

Lawrence University Policy

Drug-Free Campus

Introduction

Lawrence University is opposed to the illegal use of potentially dangerous drugs (i.e., non-prescription controlled substances which include hallucinogenic drugs, amphetamines, barbiturates, cocaine and its derivatives, narcotics, and any others controlled by legal authorities). The university expects its students and employees to obey the laws established and enforced by local, state, and federal agencies concerning the possession, use, or distribution of illegal drugs.

The university recognizes that the use of non-prescription controlled substances and alcohol can impair performance, whether it be academic or work-related, and maintains that the most effective means to deter the abuse of drugs and alcohol is through: (a) a continuing program of education emphasizing the facts about drugs and alcohol; (b) the availability on a non-punitive basis of support services (medical and personal counseling); and (c) a campus climate where personal influence deters drug abuse.

Students who need help in dealing with such problems are encouraged to seek help through Counseling Services or the Dean of Students office.

Employees who need help in dealing with such problems are encouraged to seek outside professional assistance either directly or through a supervisor or the Human Resources Office. In the absence of performance problems, an employee's conscientious efforts to discontinue the use or abuse of illegal controlled substances or alcohol will be encouraged and will not jeopardize the employee's job security or be noted in any personnel record. When performance problems result in disciplinary action, an employee's rehabilitation efforts will be encouraged but will not deter further disciplinary action if such problems continue.

Policies

The manufacture, sale, distribution, possession, or use of illegal and/or non-prescription controlled substances by students or employees is prohibited at any time:

- 1) in, on, or about the university campus and property;
- 2) at or as a part of any on-campus or off-campus, university- or student- or employee-sponsored activity; and
- 3) during the performance of one's duties as an employee;
- 4) with respect to off-duty conduct where such activities result in justifiable public discredit to the university or impair the credibility or ability of the employee to do his or her job at the university or result in the violation of or conviction of any federal, state, or local ordinance.

The university also is opposed to the illegal or irresponsible use of alcohol, and expects its students and employees to obey the university regulations and the local, state, and federal laws concerning the possession, use, or distribution of alcoholic substances.

With regard to students, possession, use, and distribution of alcoholic beverages to persons of legal age are permitted on the campus only by persons of legal age. Anyone distributing alcoholic beverages to a person not of legal age or any person not of legal age possessing or using alcoholic beverages is subject to disciplinary action by the university. More detailed regulations for students on distribution, possession, and use of alcohol may be found in the on-line Student Handbook.

With regard to employees, the university expects all faculty, staff, and student employees to report to work free of the influence of alcohol and at all times during the performance of their duties to refrain from the use of alcohol, except during those events where the serving of alcohol has been approved by the university.

As a condition of employment, employees must notify the university, in writing, of any criminal drug statute conviction for a violation occurring in the workplace no later than five calendar days after such conviction.

Appropriate disciplinary action will be taken in response to violations of these policies, in compliance with local, state, and federal laws. Furthermore, the university is not a sanctuary protecting those who violate laws regulating the use of drugs or alcohol, and university officials will cooperate with legal authorities whenever necessary.

Sanctions

With regard to students, the university reserves the right to take action whenever it has reason to believe that the use, possession, sale, manufacture, or distribution of illegal drugs or alcohol adversely affects the life and/or academic performance of students or adversely affects or legally implicates others in the academic community. University action may take such forms as education, counseling, referral to outside agencies, suspension, or expulsion. Any violations of the above regulations concerning alcohol should be brought to the attention of the Dean of Students and may be subject to action by the university Judicial Board.

With regard to employees, violations will result in disciplinary action up to and including suspension and termination of employment. Violations involving manufacture, sale, or distribution of controlled substances will result in termination of employment. The responsible use of alcohol at events approved by the university will not be considered a violation of the policy.

A summary of relevant local, state and federal laws, a summary of the health risks of controlled substances and alcohol, and a listing of some local sources of information, counseling, and treatment, are attached as a part of this communication.

Summary of Legal Sanctions Covering Alcohol and Controlled Substances

Under federal, state, and local laws, illegal uses of drugs and alcohol are serious crimes. Conviction can lead to imprisonment, fines, and assigned community service work. Courts do not lift prison sentences to allow convicted persons to attend college or continue their jobs. A felony conviction can prevent individuals from entering many fields of employment.

Under federal and state law, persons convicted of possession of illegal controlled substances are ineligible for federal student grants and loans for up to one year after the first conviction and five years after the second.

Under federal and state laws, penalties for possession will vary according to the drug, the amount involved, and whether conviction is for a first or subsequent offense. While penalties for possession are generally not as great as for distribution, possession of a relatively large quantity may be considered distribution and many laws dictate mandatory prison terms, with the full minimum being served. Under the federal laws, a first conviction for simple possession can bring up to one year in prison, a minimum \$1,000 fine, or both. A first conviction for simple possession of more than five grams of any mixture or substance containing a cocaine base shall be imprisonment for not less than five years nor more than twenty years, a minimum \$1,000 fine, or both.

Penalties for distribution, manufacture, or possession with intent to distribute controlled substances vary for the same reasons. The penalty for a first offense involving defined minimum amounts of marijuana, hashish, or hashish oil is up to five years in prison, a fine up to \$250,000, or both. A first offense involving any amount of any other controlled substance can bring up to one year in the county jail, a fine of up to \$100,000, or both. First offense involving certain classes of drugs would result in mandatory prison sentences from five years to life, and individual fines up to \$10,000,000. Distribution of controlled substances to persons under age 21 is punishable by twice the normal penalty with a mandatory one-year in prison. These penalties apply to distribution, manufacture or possession with intent to distribute in or on or within 1,000 feet of the real property comprising a college or school.

Wisconsin law also mandates stiff penalties for possession with intent to manufacture or deliver controlled substances that include maximum penalties up to thirty years in prison and fines up to \$1,000,000. A person with a first-time conviction of possession of cocaine can be sentenced up to one year in the county jail and fined up to \$5,000. Sentences can be doubled when exacerbating factors are present, such as when a person distributes a controlled substance to a minor.

Wisconsin law also imposes substantial restrictions against alcohol abuse. It is against the law to sell, give away, dispense or procure alcohol to anyone who has not reached the legal drinking age of 21, or encourage or contribute to a person under 21 obtaining, possessing, or drinking, and there is a concurrent duty on the part of an adult to prevent the illegal consumption of alcohol on his or her premises. The first violation of the statute can result in a \$500 forfeiture. The second offense and higher within a 30 month period is a crime and includes by the fourth offense, a \$10,000 fine, 9 months in jail, and driver's license suspension as possible penalties. It is against the law for an underage person to attempt to buy an alcoholic beverage. False representation of age results in a \$250 - \$500 forfeiture. If false information is given to the Department of Transportation to reflect on the driver's license or ID card, it is a crime with the potential of fines and jail time. The person can be required to forfeit not less than \$250 nor more than \$500, ordered to participate in a supervised work program, and have his/her driver's license suspended for the first offense. By the fourth offense, there can be fines up to \$750 - \$1,000.

Local ordinances adopt most state statutes covering alcohol and possession of marijuana. In addition, local ordinance states that no person shall drink from, open a container of, or have in his/her possession an open container of fermented malt beverage or intoxicating liquor on a public sidewalk or street, except in those areas licensed for consumption of intoxication liquor or fermented malt beverages during the term of that license. Violation of this ordinance may incur forfeiture.

Summary of Health Risks of Alcohol and Other Drug Use

ALCOHOL – Psychologically and physically addictive; respiratory depression; depression of the immune system; increased risk of heart disease, cancer, accidents, hypertension; brain damage; damage to unborn fetus; impotence at high dosage levels.

CANNABIS (Marijuana, Hashish) – Psychologically addictive; increased risk of lung cancer, bronchitis, and emphysema; contributes to heart disease, fatigue, paranoia, possible psychosis; withdrawal symptoms including insomnia, hyperactivity, and decreased appetite; depression of the immune system; decreased sperm count in men and irregular ovulation in women.

DEPRESSANTS (Barbiturates, Tranquilizers) – Psychologically and physically addictive; drowsiness, withdrawal symptoms, tremors, abdominal and muscle cramps, insomnia, anxiety, convulsions, possible death; possible damage to unborn fetus; potentially fatal when combined with alcohol.

HALLUCINOGENS (LSD, PCP) – Psychologically and physically addictive, unpredictable behavior, depression, withdrawal symptoms, convulsions, death, possible damage to unborn fetus.

INHALANTS – Psychologically and physically addictive; blurred vision; damage to lungs, liver, kidneys, and bone marrow; anemia, choking, suffocation, death.

NARCOTICS (Heroin, Codeine, Darvon) – Psychologically and physically addictive; depression, withdrawal symptoms, convulsions, coma, and death; possible damage to unborn fetus.

STIMULANTS (Cocaine, Crack, Amphetamines, Methamphetamine) – Psychologically and physically addictive; withdrawal symptoms; convulsions, respiratory failure, frequent accidents; increased blood pressure, which can lead to irregular heartbeat and death; possible damage to unborn fetus.

Summary of Local Alcohol and Other Drug Abuse Resources

Employee Assistance Program (EAP) available through Lawrence University:

(Benefit provided for employees, spouses/partners, dependents)

Employee Resource Center, Inc.
2565 E. Calumet St.
Appleton, WI 54915
920-993-2000 or 1-800-222-8590

Lawrence University Medical Plan:

(Benefit provided for employees, spouses/partners, dependents)

Visit www.umar.com to review an online provider directory for the medical plan. The directory includes all network hospitals, primary care physicians and specialists. The following provider information is available: provider name, address, and telephone number, hospital affiliation, board certification, provider's ID number, office language capabilities, and a map and directions to each office.

To find a provider:

1. Go to: <https://www.umar.com>
2. On the left side, green bar, click on "Find a Provider"
3. Click on the Medical link, and click on "U"
4. Your network is **United Healthcare Choice Plus**. To search for a provider, click link under Medical
5. Enter your search criteria and click on "Go"

Resources available through Alcoholics Anonymous:

(Free of charge)

AA Helpline 24 Hours a Day Everyday
1213 North Appleton Street
Appleton, WI 54911
920-731-4331

Genesis Club
1213 North Appleton Street
Appleton, WI 54911
920-733-6180

Other local resources available:

(Charges will be the individual's responsibility)

ThedaCare Behavioral Health Services Access & Referral/Information: ThedaCare On Call: 920-830-6877 or 1-800-236-2236

ThedaCare Behavioral Health: 920-720-2300 or 920-729-2150 or 1-800-501-8247

Affinity Behavioral Health Services
1531 S. Madison Street
Appleton, WI 54915
920-730-4411

Psychology Associates of the Fox Cities
W3124 Van Roy Road
Appleton, WI 54915
920-738-9999

Counseling Specialists
424A East Longview Drive
Appleton, WI 54911
920-882-9877

Psychotherapy & Consultation Services
307 South Commercial Street
Neenah, WI 54956
920-725-3237

Family Service of NE Wisconsin
1810 Appleton Road
Menasha, WI 54952
920-739-4226