

Office of the President for Student Life. In compliance with the Drug-Free Schools and Communities Act of 1989 and the Drug-Free Workplace Act of 1988, the information provided herein is designed to ensure that community members are aware of University alcohol and drug policies and applicable laws, health risks associated with substance abuse, and available resources.

1. **Standards of Conduct.** In accordance with federal, state, and local laws, the unlawful use of alcohol and drugs is prohibited. Employees should familiarize themselves with the University's Alcohol and Drug Policies as set forth in the [Student Handbook](#)

_____. Employees should familiarize themselves with the [University's Drug Free Workplace Policy](#). For additional information on University policies, see Appendix A

2. **Health Risks.** Prolonged use of alcohol and drugs can lead to impaired judgment and decision-making. Impaired judgment may result in a disregard for self or others, well-being, academic success, and employment. The use of illegal drugs and the abuse of alcohol also carry the risk of overdose, the risk of dependence, and the risk of other short- and long-term health effects.

Available Programs and Services for Students. The Division of Student Life offers a range of programs, services, and resources to educate students about the risks associated with alcohol and drug use and abuse, which are detailed below.

- AlcoholEdu: AlcoholEdu is a mandatory online alcohol education program designed to promote healthy decision making, introduce campus resources and policies, and inform students about high-risk drinking and alcohol-related issues among colle

University Police (emergency) (570) 941-7777

Student Health Services (570) 941-7667

Available Programs and Services for Employees. The University of Scranton provides an Employee Assistance Program, NexGen EAP, through Employee Network Inc. (ENI). This third-party confidential resource offers the services of Licensed Mental Health Professionals to (1) provide short-term counseling focused on coping skills or

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- Refusing to submit to a preliminary breath test when requested to do so by a University Police officer. A student who refuses such a test will be presumed to have a .08% blood alcohol content.

C. Alcohol at University Social Events

Alcoholic beverages may be served at University social events registered with the appropriate Vice President or his/her designee (student functions are always registered with the Center for Student Engagement) at least five (5) class days prior to the event. Registration includes agreement to assume responsibility for monitoring and controlling the event. In addition, the following regulations apply to University social events where alcohol is served:

- Persons under twenty-one (21) years of age may attend functions where alcohol is served only with the written approval of the Vice President for Student Life & Dean of Students or other appropriate Vice President (or his/her designee) The approval is based on the nature of the event and the ability of the organizing group, the proposed factors no gri N e encfe

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- Use or possession of a controlled substance without a valid prescription; Use of a controlled substance in a manner other than as prescribed; Abuse of prescription or over-the-counter products.
- Use or possession of drug paraphernalia or items that have been or can be used to smoke or ingest illegal drugs, controlled substances, or other substances that significantly alter one's physical and/or mental state (i.e., pipes, hookahs, bowls, bong).
- Being in the presence of any other person on-campus who is engaging in a violation of the University Drugs Policy.
- Manufacture, transfer, sale, distribution, or intent to distribute any amount of illegal drugs, controlled substances, or other substances that significantly alter one's physical and/or mental state. Students who engage in such conduct will be suspended from the University as a minimum sanction, even for a first offense.

Policies for Employees:

Alcohol and Chemical Substance Abuse

- A. Use of alcohol by those under the age of 21 and/or the possession, use or the distribution of illicit drugs by University employees will not be tolerated. Employees of the University who violate these regulations will be dealt with by the appropriate supervisor or officer responsible for that individual or group in accordance with the University's disciplinary policies and guidelines. Drug abuse and dependency is a national social and health problem, with devastating consequences to individuals, their friends, and families. The University of Scranton is concerned about the adverse effects of drug abuse on employee job performance, health, safety, and security. An Employee Assistance Program is available to all employees and may be a resource for employees who feel they have a drug or alcohol dependency. The Employee Assistance Program, **NexGen EAP**, is through Employee Network Inc (ENI). This third-party confidential resource offers the services of Licensed Mental Health Professionals to (1) provide short-term counseling focused on coping skills or, (2) make appropriate referral to long-term counseling or specialized care. To contact NexGen call 1-800-EAP-CALL (1-800-327-2255) or log on at www.nexgeneap.com and enter the Company ID 1549 along with the employee's first and last name, email address, last 4 digits of the social security number, zip code and date of birth. The following statements are in accord with the Federal Drug-Free Workplace Act and are intended to foster a drug-free, healthful, and safe work environment:
1. The unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance is prohibited in any University workplace.
 2. Any employee convicted of violating a criminal drug statute in our workplace must notify the Vice President for Human Resources no later than five days after such conviction. A conviction means a finding of guilt, including a plea of *nolo contendere* or imposition of a sentence by any judicial body charged with the responsibility to determine violations of federal or state criminal drug statutes.

- H. Grantee means a legal entity which applies for or receives a grant or contract directly from a federal agency.
- I. Illegal use of drugs means the use of a controlled substance, as defined above.
- J. Workplace means the physical boundaries of the University and all University owned or controlled property.

POLICY

It is the policy of the University that the illegal manufacture, sale, distribution, dispensation, possession or use of drugs is prohibited on its premises. Sanctions imposed for violation of this policy are indicated below.

In support of this policy, the University:

- A. Provides an Employee Assistance Program, ENI's NexGen EAP. This third-party confidential resource offers the services of Licensed Mental Health Professionals to (1) provide short-term counseling focused on coping skills or, (2) make appropriate referral to long-term

1. Application of Policy. The Drug-

purpose of inducing a person to sell or furnish any liquor, malt or brewed beverages to the minor. The minimum penalty is a fine of not less than \$300.

§ 6310.1(a). Selling or Furnishing Liquor or Malt or Brewed Beverages to Minors

- A person commits a misdemeanor of the third degree if he/she intentionally and knowingly sells or intentionally and knowingly furnishes, or purchases with the intent to sell or furnish, any liquor or malt or brewed beverages to a person who is less than 21 years of age. Minimum penalty for violating this subsection is a fine not less than \$1000 for the first violation and a fine of \$2500 for each subsequent violation plus court costs.

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The Pharmacy Act of 1961, 63 P.S. § 390

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Drug	Quantity	O z	¥ z
Marijuana Schedule I	100 kg to 999 kg mixture; or 100 to 999 plants	<ul style="list-style-type: none"> • Not less than 5 years, not more than 40 years • If death or serious injury, not less than 20 years, 	

Drug	Quantity	O z	¥ z
Fentanyl (Schedule II) Fentanyl Analogue (Schedule II)	40-399 grams mixture; 10-99 grams mixture	<ul style="list-style-type: none"> Not less than 5 years and not more than 40 years. If death or serious injury, not less than 20 or more than life. Fine of not more than \$5 million if an individual \$25 million if not an individual 	<ul style="list-style-type: none"> Not less than 10 years and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$8 million if an individual
Heroin Schedule I	100-999 grams mixture	<ul style="list-style-type: none"> Not less than 5 years and not more than 40 years. If death or serious injury, not less than 20 or more than life. Fine of not more than \$5 million if an individual \$25 million if not an individual 	<ul style="list-style-type: none"> Not less than 10 years and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$8 million if an individual, \$50 million if not an individual
LSD Schedule I	1-9 gram mixture	<ul style="list-style-type: none"> Not less than 5 years and not more than 40 years. If death or serious injury, not less than 20 or more than life. Fine of not more than \$5 million if an individual, \$25 million if not an individual 	<ul style="list-style-type: none"> Not less than 10 years and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$8 million if an individual, \$50 million if not an individual
Methamphetamine	5-49 grams pure or 50-499 grams mixture	<ul style="list-style-type: none"> Not less than 5 years and not more than 40 years. If death or serious injury, not less than 20 or more than life. Fine of not more than \$5 million if an individual, \$25 million if not an individual 	<ul style="list-style-type: none"> Not less than 10 years and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$8 million if an

Drug	Quantity	Offense	Penalty
PCP Schedule II	10-99 grams pure or 100-999 grams mixture	<ul style="list-style-type: none"> Not less than 5 years and not more than 40 years. If death or serious injury, not less than 20 or more than life. Fine of not more than \$5 million if an individual, \$25 million if not an individual 	<ul style="list-style-type: none"> Not less than 10 years and not more than life. If death or serious injury, life imprisonment.