

## **DRUG-FREE WORKPLACE**

Stevenson University recognizes the health, social and emotional programs caused by the use of illicit drugs and the abuse of alcohol. This program is the University's response to these problems. It applies to students, faculty, staff, and where relevant, guests on campus.

### **A. Standards of Conduct Regarding Unauthorized Drugs**

The Stevenson community affirms unauthorized drug use to be contrary to the goals of the University. Therefore, possession, use or distribution of unauthorized drugs by students, faculty, staff or University activity is strictly prohibited.

### **B. Standards of Conduct Regarding Alcohol**

1. Except as permitted by the following paragraph, the possession, use or distribution of alcohol by students, faculty, staff, and guests on university property or in connection with any University activity is strictly prohibited.
2. Stevenson University permits the serving of alcoholic beverages in accordance with state of Maryland regulations to persons over 21 years of age at those university functions on or off campus deemed appropriate and approved in advance by the Associate Dean & Director of Student Activities. Persons at those functions who are of age to drink alcohol must show proof of age which is satisfactory to the university. Each person is responsible for properly limiting his/her intake of alcohol at the campus functions and is expected to exercise good judgment in the use of alcoholic beverages. Each person is admonished not to drive after consuming alcoholic beverages.

### **C. Reporting Use and Misuse**

Each member of the Stevenson community is advised to report to appropriate university authorities all suspicions of unlawful possession, use or distribution of illicit drugs or alcohol or of alcohol abuse.

### **D. Sanctions**

1. Stevenson University will impose sanctions on students, faculty and staff who violate the standards of conduct set forth in paragraphs A and B above.
2. Stevenson students are governed by the policies, rules and regulations set forth in Stevenson University Policy Manual. Within these guidelines, students are subject to institutional discipline for violations of such standards of conduct will be referred to the Dean of Students. The student will then be subject to sanctions in accordance with the Student Grievance Procedures in the Student Handbook. The specific penalty imposed will depend upon the nature of the violation. Students have the right to appeal any sanctions imposed by the Dean of Students to the University Hearing Board.
3. The following sources of drug or alcohol counseling, treatment, or rehabilitation or re-entry programs are available to students, faculty and staff:

Baltimore County Treatment Services	410-789-2647
The Resource Group	410-337-7772
Epoch Counseling Center	410-887-7344
St. Joseph Hospital	410-337-1000

**Annual notice Regarding Drug-Free Workplace Policy**

In order to ensure that members of the Stevenson community continue to be aware of this policy, a notice of this program will be distributed each year to all faculty, staff and students advising them to review the policy on the University's intranet.

**Biennial Review**

At least every other year, Stevenson will review its drug-free workplace policy to:

1. Determine its effectiveness and implement any needed changes
2. Ensure that the disciplinary sanctions described above are consistently enforced

**FEDERAL TRAFFICKING PENALTIES**

CSA	PENALTY		Quantity	Drug	Quantity	Penalty	
	2 <sup>nd</sup> Offense	1 <sup>st</sup> Offense				1 <sup>st</sup> Offense	2 <sup>nd</sup> Offense
I And II	Not less than 10 years. Not more than life.  If death or serious injury, not less than life.	Not less than 6 years. Not more than 40 years  If death or serious injury, not less than 20 years. Not more than life.	10.99 gm or 100.999 gm mixture	METHAMPHETAMINE	100 gm or more 1 kg or more mixture	Not less than 6 years. Not more than 40 years  If death or serious injury, not less than 20 years. Not more than life.	Not less than 10 years. Not more than life.  If death or serious injury, not less than life.
			100.999 GM mixture	HEROIN	1 kg or more mixture		
	Fine of not more than \$4 million individual. \$10 million other than individual.	Fine of not more than \$2 million individual. \$5 million other than individual.	500-4.999 gm mixture	COCAINE	5 kg or more mixture	Fine of not more than \$2 million individual. \$5 million other than individual.	Fine of not more than \$4 million individual. \$10 million other than individual.
			5.49 gm mixture	COCAINE BASE	50 gm or more mixture		
			10.99 gm or 100.000 gm mixture	PCP	100 gm or more 1 kg or more mixture		
			1.10 gm mixture	LSD	10 gm or more mixture		
			40.399 gm mixture	FENTANYL	400 gm or more mixture		
			10.99 gm mixture	FENTANYL ANALOGUE	100 gm or more mixture		
	<b>Drug</b>	<b>Quantity</b>	<b>First Offense</b>		<b>Second Offense</b>		
	Others	Any	Not more than 20 years. If death or serious injury, not less than 20 years, more than life. Fine \$1 million individual, \$5 million not individual.		Not more than 30 years. If death or serious injury, life. Fine \$2 million individual, \$10 million not individual.		
III	All	Any	Not more than 5 years. Fine not more than \$250,000 individual, \$1 million not individual.		Not more than 10 years. Fine not more than \$500,000 individual, \$2 million not individual.		
IV	All	Any	Not more than 3 years. Fine not more than \$250,000 individual, \$1 million not individual.		Not more than 6 years. Fine not more than \$500,000 individual, \$2 million not individual.		
V	All	Any	Not more than 1 years. Fine not more than \$250,000 individual, \$1 million not individual.		Not more than 2 years. Fine not more than \$500,000 individual, \$2 million not individual.		

Las as originally enacted states 100 gm. Congress requested to make technical corrections to 1 kg. Does not include marijuana, hashish, or hashish oil (see separate chart)

**STATE OF MARYLAND**  
**SANCTIONS FOR DRUG AND ALCOHOL USE VIOLATIONS**

OFFENSE	ANN. CODE OF MARYLAND ARTICLE	PENALTY	FELONY OR MISDEMEANOR
Disorderly intoxication	Article 2B §207	Fine not to exceed \$100 and/or imprisonment not to exceed 90 days.	M
Drinking in certain places- public places.	Article 2B §210	Fine not to exceed \$100.	M
Possession of open alcoholic beverage containers in certain places.	Article 2B §214	Fine not to exceed \$100	M
Delivery or receipt of alcoholic beverages in prison.	Article 27 §122A	Fine not to exceed \$1,000 and/or jail not to exceed 3 years.	M
Drunkenness and disorderly conduct.	Article 27 §123	Fine not to exceed \$500 and/or jail not to exceed 60 days.	M
Use of weapon as separate crime while drug trafficking	Article 27 §281A	First offense- prison no less than 5 years or more than 20 years subsequent offense- prison 10-20 years.	F
Possession of Schedule V substances w/o prescription (opium type substances).	Article 27 §285	<u>First Offense</u> -\$1,000 fine. <u>Second Offense</u> -\$2,000 fine. <u>Third and Subsequent Offenses</u> - prison not to exceed 18 months.	F
Using minors to distribute CDS.	Article 27 §286C	Fine not to exceed \$20,000 and/or prison not to exceed 20 years.	F
Manufacture, distribution of CDS near schools or on school vehicles.	Article 27 §287	<u>First Offense</u> - prison not to exceed 20 years and/or fine not to exceed \$20,000 <u>Subsequent Offense</u> - prison 5-40 years and/or fine no to exceed \$40,000.	F F
Unlawful possession or administrating CDS or paraphernalia by fraud, forgery, etc.	Article 27 §287	(1) <u>Marijuana Only</u> -Fine not to exceed \$1,000 and/or prison not to exceed \$40,000 (2) <u>Other than Marijuana</u> - Fine not to exceed \$25,000 and/or prison not to exceed 4 years.	M
Use of possession with intent to use drug paraphernalia.	Article 27 §287A Article 27 §287A	<u>First Offense</u> -Fine not to exceed \$500. <u>Subsequent 287A Offense</u> - (include ANY 287A Violation) Fine not to exceed 2 years. Offender over age 18 who delivers drug paraphernalia to person under 18, 3 years his junior is guilty of separate offense with imprisonment not to exceed 8 years and/or fine not to exceed \$15,000.	M

### **Health Risks Associated with Alcohol**

Alcohol consumption causes a number of marked changes in behavior. Even low doses significantly impair the judgment and coordination required to drive a car safely, increasing the likelihood that the driver will be involved in an accident. Low to moderate doses of the alcohol also increase the incidence of a variety of aggressive acts, including spouse and child abuse. Moderate to high doses of alcohol cause marked impairments in higher mental functions, severely altering a person's ability to learn and remember information. Very high doses cause respiratory depression and death. If combined with other depressants of the central nervous system, much lower doses of alcohol will produce the effects just described.

Repeated use of alcohol can lead to dependence. Sudden cessation of alcohol intake is likely to produce withdrawal symptoms, including severe anxiety, tremors, hallucinations, and convulsions. Alcohol withdrawal can be life threatening. Long-term consumptions of large quantities of alcohol, particularly when combined with poor nutrition, can also lead to permanent damage to vital organs such as the brain and the liver.

Mothers who drink alcohol during pregnancy may give birth to infants with fetal alcohol syndrome. These infants have irreversible physical abnormalities and mental retardation. In addition, research indicates that children of alcoholic parents are at great risk than other youngsters of becoming alcoholics.