



Saint Louis University 2014 Drug Free Schools and Communities Act Notice to Employees

UNIVERSITY DRUG AND ALCOHOL ABUSE PREVENTION POLICY

Saint Louis University is committed to maintaining a safe, healthful, and efficient environment which enhances the welfare of our employees, students, patients, and visitors. It is the policy of the University to maintain an environment which is free of impairment from substance abuse by any of its employees. The University will make a good-faith effort to maintain a drug-free workplace.

Early recognition and treatment of drug or alcohol abuse are important for successful rehabilitation, for economic return to the University, and for reduced personal, family, and social disruption. Saint Louis University encourages the earliest possible diagnosis and treatment for drug or alcohol abuse. Saint Louis University will attempt to assist employees in overcoming drug or alcohol abuse. However, the decision to seek diagnosis and accept treatment for drug or alcohol abuse is the individual employee's responsibility.

The University encourages employees to seek assistance in dealing with a substance abuse problem, or those problems of a family member, by contacting the available counseling and treatment programs listed in this policy, his/her supervisor, or human resources. No employee will be terminated solely as a result of seeking counseling and rehabilitation.

In accordance with the Drug Free Workplace Act and Drug Free Schools and Communities Act, Saint Louis University prohibits the unlawful manufacture, distribution, dispensation, possession, sale, or use of illicit drugs or alcohol in the workplace, on University premises, or as part of University activities. Additionally, the University maintains a policy for substance abuse testing that prohibits applicants or employees from testing positive for the presence of illicit drugs or alcohol in their system at specified levels. All employees are expected to abide by these standards of conduct as a condition of employment. For purposes of this policy, unlawful conduct involving illicit drugs or alcohol is governed by the laws in effect where the employee is working.

Saint Louis University maintains programs and operations in Missouri, Illinois, and Madrid, Spain. The legal drinking age in Missouri and Illinois is 21. Knowingly furnishing alcohol to a person under the age of 21 is also prohibited by state law. The legal drinking age in Madrid Spain is 18. Employees who are of legal drinking age are expected to consume alcohol in a mature and responsible manner while on University premises or attending University activities. The University prohibits the consumption of alcohol by any employee when the consumption adversely affects job performance and/or endangers the physical well-being of any person.

Employees violating standards of conduct in this policy will be disciplined up to and including, discharge in a manner which is consistent with the procedures governing discipline and discharge of staff and faculty and any applicable local, state, or federal law. Employees may be referred to the University's Employee Assistance Program or other suitable counseling/treatment resources for evaluation and treatment in these instances. When warranted, disciplinary sanctions may include requiring an employee to successfully complete such a program. Employees who undergo counseling and treatment for drug or alcohol abuse must meet all standards of conduct and job performance. Persons who violate this policy may be referred to law enforcement authorities for arrest and prosecution.

In order to comply with the Drug Free Workplace Act, Saint Louis University requires all employees to notify the University of any criminal drug statute conviction involving a violation occurring in the workplace no later than 5 days after such a conviction. The University will notify the appropriate federal contracting agency within 10 days after receiving notice of a conviction of any employee working under a federal contract or grant.

SCOPE

This policy applies to all faculty and staff employed by Saint Louis University, including, but not limited to, employees working at the St. Louis campus, Saint Louis University at Madrid Campus, SLUCare Facilities, and all other locations owned or used by the University in connection with its programs and activities. This policy also applies to all employees of contractors and sub-contractors, visitors, patients, and guests while they are on University premises or present at University activities.

AUTHORIZED USE OF PRESCRIBED MEDICINE

Employees undergoing prescribed medical treatment with any drug which interferes with their work activity must report this treatment to their supervisor. Prescribed medicine should be kept in its original container, which identifies the drug, date of prescription, and prescribing doctor.

SANCTIONS FOR VIOLATIONS OF THE LAW

The manufacture, possession, sale, distribution, and use of controlled substances are prohibited by federal, state and local law; punishments range from fines to legal imprisonment. Criminal sanctions for violations of laws related to unlawful possession and distribution of illicit drugs and alcohol are provided below.

Missouri Law

Drugs: Missouri Drug Regulations (§195.211 RSMO) make it unlawful for any person to distribute, deliver, manufacture, produce or attempt to distribute, deliver, manufacture or produce a controlled substance or to possess with intent to distribute, deliver, manufacture, or produce a controlled substance. Any person who violates or attempts to violate this section with respect to any controlled substance except five grams or less of marijuana is guilty of a class B felony. Additionally, it is a class A felony to distribute or deliver controlled substances on or near University property. Persons convicted of this offense can be sentenced to imprisonment for not less than 10 years. Conviction for possession of illicit drugs may result in up to 7 years imprisonment and a maximum fine of \$5,000, unless the offense involves 35 grams or less of marijuana, which entails up to 1 year in prison and a fine of \$1,000. Anyone who violates this law with respect to distributing or delivering not more than five grams of marijuana may be guilty of a Class C felony.

Alcohol: Missouri's Liquor Control Law makes it illegal, among other things, for a person under the age of 21 years to purchase, attempt to purchase, or possess any intoxicating liquor Section 311.325 of the Missouri statutes. Violation of this provision can result in a fine between \$50 and \$1000 and/or imprisonment for a maximum term of one year. County and municipality ordinances contain similar prohibitions and sanctions.

Illinois Law

Drugs: The Illinois Controlled Substances Act (720 ILCS 570/201) makes possession of a controlled substance a felony criminal offense under Illinois law. Generally, possession convictions result in a Class 4 felony with a sentence of 1-3 years in prison or a fine of \$25,000.

The Illinois Drug Paraphernalia Act (720 ILCS 600/1) makes it a criminal offense to knowingly possess drug paraphernalia. The law does not distinguish between the type of drug the paraphernalia is used for. The penalties for possessing a pipe to smoke marijuana are the same as a needle to shoot heroin, even though heroin is regarded as a more dangerous drug.

Conviction for possession of illicit drugs results in 6 to 60 years imprisonment and a fine of up to \$250,000, unless the offense involves smaller amounts (200 grams or less) of certain drugs, which elicits 4 to 15 years in prison and a fine of up to \$500,000.00.

Alcohol: It is against Illinois law to sell or distribute alcoholic beverages to persons under 21 years of age or to anyone who is intoxicated. Violation is a Class A misdemeanor with a maximum \$2,500 fine. Persons under 21 who possess alcoholic beverages on the street or in a public area may be subject to a Class B misdemeanor.

Federal Law

The Federal Controlled Substances Act prohibits the knowing, intentional, and unauthorized manufacture, distribution, or dispensing of any controlled substance or the possession of any controlled substance with intent to manufacture, distribute, or dispense. **Drugs:** A detailed description of the penalties associated with illegal drug trafficking is provided in the chart, Federal Trafficking Penalties, published by the U.S. Department of Justice's Drug Enforcement Administration as found in Appendix A.

Alcohol

As a Catholic, Jesuit educational institution, Saint Louis University expects its employees to develop a well-reasoned philosophy on the use of alcoholic beverages. The University is obligated to respect the civil law and its attempt to protect the rights of others which are threatened by illegal or immoderate drinking on University premises or at University activities.

Madrid Campus

Saint Louis University employees assigned to work at the Madrid Campus are reminded they may be subject to arrest and legal sanctions for drug and alcohol offenses under Spanish laws and regulations.

RISK OF LOSS OF WORKERS' COMPENSATION RIGHTS

The Missouri Workers' Compensation Act requires the forfeiture of benefits or compensation otherwise payable to an employee when the use of alcohol or illicit drugs is the proximate cause of the employee's injury. At a minimum, the Act provides for a reduction in compensation or death benefit when the employee is injured while using alcohol or illicit drugs. Employees who have been involved in a work related accident will be asked to take drug and alcohol testing.

EMPLOYEE ASSISTANCE PROGRAM

Saint Louis University is concerned with the well-being of its staff members and their families and is aware that personal problems can influence job performance. Staff members, their family members, or any member of the staff member's household are encouraged to contact the Employee Assistance Program (EAP). The EAP provides employees and their families' access to professional licensed counselors on a confidential and cost-free basis. Confidential professional counseling is provided through CompPsych at no personal cost for staff and their families who are coping with a personal or family crisis. **Call (800) 859-9319 to make an appointment -or- Visit www.guidanceresources.com for more information.**

HEALTH RISKS

There are numerous, serious health risks associated with the use of illicit drugs and alcohol. Substance abuse, when left untreated, may lead to damaged vital organs such as the liver, brain, and kidneys. Other problems normally associated with substance abuse include nausea, vomiting, loss of memory, slurred speech, blurred vision, and violent acts of aggression. These effects, more often than not, lead to poor job performance, loss of jobs, arrests, arguments with family and friends, and serious accidents. A detailed description of the health risks associated with abuse of controlled substances is provided in the chart below, Commonly Abused Drugs, published by the National Institute on Drug Abuse.

COMMONLY ABUSED DRUGS

Substances: Category and Name	Examples of Commercial and Street Names	DEA Schedule*/How Administered**	Acute Effects/Health Risks
Tobacco			
Nicotine	Found in cigarettes, cigars, bidis, and smokeless tobacco (snuff, spit tobacco, chew)	Not scheduled/smoked, snorted, chewed	<i>Increased blood pressure, and heart rate/chronic lung disease; cardiovascular disease; stroke; cancers of the mouth, pharynx, larynx, esophagus, stomach, pancreas, cervix, kidney, bladder, and acute myeloid leukemia; adverse pregnancy outcomes; addiction</i>
Alcohol			
Alcohol (ethyl alcohol)	Found in liquor, beer, and wine	Not scheduled/swallowed	<i>In low doses, euphoria, mild stimulation, relaxation, lowered inhibitions; in higher doses, drowsiness, slurred speech, nausea, emotional volatility, loss of coordination, visual distortions, impaired memory, sexual dysfunction, loss of consciousness/increased risk of injuries, violence, fetal damage (in pregnant women); depression; neurologic deficits; hypertension; liver and heart disease; addiction; fatal overdose</i>
Cannabinoids			
Marijuana	Blunt, dope, ganja, grass, herb, joint, bud, Mary Jane, pot, reefer, green, trees, smoke, sinsemilla, skunk, weed	I/smoked, swallowed	<i>Euphoria; relaxation; slowed reaction time; distorted sensory perception; impaired balance and coordination; increased heart rate and appetite; impaired learning, memory; anxiety; panic attacks; psychosis/cough, frequent respiratory infections; possible mental health decline; addiction</i>
Hashish	Boom, gangster, hash, hash oil, hemp	I/smoked, swallowed	
Opioids			
Heroin	<i>Diacetylmorphine</i> : smack, horse, brown sugar, dope, H, junk, skag, skunk, white horse, China white; cheese (with OTC cold medicine and antihistamine)	I/injected, smoked, snorted	<i>Euphoria; drowsiness; impaired coordination; dizziness; confusion; nausea; sedation; feeling of heaviness in the body; slowed or arrested breathing/constipation; endocarditis; hepatitis; HIV; addiction; fatal overdose</i>
Opium	<i>Laudanum, paregoric</i> : big O, black stuff, block, gum, hop	II, III, V/swallowed, smoked	
Stimulants			
Cocaine	<i>Cocaine hydrochloride</i> : blow, bump, C, candy, Charlie, coke, crack, flake, rock, snow, toot	II/snorted, smoked, injected	<i>Increased heart rate, blood pressure, body temperature, metabolism; feelings of exhilaration; increased energy, mental alertness; tremors; reduced appetite; irritability; anxiety; panic; paranoia; violent behavior; psychosis/weight loss, insomnia; cardiac or cardiovascular complications; stroke; seizures; addiction</i> Also, for cocaine —nasal damage from snorting
Amphetamine	<i>Biphetamine, Dexedrine</i> : bennies, black beauties, crosses, hearts, LA turnaround, speed, truck drivers, uppers	II/swallowed, snorted, smoked, injected	Also, for methamphetamine —severe dental problems
Methamphetamine	<i>Desoxyn</i> : meth, ice, crank, chalk, crystal, fire, glass, go fast, speed	II/swallowed, snorted, smoked, injected	
Club Drugs			
MDMA (methylenedioxy-methamphetamine)	Ecstasy, Adam, clarity, Eve, lover's speed, peace, uppers	I/swallowed, snorted, injected	<i>mild hallucinogenic effects; increased tactile sensitivity; empathic feelings; lowered inhibition; anxiety; chills; sweating; teeth clenching; muscle cramping/sleep disturbances; depression; impaired memory; hyperthermia; addiction</i>
Flunitrazepam***	Rohypnol: forget-me pill, Mexican Valium, R2, roach, Roche, roofies, roofinol, rope, rophies	IV/swallowed, snorted	<i>sedation; muscle relaxation; confusion; memory loss; dizziness; impaired coordination/addiction</i>
GHB***	Gamma-hydroxybutyrate: G, Georgia home boy, grievous bodily harm, liquid ecstasy, soap, scoop, goop, liquid X	I/swallowed	<i>drowsiness; nausea; headache; disorientation; loss of coordination; memory loss/unconsciousness; seizures; coma</i>
Dissociative Drugs			
Ketamine	<i>Ketalar SV</i> : cat Valium, K, Special K, vitamin K	III/injected, snorted, smoked	<i>Feelings of being separate from one's body and environment; impaired motor function/anxiety; tremors; numbness; memory loss; nausea</i> Also, for ketamine —analgesia; impaired memory; delirium; respiratory depression and arrest; death
PCP and analogs	<i>Phencyclidine</i> : angel dust, boat, hog, love boat, peace pill	I, II/swallowed, smoked, injected	
Salvia divinorum	Salvia, Shepherdess's Herb, Maria Pastora, magic mint, Sally-D	Not scheduled/chewed, swallowed, smoked	Also, for PCP and analogs —analgesia; psychosis; aggression; violence; slurred speech; loss of coordination; hallucinations
Dextromethorphan (DXM)	Found in some cough and cold medications: Robotripping, Robo, Triple C	Not scheduled/swallowed	Also, for DXM —euphoria; slurred speech; confusion; dizziness; distorted visual perceptions
Hallucinogens			
LSD	<i>Lysergic acid diethylamide</i> : acid, blotter, cubes, microdot yellow sunshine, blue heaven	I/swallowed, absorbed through mouth tissues	<i>Altered states of perception and feeling; hallucinations; nausea</i> Also, LSD and mescaline —increased body temperature, heart rate, blood pressure; loss of appetite; sweating; sleeplessness; numbness, dizziness, weakness, tremors; impulsive behavior; rapid shifts in emotion Also, for LSD —Flashbacks, Hallucinogen Persisting Perception Disorder
Mescaline	Buttons, cactus, mesc, peyote	I/swallowed, smoked	
Psilocybin	Magic mushrooms, purple passion, shrooms, little smoke	I/swallowed	Also for psilocybin —nervousness; paranoia; panic
Other Compounds			
Anabolic steroids	<i>Anadrol, Oxandrin, Durabolin, Depo-Testosterone, Equipoise</i> : roids, juice, gym candy, pumpers	III/injected, swallowed, applied to skin	Steroids —no intoxication effects/hypertension; blood clotting and cholesterol changes; liver cysts; hostility and aggression; acne; in adolescents—premature stoppage of growth; in males—prostate cancer, reduced sperm production, shrunken testicles, breast enlargement; in females—menstrual irregularities, development of beard and other masculine characteristics
Inhalants	<i>Solvents (paint thinners, gasoline, glues); gases (butane, propane, aerosol propellants, nitrous oxide); nitrites (isoamyl, isobutyl, cyclohexyl)</i> : laughing gas, poppers, snappers, whippets	Not scheduled/inhaled through nose or mouth	Inhalants (varies by chemical) —stimulation; loss of inhibition; headache; nausea or vomiting; slurred speech; loss of motor coordination; wheezing/cramps; muscle weakness; depression; memory impairment; damage to cardiovascular and nervous systems; unconsciousness; sudden death

APENDIX A: FEDERAL TRAFFICKING PENALTIES

Federal Trafficking Penalties for Schedules I, II, III, IV, and V (except Marijuana)				
Schedule	Substance/Quantity	Penalty	Substance/Quantity	Penalty
II	Cocaine 500-4999 grams mixture	First Offense: Not less than 5 yrs. and not more than 40 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine of not more than \$5 million if an individual, \$25 million if not an individual. Second Offense: Not less than 10 yrs. and not more than life. If death or serious bodily injury, life imprisonment. Fine of not more than \$8 million if an individual, \$50 million if not an individual.	Cocaine 5 kilograms or more mixture	First Offense: Not less than 10 yrs. and not more than life. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine of not more than \$10 million if an individual, \$50 million if not an individual. Second Offense: Not less than 20 yrs. and not more than life. If death or serious bodily injury, life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual. 2 or More Prior Offenses: Life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.
II	Cocaine Base 28-279 grams mixture		Cocaine Base 280 grams or more mixture	
IV	Fentanyl 40-399 grams mixture		Fentanyl 400 grams or more mixture	
I	Fentanyl Analogue 10-99 grams mixture		Fentanyl Analogue 100 grams or more mixture	
I	Heroin 100-999 grams mixture		Heroin 1 kilogram or more mixture	
I	LSD 1-9 grams mixture		LSD 10 grams or more mixture	
II	Methamphetamine 5-49 grams pure or 50-499 grams mixture		Methamphetamine 50 grams or more pure or 500 grams or more mixture	
II	PCP 10-99 grams pure or 100-999 grams mixture	PCP 100 grams or more pure or 1 kilogram or more mixture		
Substance/Quantity		Penalty		
Any Amount Of Other Schedule I & II Substances		First Offense: Not more that 20 yrs. If death or serious bodily injury, not less than 20 yrs. or more than Life. Fine \$1 million if an individual, \$5 million if not an individual.		
Any Drug Product Containing Gamma Hydroxybutyric Acid		Second Offense: Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if not an individual.		
Flunitrazepam (Schedule IV) 1 Gram				
Any Amount Of Other Schedule III Drugs		First Offense: Not more than 10 yrs. If death or serious bodily injury, not more that 15 yrs. Fine not more than \$500,000 if an individual, \$2.5 million if not an individual. Second Offense: Not more than 20 yrs. If death or serious injury, not more than 30 yrs. Fine not more than \$1 million if an individual, \$5 million if not an individual.		
Any Amount Of All Other Schedule IV Drugs (other than one gram or more of Flunitrazepam)		First Offense: Not more than 5 yrs. Fine not more than \$250,000 if an individual, \$1 million if not an individual. Second Offense: Not more than 10 yrs. Fine not more than \$500,000 if an individual, \$2 million if other than an individual.		
Any Amount Of All Schedule V Drugs		First Offense: Not more than 1 yr. Fine not more than \$100,000 if an individual, \$250,000 if not an individual. Second Offense: Not more than 4 yrs. Fine not more than \$200,000 if an individual, \$500,000 if not an individual.		

Federal Trafficking Penalties for Marijuana, Hashish and Hashish Oil, Schedule I Substances

<p>Marijuana 1,000 kilograms or more marijuana mixture or 1,000 or more marijuana plants</p>	<p>First Offense: Not less than 10 yrs. or more than life. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine not more than \$10 million if an individual, \$50 million if other than an individual.</p> <p>Second Offense: Not less than 20 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$20 million if an individual, \$75 million if other than an individual.</p>
<p>Marijuana 100 to 999 kilograms marijuana mixture or 100 to 999 marijuana plants</p>	<p>First Offense: Not less than 5 yrs. or more than 40 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine not more than \$5 million if an individual, \$25 million if other than an individual.</p> <p>Second Offense: Not less than 10 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$8 million if an individual, \$50million if other than an individual.</p>
<p>Marijuana 50 to 99 kilograms marijuana mixture, 50 to 99 marijuana plants</p>	<p>First Offense: Not more than 20 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine \$1 million if an individual, \$5 million if other than an individual.</p> <p>Second Offense: Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if other than an individual.</p>
<p>Hashish More than 10 kilograms</p>	
<p>Hashish Oil More than 1 kilogram</p>	
<p>Marijuana less than 50 kilograms marijuana (but does not include 50 or more marijuana plants regardless of weight)</p> <p>1 to 49 marijuana plants</p>	<p>First Offense: Not more than 5 yrs. Fine not more than \$250,000, \$1 million if other than an individual.</p> <p>Second Offense: Not more than 10 yrs. Fine \$500,000 if an individual, \$2 million if other than individual.</p>
<p>Hashish 10 kilograms or less</p>	
<p>Hashish Oil 1 kilogram or less</p>	