

To: University Faculty and Staff
From: Human Resources
Date: October 1, 2009
Subject: Alcohol and Drug Free Workplace

In an effort to maintain a drug and alcohol free work environment and in compliance with the Drug-Free Workplace Act of 1988, the Drug Free Schools and Campus Act of 1989, and University policy, this memo provides a description of the health risks and legal sanctions associated with alcohol and other drugs; University standards of conduct and disciplinary sanctions for students and employees who violate the standards; and resources for education, prevention, and treatment.

Alcohol and Other Drugs

Policy and Resource Guide

Introduction

Illinois State University is concerned about the health and safety of its students and employees. It seeks to maintain a campus environment free from the disruptive and destructive effects from the abuse or illegal use of alcohol and controlled substances. Abuse of alcohol or controlled substances can seriously impair a student's or employee's health and ability to work and study. It may also endanger the safety and well-being of the individual and others.

Illinois State University is committed to prevention and prohibition of illegal use and abuse of alcohol and controlled substances on the campus or within facilities owned, operated, or controlled by the university.

This section reflects information prepared in May 2006. Students and employees are advised to check the Illinois State University Policies website <http://www.policy.ilstu.edu> for revisions to policies.

Health Effects

Alcohol

Alcohol is the most commonly abused/misused drug today. It is a central nervous system depressant that can produce relaxed euphoric sensations. Large amounts of alcohol can cause respiratory and cardiac failure resulting in death. Many problems attributed to the over consumption of alcohol are often brought on by binge-drinking practices. Alcohol abuse directly correlates with lower academic performance, sexual assault, driving under the influence, increased accidents, legal difficulties, financial difficulties and injuries.

Cannabis (Marijuana, Hashish)

Some immediate physical effects of marijuana, along with intoxication, include red, bloodshot eyes, confusion and anxiety, loss of coordination, increased appetite, hallucinations, and a dry mouth and throat. Studies of marijuana's mental effects show that the drug can impair or reduce short-term memory, alter sense of time, and reduce ability to do things which require concentration, swift reactions, and coordination. Users often have a lowered immune system and may be at higher risk for respiratory problems. The active ingredient in cannabis, THC, is stored in the fatty tissues of the brain and reproductive system for approximately 30 days.

Club Drugs (ecstasy, GHB, rohypnol, and methamphetamine)

Club drugs are used for their psychoactive properties and their euphoric effects. These drugs are often associated with use at raves, dance clubs and bars. Variations in purity and potency of these drugs make them especially dangerous and can cause serious injury or death. Mixing the drug with alcohol can have serious consequences. Club drugs are sometime used in connection with sexual assault.

Hallucinogens (LSD, MDA, PCP, mescaline, and peyote)

Hallucinogens may cause the user to experience panic, confusion, suspicion, anxiety, and loss of control. Flashbacks may occur even after use has ceased. An overdose can cause heart failure, lung failure, coma, and death.

Narcotics (heroin, codeine, morphine, methadone, and prescription analgesics, e.g. hydrocodone, oxycodone)

Narcotics are very addictive physically and psychologically. Anxiety, mood swings, nausea, confusion, constipation, and respiratory depression are among the health effects of narcotics.

An overdose may lead to convulsions, coma, and death. The risk of HIV infection and other diseases increases significantly when individuals inject drugs and share needles.

Stimulants (cocaine, crack, and amphetamines)

Use of cocaine and crack is physically and psychologically addictive and extremely dangerous. An overdose can result in seizures and death. Health effects of stimulants include agitation, loss of appetite, irregular heart beat, chronic sleeplessness, and hallucinations.

Policies

All members of the university community are expected to abide by University policies and state and federal laws pertaining to alcohol and controlled substances.

Alcohol

In accordance with State law, persons under 21 years of age may not possess or consume alcoholic beverages on any property controlled by Illinois State University, including residence halls and apartments. The sale, delivery, possession, and consumption of alcoholic beverages in or on any property controlled by the University by persons 21 years of age or older are strictly prohibited except as otherwise provided in these policies. University property includes University vehicles or personal vehicles used for University business. Where permitted under these policies, the use of alcoholic beverages on University premises shall be considered a privilege and may be allowed only if consistent with State laws and University policies and only when it will not interfere with the decorum and academic atmosphere of the campus.

See Illinois State University Policies <http://www.policy.ilstu.edu> for more information on the University alcohol policies.

Drugs

Illinois State University Policy prohibits unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance upon any property owned, operated, or controlled by Illinois State University.

Sanctions

Students who violate the Code of Student Conduct including alcohol and drug violations are subject to disciplinary proceedings by the University. Students found in violation of these policies receive sanctions ranging from censure to removal from the University community dependent upon the nature of the offense and previous disciplinary history. Usually participation in an alcohol or a drug education program is a requirement of the sanction. The University may contact the parents of students under the age of 21 who are noted as financially dependent when the student has been found in violation of University policies on alcohol or drugs. Students may also face civil or criminal charges from local law enforcement agencies for alcohol violations on and off campus.

Employees who violate University policies concerning alcohol and drugs are subject to University disciplinary action consistent with existing University policies, rules, regulations, and employment agreements.

(over)

Laws

State of Illinois Laws on Alcohol

It is a violation of state law:

for any person under the age of 21 to possess alcohol in any public place (235 ILCS 5/6-16).

to sell or deliver alcohol to anyone under 21, or to an intoxicated person (235 ILCS 5/6-16).

to possess alcohol in a motor vehicle with the seal broken (625 ILCS 5/11-502).

for a person under 21 to represent that he/she is over 21 for the purpose of obtaining alcohol (235 ILCS 5/10-1).

to sell or give a false ID to any person under the age of 21 (235 ILCS 5/6-16).

for a person under 21 to use a false ID or an ID which is not actually one's own in attempting to purchase any alcoholic beverage (25 ILCS 5/6-16).

Violations of these laws can result in fines of up to \$2,500 and one year in jail.

Effective January 1, 2003, the driver's license of a person under 21 may be suspended or revoked without a hearing when that person has purchased or attempted to purchase alcohol from a duly licensed establishment or who has consumed alcohol on licensed premises. Persons convicted of violating local ordinances prohibiting a person under 21 years of age from purchasing, accepting, possessing, or consuming alcohol and prohibiting the transfer or alteration of ID cards, the use of the ID card of another or a false or forged ID card, or the use of false information to obtain an ID card may have their driver's license suspended or revoked.

Any amount of alcohol in the system of a driver under the age of 21 results in a suspension or revocation of one's license (625 ILCS 5/11-501). In addition, the operation of a motor vehicle by a driver with a blood or breath alcohol concentration of .08 or greater carries substantial penalties. The first offense can result in a \$2,500 fine, incarceration for up to one year, and suspension or revocation of the offender's driver's license.

Town of Normal Ordinances on Alcohol

It is a violation of Town Ordinances for a person under the age of 21 to possess alcohol anywhere within Normal (Section 17.1-3(B)). It is also a violation for any person to possess alcohol on any public street, sidewalk, or other public place with the seal broken (Section 17.1-3(A)).

State of Illinois Laws on Illicit Drugs

Possession and delivery of illicit drugs are prohibited in Illinois under the Cannabis Control Act (740 ILCS 40/0.01 et seq.) and the Controlled Substances Act (720-ILCS 570/100 et seq. and 720 ILCS 570/401 seq.). Penalties vary according to the type of drug, the amount of the drug, previous offenses of offender, and whether the offender intended to manufacture, deliver, sell, or use the drug.

Federal Laws on Illicit Drugs

Simple possession of controlled substances can result in a one year prison term and a minimum of a \$1,000 fine for first offenders found guilty in a federal court. Subsequent convictions can result in significantly greater penalties (21 U.S. C. 844(a)). A conviction for possession of a controlled substance that results in death or bodily injury can result in life imprisonment. A penalty of five to twenty years in prison can be the result of a conviction for possession of more than five grams of cocaine.

This section reflects information prepared in May 2006. Students and employees are advised to check Federal laws

<http://uscode.house.gov/lawrevisioncounsel.shtml> State of Illinois Statutes <http://www.ilga.gov/>, and Town of Normal Municipal Code <http://www.normal.org/Code/index.asp> for changes in laws and ordinances.

Alcohol and Drug Prevention, Counseling and Treatment Programs

Illinois State University Student Health Services

Alcohol, Tobacco, and Other Drug Prevention Program (438-5948)

Provides resources to students, faculty, and staff, makes presentations to student groups and residence halls, and coordinates awareness campaigns.

Alcohol Education Program

An instructional program for students found in violation of University alcohol policies, Town of Normal alcohol ordinances, and state law regarding alcohol within McLean County. The program addresses low and high risk drinking behaviors utilizing a lifestyle harm reduction model.

Health Stop Resource Center (438-5613)

A comprehensive alcohol/drug, wellness education, and prevention resource center. The Center provides written materials, texts, videos, professional journals, and other media resources for students, faculty and staff to use in classroom projects, research or personal health care. The Center is located in room 228 of the Student Services Building.

Illinois State University Student Counseling Services (438-3655)

If you suspect that you or someone that you know are experiencing difficulties due to alcohol or drug use, talking with a qualified individual is the first step. Counselors assist students in an unbiased, nonjudgmental manner. Services are free for current students. All interactions with staff in Student Counseling are handled in a confidential manner. The Student Counseling Service is located on the third floor of the Student Services Building.

State of Illinois Employee Assistance Program (866-659-3848) or Magellan website, <http://www.magellanassist.com/>

Illinois State University employees and their covered dependents, who participate in the group insurance plans, are entitled to three visits per year, at no charge, with a mental health professional through Magellan. If further care is needed after these three visits, the individual must receive services through their insurance provider.

The on campus EAP support phone number is 438-8311, during regular business hours.

PATH (827-4005 or 800-570-7284)

A 24 hour information, referral, and crisis response telephone service. Trained paraprofessionals listen and clarify the caller's situations then help the caller evaluate alternatives, including referral options.

Self-Help Programs

Alcoholics Anonymous (309/828-7092)

A fellowship group of men and women who share their experience, and hope to solve their common problem and help others recover from alcoholism.

Alanon/Alateen (309/827-7426 or 309/827-4005)

A support group for spouses, family, and friends whose lives have been affected by someone else's drinking.

Narcotics Anonymous (217/373-2063 or 309/827-4005)

A fellowship group for individuals recovering from drug addiction.

Treatment Programs within Bloomington/Normal

Chestnut Health Systems

1003 Martin Luther King Drive
Bloomington, IL 61701
827-6026

Illinois Institute for Addiction Recovery at BroMenn

Virginia at Franklin Avenue
Normal, IL 61761
888-0993