

Policy on the Use of Drugs and Alcohol

St. Cloud State University

I. Introduction

St. Cloud State University recognizes that the unlawful possession, use or distribution of alcohol and other drugs is a significant social problem with a potential for causing severe effects to SCSU's work force and student population. SCSU recognizes that drug dependency may be an illness. Consistent with this understanding, however, SCSU has an obligation to ensure that its employees perform their jobs efficiently, safely, and in a professional business-like manner. Additionally, SCSU has an obligation to ensure that its students maximize their educational opportunities in an open, supportive environment.

The purpose of this document is to set forth SCSU's policy regarding alcohol and other drug use by its students and employees. It is a compilation of excerpts from the Policy On Alcohol and Other Drug Use By State Employees, Alcoholic Beverages and Drug Policies as outlined in the *Student Handbook*, the Residence Hall Policies and the NCAA Regulations.

II. Scope of Coverage

This policy is applicable to all students and employees of SCSU. Questions regarding the policy should be addressed to the Associate Dean of Students, the Director of Personnel, or the Special Assistant to the President.

III. Effects of Alcohol

Alcohol consumption causes a number of marked changes in behavior. Even low doses significantly impair the judgement 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 produce 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, hallucination, 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.

IV. Prohibitions and Reporting Duties

While persons who are at least 21 years old may possess or consume alcoholic beverages in a legal manner away from campus, *no* person may possess or consume alcohol on State property other than on those special occasions when a non-profit group may obtain and use a special license and permit. A person or organization is prohibited from accepting donations or charging for alcoholic beverages served off-campus without the required liquor license. No person on a city street, sidewalk or parking area shall consume, dispense or possess uncapped containers of any alcoholic beverage including 3.2. beer. Off-campus purchase of a keg requires a city permit, property owner's permission for a permit and is limited to one keg per residence. Violation of any of these prohibitions and requirements is a misdemeanor.

No employee shall report to work under the influence of alcohol, marijuana, controlled substances, or other drugs which affect her/his alertness, coordination, reaction, response, judgment, decision-making or safety. No employee shall operate, use or drive any equipment, machinery or vehicle of the State while under the influence of alcohol, marijuana, controlled substances, or other mood-altering drugs. Such employee is under an affirmative duty to immediately notify her/his supervisor that he/she is not in appropriate mental or physical condition to operate, use or drive State equipment. No employee shall unlawfully manufacture, distribute, dispense, possess, transfer or use a controlled substance in the workplace or wherever the State's work is being performed. During work hours or while on the State's premises, no employee shall use, sell, possess or transfer alcoholic beverages, with the following exceptions:

- (1) consumption, possession, sale or purchase of alcohol when authorized by a Commissioner under separate statutory or executive agency authority;
- (2) possession of alcohol while being transported in a State vehicle in compliance with applicable statutory requirements;
- (3) possession of alcohol while in an employee's personal vehicle on the State's premises in compliance with applicable statutory requirements.

Additionally, employees shall not participate in these activities during rest breaks or during overtime work. Engaging in off-duty sale, purchase, transfer, use or possession of illegal drugs or controlled substances may have a negative effect on an employee's ability to perform her/his work for the State. In such circumstances, the employee is subject to discipline. When an employee is taking medically authorized drugs or other substances which *may alter job performance*,* the employee is under an affirmative duty to notify the appropriate supervisor of her/his temporary inability to perform the job duties of the position. Employees are discouraged from consuming alcoholic beverages during lunch or dinner meals

Attention Students

This document complies with the Drug-free Schools and Communities Act.

when returning immediately thereafter to perform work on behalf of the State. Employees are advised that in any situation subsequent to the intake of alcohol where the employee must continue conducting the State's business, any employee whose condition or behavior adversely affects her/his work performance shall be subject to possible discipline, up to an including discharge.

**defined as changed behavior which may limit an employee's ability to safely and efficiently perform the job duties, or poses a threat to the safety of the employee or others*

V. Consequences of Violation

Violations of this policy may constitute just cause for discipline. The University may confiscate or turn over to the civil authorities any alcohol, other drugs, drug paraphernalia, or any information regarding violation of this policy.

Employees who violate this policy are subject to discipline including but not limited to oral reprimands, written reprimands, suspension and termination. Employees involved in the performance of a federal contract who are convicted under a criminal drug statute for a violation occurring in the workplace must notify SCSU within five days of the conviction and, in addition to being disciplined, will be required to participate satisfactorily in a drug abuse assistance or rehabilitation program. Students who violate this policy are subject to discipline including but not limited to community service, residence hall probation, removal from residence halls, warning probation, suspension and expulsion. Student athletes who violate this policy are also subject to being declared ineligible for play for the remainder of the season or for the rest of their SCSU academic career. Where appropriate, SCSU also may notify the appropriate licensing board or federal granting agency. Each situation will be evaluated on a case-by-case basis depending upon the severity and circumstances involved. The following information explains state and federal laws and penalties which civil authorities may impose:

Federal Penalties and Sanctions for Illegal Possession of a Controlled Substance **21 U.S.C. 844(a)**

First conviction: Up to one year imprisonment and fined at least \$1,000 but not more than \$100,000 or both.

After one prior drug conviction: at least 15 days in prison, not to exceed 2 years and fined at least \$2,500 but not more than \$250,000 or both.

After 2 or more prior drug convictions: At least 90 days in prison, not to exceed 3 years and fined at least \$5,000 but not more than \$250,000, or both.

V. Consequences, cont'd.

MINNESOTA CRIMES AND PENALTIES—DRUGS

Sale	Possession	Penalty ¹
10 grams crack, 50 grams/200 doses cocaine/narcotic/heroin/methamphetamine/hallucinogen, 50 kilos marijuana	25 grams crack, 500 grams/500 doses cocaine/heroin/methamphetamine/hallucinogen, 100 kilos marijuana	0-30 years imprisonment, 4 year mandatory minimum if prior drug felony; up to \$1 million fine
3 grams crack, 10 grams/50 doses cocaine/heroin/methamphetamine/hallucinogen, 25 kilos marijuana, or sale of any schedule I or II narcotic drug to a minor or in a school or park zone	6 grams crack, 50 grams/100 doses cocaine/heroin/methamphetamine/hallucinogen, 50 kilos marijuana	0-25 years imprisonment, 3 year minimum if a prior drug felony; up to \$500,000 fine
crack/cocaine/narcotic/heroin 5 kilos marijuana, or sale of any schedule I, II, or III drug (except a schedule I or II narcotic drug to a minor or employment of a minor to sell same)	3 grams crack, 10 grams/50 doses cocaine/narcotic/heroin/methamphetamine, 10 kilos marijuana, any amount of a schedule I or II narcotic drug in a school or park zone, or with intent to sell	0-20 years imprisonment, 2 year mandatory minimum if prior drug felony; up to \$250,000 fine
Any schedule I, II, or III drug (except marijuana) or sale of any schedule IV or V drug to a minor	10 doses hallucinogen, schedule I, II, or III (except marijuana with intent to sell)	0-15 years imprisonment, 1 year mandatory minimum if prior drug felony; up to \$100,000 fine
Marijuana, or any schedule IV drug	All schedule I, II, III or IV drugs except 1.5 oz. (42.5 grams) or less of marijuana	0-5 years imprisonment, up to \$10,000 fine; fine or 6 months mandatory minimum if prior drug felony
Drug-related offenses also included failure to purchase drug tax stamps, money laundering and racketeering, with a potential fine of three times gross profits	Possession of up to 1.5 oz. marijuana	Fine up to \$200 and required attendance at an approved drug education program
	Second conviction of above within 2 years or failure to comply with sanctions above Possession of more than 1.5 grams of marijuana in automobile	Misdemeanor—drug treatment may be required Misdemeanor

¹Penalties can change with each legislative session.

MINNESOTA CRIMES AND PENALTIES — ALCOHOL

Crime	Penalty
It is illegal to drive, operate, or be in physical control of a motor vehicle while under the influence of alcohol and/or a controlled or hazardous substance, or with an "alcohol concentration" of 0.10 or more. Motor vehicles include cars, boats, snowmobiles, ATVs, planes, etc. "Operate" or "in physical control" includes starting the motor, steering, or being in position to control a vehicle, including simply sitting or sleeping in a parked vehicle.	First offense (including juvenile convictions): misdemeanor—fine up to \$700, jail up to 90 days, driver's license revocation of at least 30 days. Second offense within 5 years or 2 or more convictions within 10 years: gross misdemeanor—fine up to \$3,000, jail up to 1 year, driver's license revocation of at least 30-90 days and possible chemical dependency treatment. Third or more offenses: longer periods of revocation.
Anyone under 21 years consuming or possessing alcoholic beverages with intent to consume, unless the person is in a parent or guardian's home and drinks with their permission. Possession anywhere other than a parent or guardian's home is prima facie evidence of intent to consume.	Misdemeanor
Selling, bartering, furnishing or giving alcoholic beverages to a person, under 21 years old (except parents in their home).	Gross misdemeanor. Possible civil liability for damages caused by the person under 21 while under the influence.
Anyone under 21 years purchasing or attempting to purchase an alcoholic beverage, or claiming to be 21 or older for the purpose of purchasing alcoholic beverages.	Misdemeanor. Driver's license suspension of 90 days if a driver's license, permit, or MN identification is used in making or attempting the purchase.
Including a person under 21 years to purchase or procure alcoholic beverages or lending to or permitting use of identification by a person under the age of 21 for the purpose of purchasing or attempting to purchase alcoholic beverages.	Gross misdemeanor. Driver's license suspension of 90 days if a driver's license is lent.

Federal Trafficking Penalties

CSA	Penalty		Drug	Quantity	
	First Offense	Second Offense			
I and II	Not less than 5 years. Not more than 40 years.	Not less than 10 years. Not more than life.	METHAMPHETAMINE	10-99 gm or 100-999 gm mixture	
			HEROIN	100-999 gm mixture	
			COCAINE	500-4,999 gm mixture	
	If death or serious injury not less than 20 years. Not more than life.	If death or serious injury, not more than life.	COCAINE BASE	5-49 gm mixture	
			PCP	10-99 gm or 100-999 gm mixture	
			LSD	1-10 gm mixture	
	Fine of not more than \$2 million individual, \$5 million other than individual.	Fine of not more than \$4 million individual, \$10 million other than individual.	FENTANYL	40-399 gm mixture	
			FENTANYL ANALOGUE	10-99 gm mixture	
			METHAMPHETAMINE	100 gm or 1 kg ¹ or more mixture	
	Not less than 10 years. Not more than life.	Not less than 20 years, not more than life.	HEROIN	1kg or more mixture	
			COCAINE	5 kg or more mixture	
			COCAINE BASE	50 gm or more mixture	
If death or serious injury, not less than 20 years. Not more than life.	If death or serious injury, not less than life.	PCP	100 gm or more or 1 kg or more mixture		
		LSD	10 gm or more mixture		
		FENTANYL	400 gm or more mixture		
Fine of not more than \$4 million individual, \$10 million other than individual.	Fine of not more than \$8 million individual, \$20 million other than individual.	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, 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 year. 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).

Federal Trafficking Penalties—Marijuana

As of November 18, 1988

Quantity	Description	First Offense	Second Offense
1,000 kg or more; or 1,000 or more plants	MARIJUANA Mixture containing detectable quantity ²	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 to 1,000 kg; or 100-999 plants	MARIJUANA Mixture containing detectable quantity ²	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 or 50-99 plants	MARIJUANA	Not more than 20 years. If death or serious injury, not less than 20 years, not more than life.	Not more than 30 years. If death or serious injury, life.
10-100 kg 1 to 100 kg	HASHISH HASHISH OIL	Fine \$1 million individual, \$5 million other than individual.	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 individual, \$1 million other than individual.	Not more than 10 years. Fine \$500,000 individual, \$2 million other than individual.

²Includes Hashish and Hashish Oil

(Marijuana is a Schedule I Controlled Substance)

V. Consequences, cont'd.

Special sentencing provisions for possession of crack cocaine: Mandatory at least five years in prison, not to exceed 20 years and fined up to \$250,000 or both, if:

- First conviction and the amount of crack possessed exceeds five grams.
- Second crack conviction and the amount of crack possessed exceeds three grams.
- Third or subsequent crack conviction and the amount of crack possessed exceeds one gram.

21 U.S.C. 853(a)(2) and 881(a)(7)

Forfeiture of personal and real property used to possess or to facilitate possession of a controlled substance if that offense is punishable by more than one year imprisonment. (See special sentencing provisions re: crack.)

21 U.S.C. 881(a)(4)

Forfeiture of vehicles, boats, aircraft or any other conveyance used to transport or conceal a controlled substance.

21 U.S.C. 844a

Civil fine of up to \$10,000 (pending adoption of final regulations).

21 U.S.C. 853(a)

Denial of Federal benefits, such as student loans, grants contracts, and professional and commercial licenses up to one year for first offense, up to five years for second and subsequent offenses.

18 U.S.C. 922(g)

Ineligible to receive or purchase a firearm.

Miscellaneous

Revocation of certain Federal licenses and benefits, e.g. pilot licenses, public housing tenancy, etc. are vested within the authorities of individual Federal agencies.

(Also see chart on p. 2)

VI. Assessment, Counseling and Referral

Voluntary and confidential assessment, counseling and referral is available for students through the Campus Drug Program in Health Services, Hill Hall (255-4850) and for employees through the Midwest Employee Assistance Program (253-1909). Additional counseling for students is available through the Counseling Center, Stewart Hall (255-3171).

VII. Drugs–Uses and Effects

OTHER SUBSTANCES

Name	CSA	Other names	Medical use	Physical	Psych.	Tolerance	Duration (Hrs.)	Method of Administration	Possible Effects	Effects of Overdose	Withdrawal Syndrome
Inhalants	NC	solvents, glue, aerosols, lighter fluid, nail polish, gasoline	none	unknown	mod.	yes	immediate	inhaled	depressant, slurred speech blurred vision, euphoria	irregular heart-beat, nausea, possible death	chills, hallucinations, headaches, cramps, possible tremors
Nitrous oxide	NC	laughing gas whippitts, nitrous	anesthetic	none known	mod.	unknown	immediate	inhaled	euphoria, relaxation, giddiness ringing in head	impaired perception, kidney or liver damage, suffocation if oxygen not provided	not reported
Nitrates amyl and butyl	NC	poppers snappers rush, locker room	vasodilator (amyl nitrate used for angina)	none	low to mod.	yes	immediate	inhaled	euphoria, nausea, vomiting, increased heart rate, headache, dizziness	butyl nitrate may damage heart, kidney, and liver	not reported
Anabolic steroids	IV (in MN)	roids, juice, pump, hype	treatment of some cancers and rare blood disorders, may be prescribed to raise testosterone level	possible	mod. to high	yes	variable	oral or injection	increase in muscle size if combined with exercise, acne, increased aggression, physical changes	mood swings including paranoia, heart and blood vessel damage, impaired liver function	depression, possible suicide decreased sex drive

VII. Drugs–Uses and Effects

CONTROLLED SUBSTANCES

Drugs	CSA Schedules	Trade or Other Names	Medical Uses	Dependence		Tolerance	Duration (hours)	Usual Methods of Administration	Possible Effects	Effects of Overdose	Withdrawal Syndrome
				Physical	Psychological						
NARCOTICS											
Opium	II, III, V	Dover's Powder, Paregoric, Parepectolin	Analgesic, antidiarrheal	High	High	Yes	3-6	Oral, Smoked	Euphoria, drowsiness, respiratory depression, constricted pupils, nausea	Slow and shallow breathing, clammy skin, convulsions, coma, possible death	Watery eyes, runny nose, yawning, loss of appetite, irritability, tremors, panic cramps, nausea, chills and sweating
Morphine	II, III	Morphine, MS-Contin, Roxanol, Roxanol-SR	Analgesic, antitussive	High	High	Yes	3-6	Oral, smoked, injected			
Codeine	II, III, V	Tylenol w/Codeine, Empirin w/Codeine, Robitussin A-C, Fiorinal w/Codeine	Analgesic, antitussive	Moderate	Moderate	Yes	3-6	Oral, injected			
Heroin	I	Diacetylmorphine, Horse, Smack	None	High	High	Yes	3-6	Injected, sniffed, smoked			
Hydromorphone	II	Dialaudid	Analgesic	High	High	Yes	3-6	Oral, injected			
Meperidine (Pethidine)	II	Demerol, Mepergan	Analgesic	High	High	Yes	3-6	Oral, injected			
Methadone	II	Dolophine, Methadone, Methadose	Analgesic	High	High-Low	Yes	12-24	Oral, injected			
Other narcotics	I, II, III, IV, V	Numorphan, Percodan, Percocet, Tylox, Tussionex, Fentanyl, Darvon, Lomotil, Talwin ²	Analgesic, antidiarrheal, antitussive	High-Low	High-Low	Yes	Variable	Oral, injected			
DEPRESSANTS											
Chloral Hydrate	IV	Noctec	Hypnotic	Moderate	Moderate	Yes	5-8	Oral	Slurred speech, disorientation, drunken behavior without odor of alcohol	Shallow respiration, clammy skin, dilated pupils, weak and rapid pulse, coma, possible death	Anxiety, insomnia, tremors, delirium, convulsions, possible death
Barbiturates	II, III, IV	Amytal, Butisol, Fiorinal, Lotusate, Nembutal, Seconal, Tuinal, Phenobarbital	Anesthetic, hypnotic, anticonvulsant, sedative	High-Mod.	High-Mod.	Yes	1-16	Oral			
Benzodiazepines	IV	Ativan, Dalmane, Diazepam, Librium, Xanax, Serax, Valium, Tranxexa, Verstran, Versed, Halcion, Paxipam, Flestoril	Antianxiety, sedative, anticonvulsant, hypnotic	Low	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	Equanil, Miltown, Noludar, Placidyl, Valmid	Antianxiety, 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	Increased alertness, excitation, euphoria, increased pulse rate and blood pressure, insomnia, loss of appetite	Agitation, increase in body temperature, hallucinations, convulsions, possible death	Apathy, long periods of sleep, irritability, depression, disorientation
Amphetamines	II	Biphetamine, Delcobase, Desoxyn, Dexedrine, Obetrol	Attention deficiency, 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 deficiency, narcolepsy	Possible	Moderate	Yes	2-4	Oral, injected			
Other Stimulants	III, IV	Adipex, Cylert, Didrex, Ionamin, Moffiat, Plegine, Sancrex, Tenuate, Tepanil, Prelu-2	Weight control	Possible	High	Yes	2-4	Oral, injected			
HALLUCINOGENS											
LSD	I	Acid, Microdot	None	None	Unknown	Yes	8-12	Oral	Illusions and hallucinations, poor perception of time and distance	Longer, more intense "trip" episodes; psychosis, possible death	Withdrawal syndrome not reported
Mescaline and Peyote	I	Mexc, Buttons, Cactus	None	None	Unknown	Yes	8-12	Oral			
Amphetamine Variants	I	2,5-DMA; PMA; STP; MDA; MDMA; TMA; DOM; DOB	None	Unknown	Unknown	Yes	Variable	Oral, injected			
Phencyclidine	II	PCP, Angel Dust, Hog	None	Unknown	High	Yes	Days	Smoked, oral, injected			
Phencyclidine Analogues	I	PCE, PCPy, TCP	None	Unknown	High	Yes	Days	Smoked, oral, injected			
Other Hallucinogens	I	Bufotenine, Ibogaine, DMT, DET, Psilocybin, Psilocin	None	None	Unknown	Possible	Variable	Smoked, oral, injected, sniffed			
CANNABIS											
Marijuana	I	Pot, Acapulco Gold, Grass, Reefer, Sinsemilla, Thai Sticks	None	Unknown	Moderate	Yes	2-4	Smoked, oral	Euphoria, relaxed inhibitions, increased appetite, disoriented behavior	Fatigue, paranoia, possible psychosis	Occasional insomnia, hyperactivity, decreased appetite
Tetrahydrocannabinol	I, II	THC, Marinol	Cancer chemotherapy anti-nauseant	Unknown	Moderate	Yes	2-4	Smoked, oral			
Hashish	I	Hash	None	Unknown	Moderate	Yes	2-4	Smoked, oral			
Hashish Oil	I	Hash Oil	None	Unknown	Moderate	Yes	2-4	Smoked, oral			

¹Designated a narcotic under the CSA

²Not designated a narcotic by the CSA