

# The Mansfield University Drug and Alcohol Policy and Resource Guide

(Revised 11/2019)



## Drug and Alcohol Free Workplace

The Mansfield University of Pennsylvania (MU) is committed to creating and developing a community that is free from the illegal use of alcoholic beverages and drugs, and to maintaining a healthy work and learning environment.

Mansfield University will endeavor to proactively educate, promote and reinforce a healthy living model and will provide information to both students and employees for the purpose of preventing the abuse of alcohol and other drugs. This guide also shares resources available to those seeking assistance and support in dealing with such issues.

## Drug Free Schools and Campuses Statement

In accordance with the Drug Free Schools and Communities Act (DFSCA), no institution of higher education shall be eligible to receive funds or any other form of financial assistance under any federal funded or guaranteed student loan program, unless it has adopted and has implemented a program to prevent the use of illicit drugs and abuse of alcohol by students and employees.

## Policy

In order to achieve the policy and objective of providing an environment free of the abuse of alcohol and other drugs for all students and employees, Mansfield University prohibits the unlawful manufacture, distribution, dispensation, or use of any controlled substance at its workplace and any workplace or activity under the authority of the Pennsylvania State System of Higher Education (PASSHE) Board of Governors.

**Employees** Any Mansfield University employee violating this policy will be referred to the Commonwealth's State Employee Assistance Program (SEAP) and/or disciplined in an appropriate manner, up to and including termination. Discipline, when appropriate, shall be taken under relevant provisions of collective bargaining agreements, PASSHE's Merit Principles Policy, Terms and Conditions of Employment of Senior Policy Executives, and any other applicable policy. Such discipline does not preclude referral to appropriate law enforcement agencies as appropriate.

**Students** Students are held to the MU Student Code of Conduct as it relates to drug and alcohol policy violations, as well as other applicable University policies and

guidelines. The code of conduct can be found at <https://www.mansfield.edu/student-affairs/the-office-of-student-conduct.cfm>, with prohibited acts relating to alcohol and other drugs found under

### *Section 2. Violations of Health, Welfare and Safety:*

*2.3 Public intoxication or the use, possession, sale, attempted sale, barter, exchange, gift, or distribution of alcoholic beverages except as expressly permitted by law and University policy.*

*2.4 Use, possession, sale, attempted sale, barter, exchange, gift or distribution of narcotic or other controlled substances, or drug paraphernalia, except as expressly permitted by law.*

Sanctions will be imposed for violations in a progressive manner consistent with the principles of fairness and consistency, up to and including suspension and expulsion. Administrative actions include, but are not limited to educational sanctions, counseling referrals, disciplinary warnings and/or probation, fines, loss of privileges or removal from housing. These sanctions do not preclude referral to, or action by, appropriate law enforcement agencies including the Mansfield University Police Department.

## **Drug and Alcohol Abuse Prevention Program**

### **Purpose**

This Drug and Alcohol Abuse Prevention Policy, like other standards of conduct applicable to the university community, is intended to further the educational mission of Mansfield University. MU is committed to fostering an environment that promotes individual growth, development and responsibility. Each member of our community is responsible for his or her own actions and is expected to contribute positively to the campus environment and to respect the rights of others. The drug and alcohol policy, with its emphasis on individual and shared responsibility, healthy and informed decision-making, maintaining a caring environment, and the promotion of genuine dialogue, is adopted in this spirit.

Mansfield University desires to assist employees and students of the campus community who may be struggling with drug or alcohol-related problems. The following is intended to provide basic information to aid in the recognition of instances and patterns of abuse of alcohol and other drugs in oneself and in others, to provide information regarding resources to assist in dealing with substance abuse, and to inform of some of the consequences of such behavior with respect to local, state and federal law.

# Health Risks Associated with the Use of Illicit Drugs and the Abuse of Alcohol

Alcohol abuse is a prime contributor to suicide, homicide, and motor vehicle accidents and deaths. Approximately 150,000 deaths each year can be directly attributed to alcohol abuse. Alcohol and drug abuse can also lead to chemical dependency, premature death through overdose, brain damage, gastritis, anemia, and other physical problems.

The use of illicit drugs can result in a wide range of health problems, including seizures, heart problems, liver diseases, chronic brain dysfunctions, HIV/AIDS, other diseases and infections, and death. Substance abuse can also cause addiction, memory loss, hallucinations, and paranoia.

**Alcohol:** Effects of use include slurred speech, drowsiness, headaches, impaired judgment, decreased perception and coordination, distorted vision and hearing, vomiting, breathing difficulties, unconsciousness, coma, blackouts, toxic psychosis, physical dependence, neurological and liver damage, fetal alcohol syndrome, vitamin B1 deficiency, sexual problems, cancer, physical dependence.

**Amphetamines/Methamphetamine:** Effects of use include increased heart rate, increased blood pressure, dry mouth, loss of appetite, restlessness, irritability, anxiety, delusions, hallucinations, heart problems, hypertension, irritability, insomnia, toxic psychosis, physical dependence. This category also includes MDA and MDMA (ecstasy/molly).

**Anabolic Steroids:** Effects of use include enlarged muscle mass, weight gain, fluid retention, high blood pressure, stroke, liver damage, atherosclerosis. Steroid use often results in aggressive behavior and anger management issues.

**Barbiturates and Tranquilizers:** Effects of use include slurred speech, muscle relaxation, dizziness, decreased motor control, severe withdrawal symptoms, possible convulsions, toxic psychosis, depression, physical dependence.

**Cocaine:** Effects of use include loss of appetite increased blood pressure and heart rate, contracted blood vessels, nausea, hyper-stimulation, anxiety, paranoia, increased hostility, increased rate of breathing, muscle spasms and convulsions, dilated pupils, disturbed sleep, psychosis, chronic cough, nasal passage injury, kidney, liver and lung damage. Fatal overdose is also a significant risk in the use of this category of substances.

**Hallucinogens:** This category of substances includes LSD, psilocybin, mescaline, ketamine, phencyclidine (PCP). Effects include feelings of euphoria, blurred vision, hallucinations and distorted perception, paranoia, psychosis, disorganized thoughts, confusion and difficulty concentrating, thinking or maintaining attention, flashbacks. Physiological effects include increased blood pressure, breathing rate or body temperature, loss of appetite, dry mouth, nausea, and sleep problems.

**Heroin/Morphine/Opiates:** Effects of use can include euphoria, changes in brain functioning, increased body temperature, dry mouth, “heavy” feeling in arms and legs, constipation, loss of appetite, collapsed veins, heart infections, liver disease, depressed respiration, pneumonia and other pulmonary complications, physical dependence, psychological dependence. This category of substances also includes prescription medications such as hydrocodone, OxyContin, codeine, and the powerful analgesic fentanyl. Fatal overdose is a significant risk in the use of this category of substances.

**Inhalants:** Includes toluene, gasoline and other petroleum products, airplane model glue, other aerosols. Effects of use include brain, heart, liver and kidney damage as well as dizziness, loss of inhibition, slurred speech, difficulty concentrating, and impulse control problems.

**Marijuana/Cannabis:** Effects of use include sensory distortion, poor coordination of movement, slowed reaction time, panic, anxiety, bronchitis, lethargy, shortened attention span, suppressed immune system, personality changes, cancer, psychological dependence, physical dependence possible for some.

The emotional consequences of alcohol and drug abuse are often minimized. These substances can cause personality changes which contribute to problems in dealing with family and co-workers. The personality changes may seriously impair a person and these changes can lead to psychological problems and mental illnesses. Substance abuse may also disrupt effectiveness on the job, reduce motivation, cause legal and financial problems and contribute to social problems.

Students often report decreased focus, ability to concentrate, and motivation due to the use and abuse of alcohol and other substances, resulting in poor academic and athletic performance.

Many of these substances are only available illicitly through illegal channels, and are often misrepresented, adulterated, and often contain unknown harmful chemicals. The recent spate of opiates laced with fentanyl has resulted in thousands of overdose deaths in the U.S.

## **Symptoms of Alcoholism**

Denial, a common symptom of alcoholism, renders the individual incapable of recognizing their problem and seeking appropriate treatment. Alcoholism is a chronic, progressive disease with predictable, identifiable symptoms which, if not treated, can be fatal. Here are some primary symptoms of alcoholism:

- Increase in tolerance
- Preoccupation with drinking
- Blackouts and memory disruption
- Loss of control
- Hiding, sneaking, and creating alibis and excuses for your drinking
- Increased impact on work productivity
- Physiological impacts, including liver disease

Society today increasingly recognizes the disease model of alcoholism and addiction in which compulsive and repetitive use may result in tolerance to the effect of the drug and withdrawal symptoms when use is reduced or stopped. This model recognizes that psychological and physiological dependence can result from substance abuse, and that treatment must often include detoxification prior to the development of skills and support mechanisms to allow individuals to manage their addiction.

The following resources are intended to provide those suffering from addiction with a starting point to take back control of their lives and learn to manage their affliction successfully.

# Resources

This is not intended to be a comprehensive list, but rather a representative list of available resources.

## **CAMPUS/LOCAL**

**MU Counseling Center (STUDENTS ONLY)-** Confidential assessments and referrals

South Hall, room 144, (570)-662-4436  
<https://www.mansfield.edu/counseling-center/index.cfm>

**State Employee Assistance Program (SEAP)-** Assessment and referral service for state employees

(800)-692-7459, TDD (800)-824-4306  
<https://www.hrm.oe.pa.gov/workplace-support/seap/Pages/default.aspx>

**MU Alcohol and Other Drugs Education Coordinator-** William Kluge

Alumni Hall, room 326, (570)-662-4936  
[wkluge@mansfield.edu](mailto:wkluge@mansfield.edu)

## **MU Police Department**

Doane Center, Suite 104 (570)-662-4900  
<https://www.mansfield.edu/police/index.cfm>

**Tioga County Department of Human Resources-** Outpatient assessment and counseling, drug and alcohol case management services

1873 Shumway Hill Rd, Wellsboro, PA (570)724-5766 or 1-800-242-5766  
[http://www.tiogacountypa.us/humans\\_services/Pages/CommunityMatters.aspx](http://www.tiogacountypa.us/humans_services/Pages/CommunityMatters.aspx)

**Crossroads Counseling-** Outpatient assessment and counseling services

1873 Shumway Hill Rd, Wellsboro, PA (570)-948-9111  
<http://www.crossroadscounselinginc.com/index.html>

**Harbor Counseling-** Outpatient assessment and counseling services

7095 Route 287, Wellsboro PA (570)-724-5272  
<https://www.harbor-counseling.org/>

## **Resources** (continued)

### **RESIDENTIAL PROGRAMS**

#### **White Deer Run**

360 White Deer Run Road, Allenwood, PA (855)-233-6914  
<https://www.whitedeerrun.com/>

#### **Caron Foundation**

243 N Galen Hall Road, Wernersville, PA (855)-251-3227  
<https://www.caron.org/>

#### **Geisinger Marworth**

PO Box 36, Lily Lake Road, Waverly, PA (Abington Township) (800)-442-7722  
<https://www.marworth.org/>

#### **Mountain Laurel Recovery Center**

355 Church Street, Westfield PA (877)-560-2514  
<https://mountainlaurelrecoverycenter.com/>

### **WEBSITES**

|   |   |
|---|---|
| Alcoholics Anonymous                                    | <a href="https://aa.org">https://aa.org</a>                         |
| Al-Anon Family Groups, Inc.                             | <a href="https://al-anon.org/">https://al-anon.org/</a>             |
| Narcotics Anonymous                                     | <a href="https://na.org/">https://na.org/</a>                       |
| SAMHSA Substance Abuse and Mental Health Services Admin | <a href="https://www.samhsa.gov/">https://www.samhsa.gov/</a>       |
| National Institute on Alcohol Abuse and Alcoholism      | <a href="https://www.niaaa.nih.gov/">https://www.niaaa.nih.gov/</a> |
| National Institute on Drug Abuse                        | <a href="https://www.drugabuse.gov/">https://www.drugabuse.gov/</a> |

## **Legal Consequences**

In addition to MU's previously mentioned policies and sanctions regarding alcohol and other drug violations, the following are some representative local, state and federal laws pertaining to alcohol and other drug offenses. This is not intended to be an exhaustive list.

### **Local Ordinances**

Within the Borough of Mansfield, it is unlawful to have an open container of alcoholic beverage in public.

### **State Laws**

#### **Offenses Involving Minors**

The Commonwealth of Pennsylvania prohibits the purchase, possession, consumption or transportation of alcoholic beverages to those under the age of 21, with fines up to \$1000 for related offenses, along with restrictions on the operation of motor vehicles in accordance with the following schedule:

First offense: 90 day suspension  
Second offense: 1 year suspension  
Third offense: 2 year suspension

Possessing a false identification card and misrepresenting one's age to secure alcohol range from summary offenses to third degree misdemeanors depending on prior offenses with fines generally ranging from \$300-500.

Furnishing Alcohol to a minor is a misdemeanor 3<sup>rd</sup>, with a minimum fine of \$1000 for a first offense, and \$2500 for subsequent violations.

#### **Driving Under the Influence**

Prohibitions relating to the operation of motor vehicle while under the influence of intoxicating substances include the following sanctions:

## General Impairment DUI

Drivers with a BAC of at least .08% but less than .10% will face the following penalties,

|                           | <b><u>1st Offense</u></b> | <b><u>2nd Offense</u></b> | <b><u>3rd Offense</u></b> |
|---------------------------|---------------------------|---------------------------|---------------------------|
| <b>Jail</b>               | 6 months of probation     | 5 days to 6 months        | 10 days to 2 years        |
| <b>Fines</b>              | \$300                     | \$300 to \$2,500          | \$500 to \$5,000          |
| <b>License Suspension</b> | None                      | 12 months                 | 12 months                 |

## High Rate DUIs

Drivers with a BAC of at least .10% but less than .16%, face increased penalties. These penalties also apply to offenders who were operating a commercial vehicle, were under 21 years old, or caused an accident resulting in injury, death, or property damage.

|                           | <b>1st Offense</b>   | <b>2nd Offense</b>  | <b>3rd Offense</b>  |
|---------------------------|----------------------|---------------------|---------------------|
| <b>Jail</b>               | 48 hours to 6 months | 30 days to 6 months | 90 days to 5 years  |
| <b>Fines</b>              | \$500 to \$5,000     | \$750 to \$5,000    | \$1,500 to \$10,000 |
| <b>License Suspension</b> | 12 months            | 12 months           | 18 months           |

## Highest Rate DUIs

The last category of penalties includes offenses where the driver had a BAC of .16% or more, refused breathalyzer testing in violation of the state's implied consent law, or had controlled substances in his or her system.

|                           | <b>1st Offense</b>   | <b>2nd Offense</b>  | <b>3rd Offense (Felony)</b> |
|---------------------------|----------------------|---------------------|-----------------------------|
| <b>Jail</b>               | 72 hours to 6 months | 90 days to 5 years  | 1 to 5 years                |
| <b>Fines</b>              | \$1,000 to \$5,000   | \$1,500 to \$10,000 | \$2,500 to \$10,000         |
| <b>License Suspension</b> | 12 months            | 18 months           | 18 months                   |

## **Possession of Marijuana Penalties:**

1<sup>st</sup> offense: 30 grams or less: Up to 30 days in jail, and a fine of \$500.  
Over 30 grams: Up to 1 year in jail and \$5000 in fines. Automatic six month loss of license.

2<sup>nd</sup> and subsequent offenses: penalties double.

## **Possession of other Controlled Substances Penalties:** (Heroin, Cocaine, LSD, Ecstasy/MDMA, Methamphetamines, and prescription opiates, illegal steroids)

1<sup>st</sup> offense: Up to one year in prison, up to \$5,000 fine.

2<sup>nd</sup> and subsequent offenses: Up to three years in prison, up to \$25,000 fine.

Possession of more than five grams of crack (cocaine) may be subject to a minimum penalty of 5 years in prison.

## **Possession of Drug Paraphernalia:** Up to 1 year in jail, and a fine of up to \$2500.

## **Federal Penalties and Sanctions for Illegal Possession of a Controlled Substance:**

- *1st conviction*

Up to 1-year imprisonment and/or fine of at least \$1,000 but not more than \$100,000.

- *2nd drug conviction*

At least 15 days in prison, not to exceed 2 years and/or fine of at least \$2,500 but not more than \$250,000.

- *3<sup>rd</sup> and additional drug convictions*

At least 90 days in prison, not to exceed three years and/or fine of at least \$5,000 but not more than \$250,000.

- Penalties increase significantly for possession of large amounts, trafficking, etc...

-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.

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

-Denial of federal benefits, such as **student loans, grants**, contracts, and professional and commercial licenses, up to 1 year for first offense, up to 5 years for second and subsequent offenses.

-Ineligibility to receive or purchase a firearm.