



SUBSTANCE ABUSE POLICY

It is the goal of Notre Dame of Maryland University to protect the health and environment of students, faculty and staff by observing a drug-free environment in keeping with the Drug-Free Workplace Act of 1988, the Drug-Free Schools and Campus Act of 1989, and the Policies of the Maryland Higher Education Commission Concerning Drug and Alcohol Abuse. This policy applies not only to students, faculty and staff of the University, but also to all employees of contractors and subcontractors, as well as food service employees.

STANDARDS OF CONDUCT

All students, faculty, staff and administrators are prohibited from the abuse of alcohol* and the unlawful manufacture, distribution, possession or use of illicit drugs or alcoholic beverages on University property or as part of any University activity, both on and off campus.

All Notre Dame of Maryland University students and employees are required to comply with the University's Substance Abuse Policy. Sanctions levied against a student, faculty or staff who violates the Standards of Conduct 54 are included under the section entitled Sanctions. For students, violations will be subject to adjudication by the campus disciplinary system and/or appropriate law enforcement officials. For employees, violations are subject to disciplinary action, up to and including immediate dismissal, or a requirement to successfully complete drug or alcohol abuse counseling or rehabilitation as a condition of continued employment. Criminal or civil action does not preclude campus action. This policy covers the following substances: alcoholic beverages of any kind (alcohol means ethyl alcohol or ethanol) controlled or illegal drugs or substances, which include all forms of narcotics, hallucinogens, depressants, stimulants, and designer drugs whose use, possession, transfer, sale, manufacture, distribution, and dispensation are restricted or prohibited by law.

*Alcohol abuse is the singular or repeated use of alcohol that violates local, state, or federal law or University policy.

UNIVERSITY REGULATIONS

Alcohol and Illegal Drugs--Students

Students and their guests are expected to follow the laws of Maryland, specifically Criminal Law Article 10 of the Annotated Code of Maryland, which states that no individual under the age of 21 may buy, consume or possess alcoholic beverages of any kind, and individuals over 21 may not sell or provide alcohol to minors on University property or as part of any University activity, either on or off campus.

Students over the age of 21 may consume alcohol in their residence hall rooms, but not in public areas of the University, including, but not limited to, hallways, lounges, bathrooms and common areas. In the residence halls, those who are 21 years of age or older may not consume alcohol in the presence of anyone under the age of 21 unless they accept full responsibility for insuring that no one under the age of 21 is consuming or possessing alcohol.

Those under 21 are not permitted to possess, distribute, or consume alcohol anywhere on campus, including their residence hall rooms.



For those of legal drinking age, containers of alcoholic beverages larger than three liters, including kegs, are not permitted in the residence halls.

Students may not possess, distribute, sell, manufacture, dispense, or use illegal drugs on or off campus. Those who decide to drink or abuse drugs are accountable for their behavior while under the influence, just as if they had not been abusing drugs or alcohol.

The University will not hire anyone who is known to currently use illegal drugs or abuse substances. Compliance with this policy is a condition of employment. Employees must report to work mentally and physically fit to perform their duties.

The following activities are prohibited while student employees are on the University's premises or otherwise engaged in University business: (1) the consumption of alcoholic beverages except at University-sponsored events, where authorized, (2) being under the influence of alcohol or illegal drugs during business hours, (3) performance of duties while under the influence of alcohol or illegal drugs whether on or off University premises, and (4) the manufacture, possession, use, sale, distribution, dispensation, receipt, or transportation of any controlled substance or illegal drug.

Alleged violations may be reported to the vice president for student development or the dean of students.

Alcohol Beverages (FOR EVENTS WHERE ALCOHOL WILL BE SERVED)

Alcoholic beverages may be sold, served, or consumed if (1) it is in compliance with the law, and (2) it is done at gatherings in locations approved by the dean of students. This applies to events sponsored by University offices. The dean of students reserves the right to forward requests for alcohol use to the Committee of Student Development for approval.

The dean of students may approve alcoholic beverages for use at campus gatherings if all the following conditions are met:

- The event is held in a special use location, facility, or building, on or off campus;
- The event is requested by a faculty member, staff, administrator, or student organization, or University department;
- Those in attendance will be at least 21 years of age;
- Those over the age of 21 will be identified by the use of a wristband, hand stamp, etc.
- Food and nonalcoholic beverages will be served;
- The sale/serving of alcoholic beverages will be discontinued at least one hour before the event ends;
- Proper campus supervision is provided in areas where alcohol is served/sold.

Alcohol permit forms are available in the office of the dean of students and must be submitted at least 10 working days prior to the event.

SANCTIONS FOR STUDENTS VIOLATING THIS POLICY

Alcohol Abuse

Sanctions of the Notre Dame of Maryland University Substance Abuse Policy will be determined by the severity of the violations and their impact on the community for first, second, and third violations. Students who violate the Notre Dame of Maryland University Substance Abuse Policy by abusing alcohol may be subject, but are not limited, to the following sanctions:

- *First Offense Alcohol Misuse:* Possible sanctions include, but are not limited to, an alcohol-related health assessment, participation in an alcohol education program, community service, and other appropriate disciplinary sanctions, including, but not limited to, probation, visitation restriction, etc.
- *Second Offense Alcohol Misuse:* Required alcohol-related assessment, mandatory attendance at an alcohol education program at Loyola University Maryland, ***notification of parents or legal guardians of Women's College students (if underage)***, community service, and other disciplinary sanctions as deemed appropriate, including, but not limited to, restitution, fines, probation, suspension, etc.
- *Third Offense Alcohol Misuse:* Required attendance at the six-session alcohol education program at Loyola University Maryland or other community-based alcohol education program, ***notification of parents or legal guardians of Women's College students***, community service, and other disciplinary sanctions as may be deemed appropriate, including, but not limited to restrictions, probation, suspension or expulsion.

Providing Alcohol to Minors

Students who violate the Notre Dame of Maryland University Substance Abuse Policy by providing alcohol to minors are subject to the following sanctions:

- *First Offense Involving Providing Alcohol to Minors:* Disciplinary probation for up to 6 months and up to 25 hours of supervised community service in an alcohol education activity, ***and notification of parents or legal guardians of Women's College students.***
- *Second Offense Involving Providing Alcohol to Minors:* Suspension of a minimum of one semester and up to 50 hours of supervised community service in an alcohol education activity (to be completed prior to reinstatement at the University), possible notification of legal authorities, ***and notification of parents or legal guardians of Women's College students.***
- *Third Offense Involving Providing Alcohol to Minors:* Dismissal, notification of legal authorities, ***and notification of parents or legal guardians of Women's College students.***

Controlled or Illegal Drugs

A student who has violated the Substance Abuse Policy through the illegal possession, use, sale, manufacture, dispensation, or distribution of any drug, narcotic or controlled substance, whether on or off campus, is subject to immediate suspension or expulsion.

ASSISTANCE PROGRAM REFERRALS



The University recommends that individuals who have a drug or alcohol abuse problem to seek professional help.

The Counseling Center (410-532-5384) provides education, assessment, individual counseling and behavioral methods to address problem areas. The Student Health Center (410-617-5055) also provides information and can assist individuals in identifying referrals, treatment programs and other community services.

The following agencies may be contacted to identify assistance programs offered in the community:

Addict Referral & Counseling Center, Inc.
21 W. 25th Street
Baltimore, Maryland 21218
410-366-1717

Narcotics Anonymous
217 North Warwick Avenue
Baltimore, Maryland 21223
410-468-0060
Email: baltoareana@ymail.com

EDUCATION

The University provides educational programs designed to promote lawful and responsible use of alcohol and prevent the use of illicit drugs. These programs include information on alcohol and illegal drugs, the consequences of the use and abuse of these substances, the role of individual responsibility and personal liability, and this policy.

These programs are available to any member of the University community and are primarily offered through student life, the Student Health Center and Student Health Educators.

Drug-Free Awareness Program will inform employees annually of (a) the dangers of drug or alcohol abuse in the workplace, (b) the University's policy of maintaining a drug-free workplace, (c) available drug counseling and rehabilitation, (d) penalties that may be imposed upon employees for violations.

APPLICABLE STATE LAWS RELATING TO UNLAWFUL USE, POSSESSION, AND DISTRIBUTION OF ILLICIT DRUGS AND ALCOHOL

Jurisdiction: Maryland Code, Criminal Law Article 5-602

Offense: Unlawful manufacture, distribution, dispersion, or possession to indicate intent to manufacture, distribute, dispense a controlled dangerous substance (or counterfeit substance)

Penalty: Guilty of felony and subject to imprisonment up to 20 years and/or a fine up to \$25,000

Jurisdiction: Maryland Code, Criminal Law Article 5-617

Offense: Distribution of non-controlled substance as a controlled dangerous substance

Penalty: Guilty of felony and subject to imprisonment up to 5 years and/or a fine up to \$15,000

Jurisdiction: Maryland Code, Criminal Law Article 5-628

Offense: Use of minor to manufacture, deliver, or distribute controlled dangerous substance

Penalty: Guilty of felony and subject to imprisonment up to 20 years and/or a fine up to \$20,000

Jurisdiction: Maryland Code, Criminal Law Article 5-601

Offense: Possession of controlled dangerous substance

Penalty: Guilty of misdemeanor and subject to imprisonment up to 4 years and/or a fine up to \$25,000; for marijuana, one year and/or a fine up to \$1,000

Jurisdiction: Maryland Code, Criminal Law Article 5-619

Offense: Use, delivery, or possession with intent to use, deliver, or sell drug paraphernalia to plant, propagate, cultivate, grow, harvest, manufacture, compound, convert, produce, process, prepare, test, analyze, pack, repack, store, contain, conceal, inject, ingest, inhale, or otherwise introduce into the human body, a controlled dangerous substance

Penalty: Guilty of misdemeanor and subject to a fine up to \$500 for first offense, imprisonment up to 2 years and/or a fine up to \$2,000 for second offense; for situations involving a minor up to 5 years and/or a fine up to \$15,000

Jurisdiction: Maryland Code, Criminal Law Article 5-619

Offense: Advertising to promote the sale or delivery of drug paraphernalia

Penalty: Guilty of misdemeanor and subject to a fine up to \$500 for first offense; imprisonment up to 2 years and/or a fine up to \$2,000 for second offense

Jurisdiction: Maryland Code, Criminal Law Article 5-618

Offense: Possession and/or purchase of non-controlled substance believed to be controlled dangerous substance

Penalty: Guilty of misdemeanor and subject to imprisonment up to one year and/or a fine up to \$500

Jurisdiction: Maryland Code, Criminal Law Article, 10-113

Offense: Misrepresentation or false statement of age in order to obtain alcohol or to induce the illegal sale or supplying of alcohol

Penalty: Guilty of civil offense and subject to a fine up to \$500 or up to \$1,000 if repeat offense, plus court costs

Jurisdiction: Maryland Code, Criminal Law Article, 10-114

Offense: Possession of alcohol by person under 21

Penalty: Guilty of civil offense and subject to a fine up to \$500 or up to \$1,000 if repeat offense, plus court costs

Jurisdiction: Maryland Code, Criminal Law Article, 10-115

Offense: Possession of false identification by person under 21

Penalty: Guilty of civil offense and subject to a fine up to \$500 or up to \$1,000 if repeat offense, plus court costs

Jurisdiction: Maryland Code, Criminal Law Article, 10-116

Offense: Purchasing alcohol for person under 21

Penalty: Guilty of civil offense and subject to a fine up to \$500 or up to \$1,000 if repeat offense, plus court costs

Jurisdiction: Maryland Transportation Article 21-902 and 27-101

Offense: Driving while intoxicated/under the influence of alcohol and/or drugs

Penalty: Penalties ranging from a fine up to \$500 and/or imprisonment of one year; if repeat offense, up to a fine of \$3,000 and/or imprisonment up to 3 years

Jurisdiction: Maryland Article 2B, 19-101, 19-102

Offense: Disorderly intoxication

Penalty: Guilty of misdemeanor and subject to imprisonment up to 90 days and/or a fine up to \$100

The above articles on laws relating to illicit drugs and alcohol can be found on the Maryland Department of Legislative Services website at

<http://michie.lexisnexis.com/maryland/lpext.dll?f=templates&fn=main-h.htm&cp= under Maryland Code Criminal Law, Controlled Dangerous Substances, Prescriptions & Other>

Substances (Title 5), Crimes Involving Controlled Dangerous Substances & Paraphernalia (Subtitle 6) and under Criminal Law, Crimes Against Public Health, Conduct & Sensibilities (Title 10), Crimes Against Public Health & Safety (Subtitle 1).

HEALTH RISKS ASSOCIATED WITH THE ABUSE OF ALCOHOL OR USE OF ILLEGAL DRUGS

ALCOHOL– (Beer, Wine, Distilled Spirits) SHORT-TERM EFFECTS: relaxation, breakdown of inhibitions, euphoria, depression, decreased alertness, stupor, nausea, unconsciousness, hangover and death. LONG-TERM EFFECTS FROM CONTINUED EXCESSIVE USE: obesity, impotence, psychosis, ulcers, malnutrition, liver and brain damage, delirium tremors and death.

AMPHETAMINES– (Benzedrine, Dexedrine, Methedrine, Preludin) SHORT-TERM EFFECTS: increased alertness, excitation, euphoria, decreased appetite, restlessness, rapid speech, irritability, insomnia, stomach disorders, convulsions. LONG-TERM EFFECTS: insomnia, excitability, skin disorders, malnutrition, delusions, hallucinations, psychosis.

ANABOLIC STEROIDS– (Prednisone and Synthetic Testosterone-like Drugs which have tissue-building properties) SHORT-TERM EFFECTS: mood elevation or depression, increase or decrease in sex drive, increased aggressive behavior, may stunt growth, change in electrolyte balance causing retention of sodium and retention of fluids. LONG-TERM EFFECTS: jaundice (yellowing of skin), liver damage, high blood pressure, endocrine imbalance; in males can cause enlarged breasts, decrease in testicular size and function, decrease of sperm production; in females can cause acne, menstrual irregularities, irreversible masculinizing effects such as hair on the face, deepening of the voice, change in the genitals.

ANTIDEPRESSANTS– A. Tricyclics (Elavil, Ritalin, Tofranil, Prozac) SHORT-TERM EFFECTS: relief of anxiety and depression, temporary impotence, nausea, hypertension, weight loss, headaches. LONG-TERM EFFECTS: irregularities in heartbeat, disturbed vision, decrease or increase in sexual desire, constipation, edema, extremely toxic in excessive doses, and overdose can cause death. **B. MAOIs (Nardil, Parnate, Marplan, Phenazine)** SHORT-TERM EFFECTS: combination of certain foods can trigger very high blood pressure, rapid pulse, headaches, problems with vision, sometimes paralyzing or fatal strokes; foods high in the amines, tryptamine, or histamine should be avoided, i.e., beer, red wines, chocolate, pickled fish, cheese, yogurt, stimulants, caffeine and allergy pills. LONG-TERM EFFECTS: (may take six weeks for drug to work): glaucoma, weight gain, sleep disturbances, fatigue, weakness, tremors, dry mouth, constipation. **C. Antimanic (Lithium)** SHORT-TERM EFFECTS: difficulty staying on medication since euphoric feelings and sense of well-being experienced during mild manic attacks is missed, narrow range between the therapeutic and toxic levels (periodic blood tests are needed), nausea, lethargy, thirst, hand tremors, greatly increased urination, possible weight gain. LONG-TERM EFFECTS: drug excreted almost entirely by kidneys, any injury or weakness may allow the drug to accumulate to dangerous levels, avoid diuretics and low-sodium diets so as not to further deplete sodium level, carefully monitor drug level.

BARBITURATES– (Chloral, Hydrate, Doriden, Nembutal, Phenobarbital, Seconal) SHORT-TERM EFFECTS: relaxation, euphoria, decreased alertness, drowsiness, impaired coordination, slurred speech, stupor, hangover, and death. LONG-TERM EFFECTS: excessive sleepiness, confusion, irritability, severe withdrawal, sickness, and death.

CAFFEINE– (Coffee, Cola, Tea, No-Doz) SHORT-TERM EFFECTS: increased alertness, restlessness, insomnia, upset stomach. LONG-TERM EFFECTS: restlessness, irritability, insomnia, stomach disorders.

CANNABIS– (Hashish, Marijuana, THC) SHORT-TERM EFFECTS: relaxation, breakdown of inhibitions, alteration of perceptions, euphoria, increased appetite, increased heartbeat, dry mouth. LONG-TERM EFFECTS: fatigue, loss of memory, school grades may decline, hormonal changes, psychosis.

COCAINE- (Coke, Crack) – SHORT-TERM EFFECTS: feeling of self-confidence and power, intense exhilaration, extreme euphoria, increased blood pressure and heart rate, dilated pupils. LONG-TERM EFFECTS: Paranoia, violence, feeling of things crawling under the skin (frequent abrasions and dig marks on skin from scratching coke bugs), runny or stuffy nose if snorted, headaches, chronic insomnia, irritability, depression, psychosis, death.

HALLUCINOGENS– (LSD, Mescaline, Scopolamine, PCP, STP, Psilocybin, DMT) SHORT-TERM EFFECTS: perceptual changes especially visual, increased energy, hallucinations, panic, anxiety, exhaustion, tremors, psychosis. LONG-TERM EFFECTS: increased delusions and panic, psychosis.

INHALANTS– (Glue, Paint Thinner and Removers, Correction Fluid, Gas, Laughing Gas, Nitrous Oxide)

SHORT-TERM EFFECTS: relaxation, hypersensitivity, possible violence, impaired judgment, reduced muscle reflex control, rapid heartbeat, impaired coordination, headache, nausea, visual disturbance, euphoria. LONG-TERM EFFECTS: brain damage, lung and kidney damage, blood and bone marrow alteration, possible death.

NICOTINE– (Cigarettes, Cigars, Pipe Tobacco, Snuff, Chewing Tobacco, Nicotine Gum) SHORT-TERM EFFECTS: relaxation, constriction of blood vessels, dry mouth and throat, adrenaline release, increase in pulse, heart and blood pressure. LONG-TERM EFFECTS: hypertension, nervousness, irritability, headaches, fatigue, insomnia, impaired breathing, heart and lung disease, cancer of the lungs, larynx, trachea, esophagus, throat, mouth, cheek, lips and nasal cavity, arteriosclerosis, and death.

OPIATES– (Opium, Codeine, Morphine, Heroin, Dilaudid, Percodan) SHORT-TERM EFFECTS: euphoria, prevention of withdrawal symptoms, pain relief, mental clouding, drowsiness, central respiratory depression which can cause death. LONG-TERM EFFECTS: constipation, loss of appetite, toxic syndrome, lowered blood pressure.

TRANQUILIZERS– (Librium, Miltown, Equinol, Thorazine, Valium) SHORT-TERM EFFECTS: relief of anxiety and tension, suppression of hallucinations and aggression, sleep, drowsiness, blurred vision, dizziness, slurred speech, allergic reactions, stupor. LONG-TERM EFFECTS: blood-cell destruction, jaundice, coma, and death

POLICY REVIEW

This policy will be reviewed biennially by the Substance Abuse Policy Review Committee comprised of representatives from the office of the vice president for student development, the chief financial officer, representatives of the Student Association, faculty, the office of human resources and the department of public safety to determine its effectiveness, make changes if necessary and to ensure that sanctions are consistently enforced