

Working Toward a Drug-Free College Community

Distributed to Lafayette students, faculty and staff, in compliance with the Drug-Free Schools and Communities Act of 1989 and the Drug-Free Workplace Act of 1988.

Introduction

In September 1989 President Bush issued his *National Drug Control Strategy*, which proposed that the Congress pass legislation to require schools, colleges, and universities to implement and enforce firm drug prevention programs and policies as a condition of eligibility to receive Federal financial assistance.

In support of the national strategy, Congress enacted The Drug-Free Schools and Communities Act Amendments of 1989, which require that, "...as a condition of receiving funds or any other form of financial assistance under any Federal program, an institution of higher education, State educational agency, or local educational agency must certify that it has adopted and implemented a program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees." This legislation was passed in addition to the Drug-Free Workplace Act of 1988, which requires that as a condition of receiving Federal grants or contracts in excess of \$25,000, an institution of higher education must notify employees who work on such projects of the institution's policy of maintaining a drug-free workplace.

This statement was developed to inform the College community of the seriousness of the use and abuse of illicit drugs and alcohol and to set forth the standards of conduct regarding such activity by employees and students of the College.

Community Responsibility

Lafayette College is committed to providing a safe, drug-free educational and work environment for all students and employees. Students and employees are both citizens and members of the academic community. As citizens they enjoy the same rights and obligations that other citizens enjoy, and, as members of the academic community, they are subject to the rights and obligations which accrue to them by virtue of this membership. Students and employees are expected to be honorable and ethical in every regard and to have consideration for the welfare of others as individuals and for the community as a whole.

Lafayette College Standards of Conduct

The unlawful possession, use or distribution of illicit drugs and alcohol on institutional property or at any other officially sanctioned College activity by any member of the Lafayette College community is strictly prohibited. Students and employees who violate this regulation are subject to severe disciplinary action by the College and may incur penalties prescribed by civil authorities.

For students, sanctions imposed by the College for violations of the above conditions may range from probation up to and including expulsion from the College and referral for prosecution.

All employees are required to abide by this policy as a condition of employment at Lafayette College and sanctions imposed by the College for violation of the policy may range from mandatory participation in rehabilitation programs to termination of employment and referral for prosecution. Any employee who is convicted of any drug-related crime in the workplace must notify the College's Office of Human Resources within five (5) days of conviction. Notification of such conviction is also a mandatory condition for continued employment at the College. Any employee convicted of a drug-related crime in the workplace will be subject to discipline including, but not limited to, immediate dismissal.

Substance Use Disorder

Drug addiction or substance use disorder is a dependence on a legal (alcohol, nicotine) or illegal drug (cocaine, heroine) or medication. Addiction is defined as the inability to control one's drug use and the perpetual use of the drug despite harmful consequences. Drug addiction can result in intense cravings for the drug. Drug addiction can cause serious, long-term consequences, including problems with physical and mental health, relationships, education, employment, and the law.

Drug Use

As defined by Lafayette College, is the illegal and/or improper use of drugs, drug paraphernalia, and prescription medications including: the possession or use of illegal drugs as defined by the laws of the Commonwealth of Pennsylvania; the manufacture, distribution, or intended distribution of illegal drugs as defined by the laws of the Commonwealth of Pennsylvania; the possession or use of prescription medication in a manner other than is described on the prescription label including, but not limited to, being in possession of or using prescription medication without a prescription; the distribution or intended distribution of prescription medication; and the possession or use of drug paraphernalia including those that are homemade.

Alcohol Use

Alcohol, the shortened term for ethyl alcohol, is a depressant that slows the activity of the central nervous system and the brain. Each year alcohol is attributed to 1,825 deaths of college students, 599,000 unintentional injuries, 696,000 assaults, and 97,000 sexual assaults or date rapes (National Institute on Alcohol Abuse and Alcoholism). The negative implications of high-risk drinking on campus pose a serious threat to our College community now and the lives of our students beyond their college years.

Alcohol is a substance regulated by local, state and federal agencies with respect to the purchase, transportation, consumption and possession by individuals under age 21.

Legal Sanctions

Easton

Please refer to the *Pennsylvania Drug and Alcohol Abuse Control Act* for more information.

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including the following but not limited to:

Alcohol - A person less than 21 years of age commits a summary offense if he or she attempts to purchase, consume, possess, or knowingly and intentionally transport any liquor or malt or brewed beverage. Violation of this law is punishable by fines up to \$500, as well as mandatory loss of driving privileges in the State of Pennsylvania.

Misrepresentation of age to purchase alcohol is also punishable by fines up to \$500 and loss of driving privileges. Altering, selling, or manufacturing false identification is punishable by a fine of \$1,000 (first offense) \$2,500 (second offense) plus loss of driving privileges. Selling or furnishing alcoholic beverages to those under 21 is punishable by a mandatory fine of not less than \$1,000 for the first offense and \$2,500 for each subsequent violation. All persons, while in the Commonwealth of Pennsylvania, are subject to the Pennsylvania Liquor and Penal Code.

Drugs - Pennsylvania State law prohibits, among other things, the unauthorized manufacture, sales, delivery and possession of controlled substances. Penalties and sentences range from a misdemeanor subject to 30 days imprisonment and a \$500 fine for simple possession of a small amount of marijuana, to a felony subject to a maximum of 15 years imprisonment and a \$250,000 fine for manufacture, delivery or possession of a Schedule I or II controlled narcotic drug such as cocaine, PCP, and LSD.

A more complete summary of penalties related to illicit drugs may be found in the Office of the Dean of Students and the Office of Human Resources. Individuals seeking legal advice regarding drug or alcohol related laws should consult legal counsel.

Federal

Drugs - Federal law prohibits the manufacturing, distribution, dispensing for possession with intent to manufacture, distribute or dispense a controlled substance. Penalties range from imprisonment for one year and a \$100,000 fine for a first conviction involving a Schedule V controlled substance, to imprisonment for 20 years to life and a \$4,000,000 fine for convictions involving large amounts of heroin, coca leaf derivatives (such as cocaine), PCP, LSD, marijuana and certain other drugs, where death or serious bodily injury results from the use of the substance. The penalty for simple possession of a controlled substance (i.e., possession without intent to manufacture, distribute or dispense), excluding cocaine-containing substances, is punishable by a maximum of one year imprisonment and a \$1,000 fine or both for the first conviction with increased imprisonment and fines for subsequent convictions. A civil penalty of up to \$10,000 may be imposed in lieu of criminal prosecution for simple possession of small amounts of certain controlled substances by persons with no prior convictions. Distribution within 1,000 feet of a school, college or university is also subject to double penalties.

Health Risks

All drugs, including alcohol, can produce serious side effects. At the least, drug and alcohol use may limit the normal

process of experiencing the breadth of life. Because drugs impair the mind, they increase the likelihood of accidents and violent behavior.

The many health risks associated with alcohol are well documented. Small amounts may affect judgment and coordination, impairing an individual's performance of even simple, routine tasks. The repeated use of alcohol can lead to dependence, with myriad physical, emotional and psychological complications. Effects of the prolonged use of alcohol may include the following: (1) damage to the central nervous system; (2) malnutrition and anemia; (3) damage to heart, lungs and liver; (4) mental disorders; (5) death.

Counseling and Treatment

Students or employees who use controlled substances or who abuse alcohol are encouraged to seek the assistance of the medical and counseling staff at the **Lafayette College Bailey Health Center**, (610) 330-5001 or **Lafayette College Counseling Center** (610) 330-5005. Employees will be provided an appropriate referral.

Individual treatment is provided by the physician and/or psychologists for short-term intervention in acute alcohol or drug induced crises. Planning for continued treatment considers the situational context and individual needs and may include referral to off-campus agencies. Many options are available in the Lehigh Valley and surrounding areas for employees and students in need of substance-abuse counseling; four are noted below.

Alcoholics Anonymous, Easton

(610) 882-0558 or www.aa.org.

Caron Foundation, PA

Gender separate, gender specific treatment programs and services including: assessments, primary relapse, and extended residential treatment programs for adolescents, young adults and adults, as well as programs for families affected by the disease of addiction

(800) 854-6023 or www.caron.org.

Council on Drug and Alcohol Abuse (CADA), Bethlehem

Outpatient and intensive outpatient substance abuse treatment services and substance abuse assessments

(610) 814-3108.

Easton Recovery Center, (610) 258-8186

www.eastonrecoverycenter.org.

Lehigh Valley Intake Unit, Easton

Intervention, assessment, referral, case management and information services.

(610) 923-0394 or www.lvintake.org

Mid-Atlantic Rehabilitation Services, (610) 419-3101.

Behavioral health care services for men, women, and teens and outpatient substance abuse treatment services

(610) 434-1126 or www.pyramidhealthcarepa.com.

N.E.T. NorthEast Treatment Centers (610) 253-6760.

Rehabilitation Services, Bethlehem

Outpatient substance abuse treatment services (610) 419-3101 or www.marsatp.com.

Should the above agencies prove unsuitable, additional options may be explored with Bailey Health Center staff.

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