

# Lawrence University Policy

## Drug-Free Campus

### Introduction

Lawrence University is opposed to the illegal use of potentially dangerous drugs (i.e., non-prescription controlled substances which include hallucinogenic drugs, amphetamines, barbiturates, cocaine and its derivatives, narcotics, and any others controlled by legal authorities). The university expects its students and employees to obey the laws established and enforced by local, state, and federal agencies concerning the possession, use, or distribution of illegal drugs.

The university recognizes that the use of non-prescription controlled substances and alcohol can impair performance, whether it be academic or work-related, and maintains that the most effective means to deter the abuse of drugs and alcohol is through: (a) a continuing program of education emphasizing the facts about drugs and alcohol; (b) the availability on a non-punitive basis of support services (medical and personal counseling); and (c) a campus climate where personal influence deters drug abuse.

Students who need help in dealing with such problems are encouraged to seek help through the Health and Wellness Center or the Dean of Students office.

Employees who need help in dealing with such problems are encouraged to seek outside professional assistance either directly or through a supervisor or the Human Resources Office. In the absence of performance problems, an employee's conscientious efforts to discontinue the use or abuse of illegal controlled substances or alcohol will be encouraged and will not jeopardize the employee's job security or be noted in any personnel record. When performance problems result in disciplinary action, an employee's rehabilitation efforts will be encouraged but will not deter further disciplinary action if such problems continue.

### Policies

The manufacture, sale, distribution, possession, or use of illegal and/or non-prescription controlled substances by students or employees is prohibited at any time:

- 1) in, on, or about the university campus and property;
- 2) at or as a part of any on-campus or off-campus, university- or student- or employee-sponsored activity; and
- 3) during the performance of one's duties as an employee;
- 4) with respect to off-duty conduct where such activities result in justifiable public discredit to the university or impair the credibility or ability of the employee to do his or her job at the university or result in the violation of or conviction of any federal, state, or local ordinance.

The university also is opposed to the illegal or irresponsible use of alcohol, and expects its students and employees to obey the university regulations and the local, state, and federal laws concerning the possession, use, or distribution of alcoholic substances.

With regard to students, possession, use, and distribution of alcoholic beverages to persons of legal age are permitted on the campus only by persons of legal age. Anyone distributing alcoholic beverages to a person not of legal age or any person not of legal age possessing or using alcoholic beverages is subject to disciplinary action by the university. More detailed regulations for students on distribution, possession, and use of alcohol may be found in the on-line Student Handbook.

With regard to employees, the university expects all faculty, staff, and student employees to report to work free of the influence of alcohol and at all times during the performance of their duties to refrain from the use of alcohol, except during those events where the serving of alcohol has been approved by the university.

As a condition of employment, employees must notify the university, in writing, of any criminal drug statute conviction for a violation occurring in the workplace no later than five calendar days after such conviction.

Appropriate disciplinary action will be taken in response to violations of these policies, in compliance with local, state, and federal laws. Furthermore, the university is not a sanctuary protecting those who violate laws regulating the use of drugs or alcohol, and university officials will cooperate with legal authorities whenever necessary.

### **Sanctions**

With regard to students, the university reserves the right to take action whenever it has reason to believe that the use, possession, sale, manufacture, or distribution of illegal drugs or alcohol adversely affects the life and/or academic performance of students or adversely affects or legally implicates others in the academic community. University action may take such forms as education, counseling, and referral to outside agencies, suspension, or expulsion. Any violations of the above regulations concerning alcohol should be brought to the attention of the Dean of Students and may be subject to action by the university Judicial Board.

With regard to employees, violations will result in disciplinary action up to and including suspension and termination of employment. Violations involving manufacture, sale, or distribution of controlled substances will result in termination of employment. The responsible use of alcohol at events approved by the university will not be considered a violation of the policy.

A summary of relevant local, state and federal laws, a summary of the health risks of controlled substances and alcohol, and a listing of some local sources of information, counseling, and treatment, are attached as a part of this communication.

## Summary of Legal Sanctions Covering Alcohol and Controlled Substances

Under federal, state, and local laws, illegal uses of drugs and alcohol are serious crimes. Conviction can lead to imprisonment, fines, and assigned community service work. Courts do not lift prison sentences to allow convicted persons to attend college or continue their jobs. A felony conviction can prevent individuals from entering many fields of employment. Under federal and state law, persons convicted of possession of illegal controlled substances are ineligible for federal student grants and loans for up to one year after the first conviction and five years after the second.

### Federal Sanctions

#### **ALCOHOL**

Federal alcohol laws are enforced by the Bureau of Alcohol, Tobacco, Firearms and Explosives. Information about the legal sanctions for violations of the Interstate Transport in Aid of Racketeering (18 U.S.C 1952 with respect to federally non-tax paid liquor) can be found here:

- <https://www.gpo.gov/fdsys/pkg/USCODE-2011-title18/pdf/USCODE-2011-title18-partI-chap95-sec1952.pdf>

#### **ILLICIT DRUGS**

Federal sanctions for possession or distribution for illicit drugs vary depending on the type of drug, the amount of drug, the background of the offender and other mitigating or aggravating circumstances. For example, a person convicted of simple possession of small amounts of certain types of controlled substances can be imprisoned for up to 3 years and fined \$5,000 or more. [21 U.S.C §844 \(a\)](#).

For a full description of penalties for possession and distribution of illicit drugs under federal law, please see:

- <https://www.gpo.gov/fdsys/pkg/USCODE-2011-title21/html/USCODE-2011-title21-chap13-subchapI-partD.htm>

Below are charts that provide an overview of federal trafficking penalties. Charts can be located at:

- [https://www.dea.gov/pr/multimedia-library/publications/drug\\_of\\_abuse.pdf#page=30](https://www.dea.gov/pr/multimedia-library/publications/drug_of_abuse.pdf#page=30) &
- <https://www.dea.gov/druginfo/ftp3.shtml>.

### State Sanctions

#### **ALCOHOL**

The laws of Wisconsin prohibit the sale of alcohol to anyone who has not reached the legal drinking age of 21, and there is a concurrent duty on the part of an adult to prevent the illegal consumption of alcohol on his/her premises. [Wis. Stat.125.07\(1\)\(a\)\(1\)](#). Repeated violation of this statute can result in imprisonment of up to 9 months and fine of \$10,000. [Wis. Stat.125.07\(1\)\(b\)\(2\)\(d\)](#).

It is against the law for an underage person to attempt to buy an alcoholic beverage, falsely represent his/her age, or enter a licensed premises. Violators of this law can be fined \$1000, ordered to participate in a supervised work program, and have their driver's license suspended, [Wis. Stat. 125.07\(4\)](#).

#### **ILLICIT DRUGS**

The laws of Wisconsin prohibit possession, manufacture, distribution and/or delivery of controlled substances through the [Uniform Controlled Substances Act, Wis. Stat. 961](#). Manufacture, distribution or delivery of a schedule I or schedule II narcotic drugs is a Class E felony subject to up to 15 years in prison and a \$50,000 fine, with exceptions. [Wis. Stat. 961.41\(1\)\(a\)](#). Manufacture, distribution or delivery of a schedule I, II or III non-narcotic drug is a Class H felony subject to 6 years in prison and a \$10,000 fine, with exceptions. [Wis. Stat. 961.41\(1\)\(b\)](#).

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Additional sanctions vary based on the type of controlled substance, the amount of the controlled substance, whether the individual possessed, manufactured, distributed, delivered the controlled substance or intended to do so, and the number of previous offenses by the individual. For all penalties see [Wis. Stat. 961.41](#), [Wis. Stat. 961.42](#), and [Wis. Stat. 961.43](#). For example, manufacture, distribution or delivery of more than 40 grams of cocaine is a Class C felony subject to 40 years in prison and fine of \$100,000. Possession of cocaine without intent to manufacture, distribute or deliver is a Class I felony subject to 3 ½ years in prison and fine of \$10,000. In addition to the stringent penalties, prison sentences can be increased when aggravating factors are present, such as when a person distributes a controlled substance to a minor, [Wis. Stat. 961.46 \(1\)](#).

### **Local Sanctions**

Citations for underage drinking, possession of a fake ID, and other alcohol-related violations may be issued by the [City of Appleton Police Department \(APD\)](#).

## Summary of Health Risks of Alcohol and Other Drug Use

**ALCOHOL** – Psychologically and physically addictive; respiratory depression; depression of the immune system; increased risk of heart disease, cancer, accidents, hypertension; brain damage; damage to unborn fetus; impotence at high dosage levels.

**CANNABIS** (Marijuana, Hashish) – Psychologically addictive; increased risk of lung cancer, bronchitis, and emphysema; contributes to heart disease, fatigue, paranoia, possible psychosis; withdrawal symptoms including insomnia, hyperactivity, and decreased appetite; depression of the immune system; decreased sperm count in men and irregular ovulation in women.

**DEPRESSANTS** (Barbiturates, Tranquilizers) – Psychologically and physically addictive; drowsiness, withdrawal symptoms, tremors, abdominal and muscle cramps, insomnia, anxiety, convulsions, possible death; possible damage to unborn fetus; potentially fatal when combined with alcohol.

**HALLUCINOGENS** (LSD, PCP) – Psychologically and physically addictive, unpredictable behavior, depression, withdrawal symptoms, convulsions, death, possible damage to unborn fetus.

**INHALANTS** – Psychologically and physically addictive; blurred vision; damage to lungs, liver, kidneys, and bone marrow; anemia, choking, suffocation, death.

**NARCOTICS** (Heroin, Codeine, Darvon) – Psychologically and physically addictive; depression, withdrawal symptoms, convulsions, coma, and death; possible damage to unborn fetus.

**STIMULANTS** (Cocaine, Crack, Amphetamines, Methamphetamine) – Psychologically and physically addictive; withdrawal symptoms; convulsions, respiratory failure, frequent accidents; increased blood pressure, which can lead to irregular heartbeat and death; possible damage to unborn fetus.

## Summary of Alcohol and Other Drug Abuse Resources

### **Student Health Center Resources**

Buchanan Kiewit Wellness Center

In-person counseling appointments available at:

711 E. Boldt Way SPC 3

Appleton, WI 54911

920-832-6574

[wellnessservices@lawrence.edu](mailto:wellnessservices@lawrence.edu)

Counseling Crisis Line – Available 24/7: 920-419-8167

### **Employee Assistance Program (EAP)**

Benefit provided for employees, spouses/partners, dependents

Employee Resource Center, Inc.:

2565 E. Calumet St.

Appleton, WI 54915

920-993-2000 or 1-800-222-8590

Additional EAP and community resources can be found:

- ERC website - <https://ercincorp.com/>
- Summary of [EAP Benefits](#)
- 2-1-1 Program - <http://www.211.org/>

### **Lawrence University Medical Plan**

This benefit is provided for employees, spouses/partners, dependents enrolled in the Plan.

Visit <https://www.umar.com> to search the provider network and review your benefit coverage.

Searching the United Healthcare Choice Plus network directory will provide information on all network hospitals, primary care physicians and specialists. The following provider information is available: provider name, address, and telephone number, hospital affiliation, board certification, provider's ID number, office language capabilities, and a map and directions to each office.