



**ADMINISTRATIVE
POLICIES AND PROCEDURES MANUAL**

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D11-175.0

SUBJECT

UNIVERSITY HUMAN RESOURCES POLICIES

SUB-TOPIC

DRUG FREE COMMUNITIES/SCHOOL POLICY

I. **STANDARDS OF CONDUCT:** Subsection 3.21 of Chapter VI, Part One of the Rules and Regulations of the Board of Regents of The University of Texas System provides for disciplinary action against any student who engages in conduct that is prohibited by state, federal or local law. This includes those laws prohibiting the use, possession, or distribution of drugs and alcohol.

The use or possession of alcohol or drugs by an employee on University premises is defined as misconduct by The University of Texas System's "Policies and Procedures for Discipline and Dismissal of Employees." The unlawful use, possession, or distribution of illicit drugs or alcohol by an employee is prohibited by The University of Texas System's "Policy on Drugs and Alcohol." (Also refer to D11-180.0 in this Section.)

II. **HEALTH RISKS OF ALCOHOL AND DRUGS**

A. Alcohol: Health hazards associated with the excessive use of alcohol or with alcohol dependency include dramatic behavioral changes, retardation of motor skills, and impairment of reasoning and rational thinking. These factors result in a higher incidence of accidents and accidental death for such persons than for non-users of alcohol. Nutrition also suffers and vitamin and mineral deficiencies are frequent. Prolonged alcohol abuse causes bleeding from the intestinal tract, damage to nerves and the brain, psychotic behavior, loss of memory and coordination, damage to the liver often resulting in cirrhosis, impotence, severe inflammation of the pancreas, and damage to the bone marrow, heart, testes, ovaries, and muscles. Damage to the nerves and organs is usually irreversible. Cancer is the second leading cause of death in alcoholics and is 10 times more frequent than in non-alcoholics. Sudden withdrawal of alcohol from persons dependent on it will cause serious physical withdrawal symptoms.

B. Drugs: The use of illicit drugs usually causes the same general type of physiological and mental changes as alcohol, though frequently those changes are more severe and more sudden. Death or coma resulting from overdose of drugs is more frequent than from alcohol, but unlike alcohol, abstinence can lead to reversal of most physical problems associated with drug use.

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1. Cocaine. Cocaine is a stimulant that is most commonly inhaled as a powder. It can be dissolved in water and used intravenously. The cocaine extract (freebase) is smoked. Users progress from infrequent use to dependence within a few weeks or months. Psychological and behavioral changes resulting from use include over-stimulation, hallucinations, irritability, sexual dysfunction, psychotic behavior, social isolation, and memory problems. An overdose produces convulsions and delirium and may result in death from cardiac arrest. Discontinuing the use of cocaine requires considerable assistance, close supervision and treatment.
2. Amphetamines (speed, love drug, ecstasy). Patterns of use and associated effects are similar to cocaine. Severe intoxication may produce confusion, rambling or incoherent speech, anxiety, psychotic behavior, ringing in the ears, hallucinations, and irreversible brain damage. Intense fatigue and depression resulting from use can lead to suicide. Large doses may result in convulsions and death from cardiac or respiratory arrest.
3. Heroin and other opiates. These drugs are usually taken intravenously. "Designer" drugs similar to opiates include fentanyl, demerol, and "china white." Addiction and dependence develop rapidly. Use is characterized by impaired judgment, slurred speech, and drowsiness. Overdose is manifested by coma, shock, and depressed respiration, with the possibility of death from respiratory arrest. Withdrawal problems include sweating, diarrhea, fever, insomnia, irritability, nausea and vomiting, and muscle and joint pains.
4. Hallucinogens or psychedelics. These include LSD, mescaline, peyote, and phencyclidine (PCP or "angel dust"). Use impairs and distorts one's perception of surroundings, causes bizarre mood changes and results in visual hallucinations that involve geometric forms, colors, and persons or objects. Users who discontinue use experience "flashback" consisting of distortions of virtually any sensation. Withdrawal may require psychiatric treatment for the accompanying persistent psychotic states. Suicide is not uncommon.



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5. Solvent inhalants, e.g., glue, lacquers, plastic cement. Fumes from these substances cause problems similar to alcohol. Incidents of hallucinations and permanent brain damage are more frequent.

6. Marijuana (Cannabis). Marijuana is usually ingested by smoking. Prolonged use can lead to psychological dependence, disconnected ideas, alteration of depth perception and sense of time, impaired judgment and impaired coordination.

7. Damage from intravenous drug use. In addition to the adverse effects associated with the use of a specific drug, intravenous drug users who use unsterilized needles or who share needles with other drug users can develop AIDS, hepatitis, tetanus (lock jaw), and infection in the heart. Permanent brain damage may also result.

III.UNIVERSITY PENALTIES: The unlawful use, possession or distribution of drugs and alcohol will result in a penalty of disciplinary probation, demotion, suspension without pay, or termination, depending upon the circumstances. At the discretion of the University, the employee may be referred to an assistance program and/or may be required to participate in and satisfactorily complete a chemical abuse rehabilitation program as a condition of continued employment. (Refer to D11-180.0 in this Section.)



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IV. PENALTIES UNDER FEDERAL AND STATE LAW:

FEDERAL LAW

OFFENSE	MINIMUM PUNISHMENT	MAXIMUM PUNISHMENT
Manufacture, distribution or dispensing drugs (includes marijuana)	A term of imprisonment not more than one year, and a minimum fine of \$1,000	A term of life imprisonment without release (no eligibility for parole) and a fine not to exceed \$8,000,000 (for an individual) and \$20,000,000 (if other than an individual)
Possession of drugs (including marijuana)	Civil penalty in amount not to exceed \$10,000	Imprisonment for not more than 20 years or not less than 5 years, a fine of not less than \$5,000 plus costs of investigation and prosecution
Operation of a Common Carrier under the influence of alcohol or drugs		Imprisonment for up to 15 years and a fine not to exceed \$250,000



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IV. PENALTIES UNDER FEDERAL AND STATE LAW: (Continued)

TEXAS LAW

OFFENSE	MINIMUM PUNISHMENT	MAXIMUM PUNISHMENT
Manufacture or delivery of controlled substances (drugs)	Confinement in the Texas Department of Corrections (TDC) for a term of not more than 10 years or less than 2 years, or confinement in a community correctional facility for not more than 1 year, and a fine not to exceed \$10,000	Confinement in TDC for life or for a term of not more than 99 years or less than 20 years, and a fine not to exceed \$500,000
Possession of controlled substances (drugs)	Confinement in jail for a term of not more than 180 days, a fine not to exceed \$1,500, or both	Confinement in TDC for life or for a term of not more than 99 years or less than 10 years, and a fine not to exceed \$100,000
Delivery of Marijuana	Confinement in jail for a term of not more than 180 days, a fine not to exceed \$1,500, or both	Confinement in TDC for life or for a term of not more than 99 years or less than 15 years, and a fine not to exceed \$250,000
Possession of Marijuana	Confinement in jail for a term not to exceed 180 days, a fine not to exceed \$1,500, or both	Confinement in TDC for life or for a term of not more than 99 years or less than 15 years, and a fine not to exceed \$250,000
Driving While Intoxicated (Includes intoxication from alcohol, drugs, or both)	Confinement in jail for a term of not more than two years or less than 72 hours, and a fine of not more than \$2,000 or less than \$100	Confinement in jail for a term of not more than 2 years or less than 30 days, or confinement in TDC for a term of not more than 5 years or less than 60 days, and a fine of not more than \$2,000 or less than \$500
Public Intoxication		A fine not to exceed \$200
Purchase, Consumption or Possession of alcohol by a minor	Fine of not less than \$25 nor more than \$200	For a subsequent offense, a fine of not less than \$100 nor more than \$500
Sale of alcohol to a minor	Fine of not less than \$100 nor more than \$500 or confinement in jail for not more than 1 year, or both	For a subsequent offense, a fine of not less than \$500 nor more than \$1,000 or confinement in jail for not more than 1 year, or both



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V. AVAILABLE DRUG OR ALCOHOL COUNSELING OR REHABILITATION SERVICES: The University Human Resources Office has a list of alcohol/drug-free rehabilitation and referral sources. Contact may be made directly with either the Director of Human Resources or the Human Resources Group Supervisor. This employee assistance is made available on a confidential basis. In addition, the University's Employee Assistance Program (EAP) provides confidential free counseling to "regular" employees (employees appointed 50% time or more for at least 4 ½ months) and their dependents. The EAP office number is (214) 648-5330. Contact with the EAP is strictly confidential and UTD does not have access to any information which would identify individuals using this resource. A list of other resources is available for reviewing in the resource library of the Student Counseling Center. (NOTE: Counseling by staff psychologists in the Student Health and Counseling office is limited to UTD students only.)

Resources include:

- Employee Assistance Program (214) 648-5330
- Alcoholics Anonymous (972) 239-4599
- Alanon-Alateen (214) 363-0461
- Dallas Council on
Alcoholism & Drug Abuse (214) 522-8600
- Narcotics Anonymous (214) 699-9306

If enrolled in the medical plan or one of the Health Maintenance Organizations (HMO), review the plan for details of substance abuse coverage.