

University of Pittsburgh Drug-Free Schools Annual Notification

To implement its commitment to provide a drug-free environment for its students, faculty, and staff, the University of Pittsburgh prohibits the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance on University property or as part of any University activity. Faculty, staff, and students of the University must also comply with Commonwealth of Pennsylvania law on the possession and consumption of alcohol and other drugs. Any University employee paid from federally funded grants or contracts, or any student participating in any federally funded or guaranteed Student Loan Program, must notify the University of any criminal drug statute conviction for a violation **occurring at the University or while engaged in University activities**. Upon request, the Vice Chancellor for Human Resources must provide a copy of this notification to the Secretary of Education and members of the general public.

Drug-Free Schools and Communities Act of 1989

The Drug-Free Schools and Communities Act requires that, as a condition of receiving funds or any other form of financial assistance under any federal program, an institution of higher education, state educational agency, or local educational agency must certify that it has adopted and implemented a program to prevent the possession, use, or distribution of illicit drugs and alcohol by students and employees. As set forth in the statute, the University of Pittsburgh's program is required to provide at a minimum:

- a. An annual distribution, in writing, to each employee and student (regardless of the length of the student's program of study), including:
 - i. Standards of conduct that clearly prohibit, at a minimum, unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on its property or as part of any of its activities
 - ii. A description of applicable legal sanctions under local, state, or federal law
 - iii. A description of health risks associated with the use of illicit drugs and the abuse of alcohol
 - iv. A description of available drug or alcohol counseling, treatment, or rehabilitation or re-entry programs
 - v. A clear statement of the disciplinary sanctions that the University may impose on students and employees
- b. A biennial review by the University of its programs to determine the program's effectiveness, implement needed changes, and help ensure that disciplinary sanctions are consistently enforced.

Faculty and Staff Member Sanctions – Alcohol and Drugs

Faculty and staff members who violate the University's Drug-Free Workplace Policy will be subject to disciplinary action, including but not limited to written reprimands, suspension, dismissal and/or mandatory participation in and successful completion of a drug abuse assistance or rehabilitation program.

As members of the University community, staff and faculty members are also subject to city ordinances and to state and federal law. Arrest and prosecution for alleged violations of criminal law or city ordinances may result from an incident that may also violate the University’s policies, and thus, there may be times when a faculty or staff member must address alleged violations through both the criminal and University processes.

Social Impact

Alcohol and drug abuse is a public health issue that poses serious consequences. Those who abuse these substances can not only create problems for themselves, but also impact employers, co-workers, peers, relationships and society in general. Such substance abuse is an issue that can affect anyone, regardless of age, race, gender, socio-economic status, or occupation.

Health Effects

Substance use can contribute to a number of problems, including those that impact one’s health and wellness. These problems can include both short-term and long-term effects, as well as direct and indirect effects. Possible impacts may include, but are not limited to, developing a substance abuse disorder, organ damage, increased risk of accidents, triggering or worsening psychiatric conditions, and risk of health complications that can be worsened by mixing drugs or medications. Misusing substances poses potential risks including:

Substance	Possible impacts include:
Alcohol	Lowered inhibitions; impaired judgment, reaction, and coordination; distortion of vision and hearing; blackouts; increased risk of injury; damage to organs including the liver and neurological system; unconsciousness; coma; risk overdose and death; addiction
Amphetamines	Increased heart rate, respiration rate, and blood pressure; loss of appetite; hallucinations; psychosis; restlessness; irritability; anxiety; addiction
Tranquilizers and benzodiazepines (such as Xanax)	Slurred speech; dizziness; decreased motor control; memory issues; risk of seizure (withdrawal); possible psychosis; depression; risk of overdose and death; addiction
Club drugs (MDMA or “ecstasy”, GHB)	Lowered inhibitions; decreased heart rate; muscle spasms; confusion; risk of addiction; memory loss; organ failure; seizures; death
Cocaine	Increased blood pressure, respiration rate, and heart rate; anxiety; paranoia; hallucinations; hostility; convulsions; sleep

	disturbance; seizure; heart attack; stroke; organ damage; death; addiction
Ketamine	Hallucinations; impaired memory; impaired attention; impaired motor function; high blood pressure; depression; convulsions; confusion; muscle rigidity; addiction
LSD (“Acid”)	Changes in blood pressure, heart rate, and body temperature; insomnia; tremors; changes in visual acuity; mood changes; panic/anxiety; psychosis; addiction
Marijuana (including edibles, concentrates, wax, etc.)	Sensory distortion; lowered inhibitions; impaired judgement, coordination, and motor movements; anxiety; paranoia; respiratory ailments; depression of immune system; increased risk of lung cancer, if smoked; negative impacts on memory and motivation; changes in personality; addiction
Opiates (Heroin, morphine, prescription pain killers including Fentanyl, Codeine, Percocet, etc.)	Flushing of skin; dry mouth; slowed breathing; muscular weakness; loss of appetite; lethargy; weakened immune system; organ damage; pulmonary complications; coma; death; addiction
PCP	Memory loss; difficulty with speech; depression; numbness; decreased respiration; decreased coordination; psychotic behaviors; nausea; delusions; paranoia; violent outbursts; addiction
Psilocybin (“Mushrooms”)	Nausea; distorted perceptions; paranoia; anxiety; confusion; memory loss; shortened attention spans; flashbacks
Steroids	Increased acne and oily skin; increased blood pressure; cholesterol imbalance; excess hair growth; premature fusions of long bones; atrophy of reproductive organs; fertility issues/impotence; stroke; heart failure; organ damage; addiction

For more information on the effects of substance use, please visit the Drug Enforcement Agency website at <https://www.dea.gov/druginfo/factsheets.shtml>

For more information about Fentanyl and its effects, please visit the Drug Enforcement Agency website at <https://www.dea.gov/druginfo/fentanyl-faq.shtml>

In addition to complying with state and federal statutes and regulations, the University has a desire to identify and control, to the extent possible, environmental factors that influence the

health and safety of members of the academic community. These factors include efforts to prevent and minimize possible problems related to alcohol and other drug use.

Prevention and Education

The University will distribute literature informing employees of the dangers of drug abuse in the work place, and provide information on available services including counseling, rehabilitation, and employee assistance programs.

Alcohol and other drug programs on the University of Pittsburgh campus are delivered through three levels of prevention programming: primary, secondary, and tertiary prevention.

Primary prevention is directed towards the entire campus population regardless of their decision to use or not use alcohol or other illicit drugs. The University's programs incorporate materials on responsible decision-making and lifestyle choices. Efforts are directed toward creating a supportive campus environment that encourages individuals to not use illicit drugs, and to use alcohol in a legal and responsible manner. Programs are aimed at preventing the misuse or abuse of substances.

Secondary prevention is designed to identify and assist individuals who exhibit possible problematic substance use and who are suitable for brief intervention strategies.

Tertiary prevention is focused on assisting individuals who may have a substance abuse issue and includes aiding these individuals in their treatment, relapse prevention, recovery, and maintenance of their recovery.

Program Administration

For further information regarding the Drug-Free Workplace/Drug-Free Schools Policy contact:

University of Pittsburgh - Pittsburgh Campus
Office of Human Resources 412-624-8030

University of Pittsburgh at Bradford
Office of Human Resources 814-362-7531

University of Pittsburgh at Greensburg
Office of Human Resources 724-836-9902

University of Pittsburgh at Johnstown
Office of Human Resources 814-269-7030

University of Pittsburgh at Titusville
Office of Human Resources 814-827-4422

Information and Assistance for Alcohol or Drug Abuse -- Pittsburgh Campus

An important step in overcoming any problem is to know where to turn for assistance. Information, counseling, and treatment for alcohol or drug problems are available through resources in the community and costs may be covered by health care benefits. Some of the resources include:

Western Psychiatric Institute and Clinic
Center for Psychiatric and Chemical Dependency Services
Oxford Building, Suite 900
3501 Forbes Avenue
Pittsburgh, PA 15213
412-246-5910

Gateway Rehabilitation Center
Moffett Run Road
Aliquippa, PA 15001
412-766-8700

LifeSolutions
120 Lytton Ave., Suite 120
Pittsburgh, PA 15213
412-647-3327

Additionally, a complete listing of behavioral health providers for faculty and staff enrolled in the UPMC health plans can be found at the following link:

<http://www.upmchealthplan.com/doctor/pdf/COMM%20BH%20100308.pdf>

Employees at regional campuses who desire referral should contact the appropriate office listed under “Program Administration.”

Federal Drug Laws

The possession, use, or distribution of illicit drugs is prohibited by federal law. Strict penalties are enforced for drug convictions, including mandatory prison terms for many offenses. The following information, although not complete, is an overview of federal penalties for first convictions. All penalties are doubled for any subsequent drug conviction. For more information on Federal Drug Laws, please visit the Drug Enforcement Agency website using the following links:

DEA Controlled Substances Act: <https://www.deadiversion.usdoj.gov/21cfr/21usc/index.html>

DEA Drug Scheduling: <https://www.dea.gov/druginfo/ds.shtml>

Denial of Federal Aid (20 USC 1091)

Under the Higher Education Act of 1998, students convicted under federal or state law for the sale or possession of drugs will have their federal financial aid eligibility suspended. This

includes all federal grants, loans, federal work study programs, and more. Students convicted of drug possession will be ineligible for one year from the date of the conviction of the first offense, two years for the second offense, and indefinitely for the third offense. Students convicted of selling drugs will be ineligible for two years from the date of the first conviction, and indefinitely for the second offense. Those who lose eligibility may regain eligibility by successfully completing an approved drug rehabilitation program.

Forfeiture of Personal Property and Real Estate (21 USC 853)

Any person convicted of a federal drug offense punishable by more than one year in prison shall forfeit to the United States any personal or real property related to the violation, including houses, cars, and other personal belongings. A warrant of seizure is issued and property is seized at the time an individual is arrested on charges that may result in forfeiture.

Federal Drug Trafficking Penalties (21 USC 841)

Penalties for federal drug trafficking convictions vary according to the quantity of the controlled substance involved in the transaction. The following list is a sample of the range and severity of federal penalties imposed for first convictions. Penalties for subsequent convictions are twice as severe.

If death or serious bodily injury result from the use of a controlled substance which has been illegally distributed, the person convicted on federal charges of distributing the substance faces mandatory life sentence and fines ranging up to \$8 million.

Persons convicted on federal charges of drug trafficking within 1,000 feet of a University (21 USC 845a) face penalties of prison terms and fines which are twice as high as the regular penalties for the offense, with a mandatory prison sentence of at least 1 year.

For more information regarding drug trafficking penalties, please visit the Drug Enforcement Agency website at <https://www.dea.gov/druginfo/ftp3.shtml>

Federal Drug Possession Penalties (21 USC 844)

Persons convicted on Federal charges of possessing any controlled substance face penalties of up to 1 year in prison and a mandatory fine of no less than \$1,000 up to a maximum of \$100,000. Second convictions are punishable by not less than 15 days but not more than 2 years in prison and a minimum fine of \$2,500. Subsequent convictions are punishable by not less than 90 days but not more than 3 years in prison and a minimum fine of \$5,000. Possession of drug paraphernalia is punishable by a minimum fine of \$750.

Special sentencing provisions for possession of crack cocaine impose a mandatory prison term of not less than 5 years but not more than 20 years and a fine up to \$250,000, or both if:

- A. It is a first conviction and the amount of crack possessed exceeds 5 grams;
- B. It is a second conviction and the amount of crack possessed exceeds 3 grams;

C. It is a third or subsequent crack conviction and the amount exceeds 1 gram.

Civil penalties of up to \$10,000 may also be imposed for possession of small amounts of controlled substances, whether or not criminal prosecution is pursued.

Commonly Cited Pennsylvania and City of Pittsburgh Alcohol and Drug Penalties

<u>PA State Violations</u>	<u>Imprisonment (1st Offense)</u>	<u>Fine/Sanction</u>
Underage drinking or Possession of alcohol	0 to 90 days	Suspension of driver's license and/or up to \$500
Fake IDs used to obtain alcohol	0 to 90 days	Suspension of driver's license and/or up to \$500
Marijuana possession 30 grams or less	0 days	\$500
Marijuana possession Over 30 grams	up to 1 year	\$5000
Manufacturing or selling marijuana and other controlled substances	1 to 10 years	\$5,000 or more
Public Drunkenness and similar Misconduct	0 to 90days	\$500/1 st offense \$1000/2 nd offense
Selling or Furnishing liquor or Malt Or Brewed Beverages to Minors	Misdemeanor 3	Minimum \$1000/1 st offense Minimum \$2500/2 nd offense
Minor (less than 21) Operating a Motor Vehicle with any Alcohol in their System	0 to 90 days	\$100
Driving Under Influence of Alcohol or Controlled Substance	0 to 180 days	\$300

<u>City of Pittsburgh Ordinance Violations</u>	<u>Summary Citation</u>	<u>City Ordinance/Fine</u>
Possession of a Small Amount Marijuana/Smoking	Fine	\$25 to \$100
Public Urination and Defecation	Fine	\$500/\$1000
Alcohol Consumption in Public	Fine	Up to \$300