information related to individuals seeking treatment will remain confidential as stipulated and protected by federal and state laws. Voluntary disclosure and seeking treatment will not be a violation of the AOD policy.

HEALTH RISKS OF ALCOHOL AND OTHER DRUGS

ALCOHOL

The impact of alcohol may vary from person to person, depending on a number of factors, such as:

- How much alcohol you consume
- How often you consume alcohol
- Your age
- Your health status

- Your family history

Side effects of even slight increases in blood alcohol concentration (BAC) can include:

- Reduced inhibitions
- Slurred speech
- Motor impairment
- Confusion
- Memory problems
- Concentration problems
- Coma
- Breathing problems
- Death

Additional risks related to alcohol include:

- Motor vehicle and other accidents
- Risky behaviors
- Violent behavior
- Suicide
- Alcohol Use Disorder (addiction)

For additional information regarding alcohol, please refer to the National Institute on Alcohol Abuse and Alcoholism (<https://www.niaaa.nih.gov/>)

PRESCRIPTION STIMULANTS (Amphetamines, Methylphenidate)

Short-term side effects can include:

- Increased alertness and energy
- Increased blood pressure and heart rate
- Narrowed blood vessels
- Opened breathing passages
- Increase in body temperature
- Seizure

Long-term side effect can include:

- Heart problems
- Psychosis
- Anger
- Paranoia
- Sleep Disorders
- Substance Use Disorder (addiction)

These drugs mask the depressant action of alcohol, increasing risk of alcohol overdose.

For additional information regarding prescription stimulants, please refer to the National Institute on Drug Abuse (<https://www.drugabuse.gov/>)

CANNABIS

Short-term side effects can include:

- Enhanced sensory perception and euphoria followed by drowsiness · Slowed reaction time
- Problems with balance and coordination
- Increased heart rate
- Increased appetite
- Problems with learning and memory
- Anxiety

Long-term side effects can include:

- Increased mental health disorders
- Chronic respiratory problems
- Substance Use Disorder (addiction)

When used in conjunction with alcohol, users may experience increased heart rate, increased blood pressure and further slowing of mental processing and reaction time.

For additional information regarding cannabis, please refer to the National Institute on Drug Abuse (<https://www.drugabuse.gov/>)

PRESCRIPTION OPIOIDS (Codeine, Fentanyl, Hydrocodone, Hydromorphone, Meperidine, Methadone, Morphine, Oxycodone, Oxymorphone)

Short-term side effects can include:

- Drowsiness
- Nausea
- Constipation
- Euphoria
- Slowed breathing
- Death

Long-term side effects can include:

- High risk of Substance Use Disorder (addiction)
- Increased tolerance
- Death

When used in conjunction with alcohol, users may experience dangerously slowed heart rate and breathing, leading to coma or death.

Short-term side effects can include:

- Euphoria
- Dry mouth
- Itching
- Nausea
- Vomiting
- Slowed breathing and heart rate

Long-term side effects can include:

- Collapsed veins
- Abscesses
- Heart infection

- Constipation and stomach cramps
- Liver disease
- Kidney disease
- Pneumonia
- Death

When used in conjunction with alcohol, users may experience dangerously slowed heart rate and breathing, leading to coma or death.

For more information regarding prescription heroin, please refer to the National Institute on Drug Abuse (<https://www.drugabuse.gov/>)

CENTRAL NERVOUS SYSTEM DEPRESSANTS (Barbiturates, Benzodiazepines, and sleep medications)

Short-term side effects can include:

- Drowsiness
- Slurred speech
- Poor concentration
- Dizziness
- Problems with movement and memory
- Lowered blood pressure
- Slowed breathing

Long-term side effects can include

- Increased tolerance
- Death
- Substance Use Disorder (addiction)

When used in conjunction with alcohol, a reduction in heart rate and breathing can occur, leading to death.

For additional information regarding Central Nervous System Depressants, please refer to the National Institute on Drug Abuse (<https://www.drugabuse.gov/>)

For information regarding additional drugs, or for more information regarding the drugs listed above, please refer to the following resources:

- National Institute on Drug Abuse (<https://www.drugabuse.gov/>)
- Centers for Disease Control and Prevention (<https://www.cdc.gov/alcohol/>) and (<https://www.cdc.gov/drugoverdose/>)
- National Council on Alcoholism and Drug Dependence (<https://www.ncadd.org/>)
- Higher Education Center for Alcohol and Drug Misuse Prevention and Recovery (<https://hecaod.osu.edu/>)
- Substance Abuse and Mental Health Services Administration (<https://www.samhsa.gov/>)

Medical Amnesty Policy

The purpose of a medical amnesty policy is to remove barriers and increase the likelihood that students who require emergency medical assistance as a result of high-risk alcohol consumption will seek and receive the medical attention they need. The State of Michigan medical amnesty law is designed to promote responsible decisions and protects minors from receiving a minor in possession charge if THEY SEEK MEDICAL HELP FOR THEMSELVES OR ANOTHER PERSON

Alcohol and Other Drug Abuse Treatment Services Available

ASSISTANCE AVAILABLE TO STUDENTS AT EMU:

Counseling and Psychological Services (CAPS)	734.487.1118
The Office of Wellness and Community Responsibility	734.487.2157

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

Hartford Ability Assist	https://tiny.emich.edu/2B4	1-800-964-3577
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ALCOHOL AND OTHER DRUG ABUSE TREATMENT SERVICES AVAILABLE IN THE TRI-COUNTY AREA

Washtenaw County

- St. Joseph's Mercy Greenbrook Recovery Center, 734.786.4900
- Ann Arbor Consultation Services, 734.996.9111
- U of M Addiction Treatment Services (UMATS), 1.800.525.5188
- Alcoholics Anonymous of Ypsilanti, 734.482.0707
- Huron Valley Area Intergroup Help Line, 734.482.5700, website: www.hvai.org
- Dawn Farms Addiction Treatment Center, 734.485.8725 or 734.669.8265

Wayne County

- Alcoholics Anonymous for Detroit or Wayne County, 313.831.5550
- Metro Detroit Region of Narcotics Anonymous 24 hr. Help Line, 877.338.1188
- Sobriety House, 313.895.0500
- Metro East Substance Abuse, 313.371.0055
- Oakdale Recovery Center, 734.397.3088
- Eastwood Clinics o Dearborn, 248.849.3301 o Farmington, 734.425.4070

Oakland County

- Bright Path Drug Rehabilitation Specialists, 248.289.8684
- Sacred Heart Rehabilitation Center, 248.658.1116
- Oakland County Alano Club, 248.391.8995
- Oakland Community Health Network Substance Abuse Services, 248.464.6363
- Dawn Farms- Rochester, 734.530.4372

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, State of 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. Federal laws prohibit possession, use, distribution, manufacture or dispensing of a controlled substance.

Legal sanctions 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.

A full description of federal sanctions for drug felonies can be found at the following URL: www.fas.org/sqp/crs/misc/RL30722.pdf

Michigan controlled substance penalties can be found at the following URL.

<http://www.oakland.edu/upload/docs/News/MIUniformControlledSubstancesPenalties.pdf>

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.

Students:

Disciplinary action will be taken by the Office of Wellness and Community Responsibility under the Code of Community 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/registration info/ferpa.php](http://www.emich.edu/registrar/registration%20info/ferpa.php)

In addition to University level action taken under the Code of Community Responsibility, 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 (734.487.3430) 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.

October 12, 2020