

General Background

The Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act Amendment of 1989 require all federal contractors, federal grant recipients, and recipients of any federal funds whatsoever to implement a comprehensive substance and alcohol abuse policy. Some regulatory compliance requirements under this act were effective March 18, 1989. The Drug-Free Schools and Communities Act Amendment of 1989 is effective October 1, 1990. Wright State University shall comply with all provisions of these Acts. This policy shall apply to the entire university community; faculty, staff, graduate assistants, and students.

Standard of Conduct

The university is committed to maintaining a workplace free of illegal drugs or the unlawful use of alcohol. Wright State University prohibits the possession, manufacture, distribution, dispensation, or use of illegal drugs and the unlawful use, possession, or distribution of alcohol or controlled substances on all university property, at any locations where employees or students are conducting university related business or activities, when using university vehicles and when using private vehicles on university business, or in the conduct of university activities.

Legal Sanctions

Applicable legal sanctions under local, state, or federal law for the unlawful possession or distribution of illicit drugs and alcohol are set forth in the referenced laws which are available upon request from the Office of General Counsel.

<i>Local</i>	Fairborn Municipal Code Chapter 521—Drugs and Harmful Substances Chapter 561—Intoxication and Intoxicating Beverages
<i>State</i>	Ohio Revised Code Chapters 2925—Drug Offenses 3719—Controlled Substances 4301—Liquor Control Laws
<i>Federal</i>	Federal (Harrison) Narcotic Act Federal Narcotic Drugs Import and Export Act Federal Food, Drug and Cosmetic Act Federal Alcohol Administration Act Federal Controlled Substances Act Federal Anti-Drug Abuse Act

These sanctions can include probation, fines, driver's license suspension, or incarceration.

Future revisions, amendments, or additions to these or other applicable codes are incorporated in this policy by this reference.

Health Risks

Physical or psychological damage may occur when these substances are abused. Here are some of the health risks.

Alcohol. Alcohol consumption causes a number of marked changes in behavior. Even low doses impair judgement and coordination and increase the incidence of aggressive behavior. Very high doses can cause respiratory depression

and death. Alcohol intoxication is equivalent to a drug overdose. If combined with other depressants of the central nervous system, the effects of alcohol are multiplied. Repeated use of alcohol can lead to change in tolerance and dependence. Cessation of alcohol intake can produce withdrawal symptoms including tremors, hallucinations, convulsions, and death. Long-term consumption of large quantities of alcohol can lead to permanent damage to vital organs such as the brain and the liver. Women who drink even small amounts of alcohol during pregnancy may give birth to infants with fetal alcohol syndrome. Children of alcoholic parents have a 40 percent greater risk of developing alcoholism than those whose parents are not alcoholic.

Cannabis. The mood altering effects of marijuana are the result of the chemical delta-9 tetrahydrocannabinol (THC). THC is fat soluble and remains in the body up to three weeks after smoking one marijuana cigarette. Consequently, even the occasional user can be detected through urinalysis. Research indicates that regular use may have long-term effects on the user's brain, heart, and reproductive organs. The numerous carcinogenic chemicals found in marijuana smoke make it particularly harmful to the lungs. Loss of memory, lack of motivation, and diminished attention span are some of the effects of regular marijuana use. Long-term use may result in psychological dependence and change in tolerance.

Depressants. The use of depressants can result in a change in tolerance and physical, as well as, psychological dependency. The combining of several depressants (e.g. Valium and alcohol) will potentiate the depressant effects multiplying the health hazards. Withdrawal symptoms include anxiety, vomiting, acute psychotic episodes, seizures, and death.

Stimulants. High doses of stimulant drugs result in intense personality disturbances including visual and auditory hallucinations, delusions, and paranoia. Tolerance develops rapidly. Cross tolerance does develop among stimulant drugs (e.g. methamphetamine and cocaine). The use of cocaine can cause death by cardiac arrest or respiratory failure. Stimulants are addictive, and while withdrawal from stimulants is less dangerous than with depressants, depression can make the person vulnerable to suicide.

Narcotics. Tolerance, especially to the euphoric effects of narcotics, and physical dependence develops rapidly. In order to avoid the abstinence syndrome, the addict becomes preoccupied with acquiring the drug. Withdrawal symptoms are extremely uncomfortable; however, they are seldom life threatening.

Hallucinogens Phencyclidine (PCP). Large doses of PCP may result in convulsive seizure, coma, and death. Mood disorders occur, and the user may become violent, irrational, and potentially harmful to self and others. Lysergic acid (LSD), mescaline, and psilocybin cause sensations and feelings to change rapidly. The user may experience panic, confusion, anxiety, depersonalization, and loss of control. While relatively rare, flashbacks, the spontaneous reappearance of the drug experience after use has ceased, may occur.

Anabolic-Androgenic Steroids. Steroid users can experience serious cardiovascular, liver, central nervous system, gastrointestinal, and reproductive disorders. In males, use can result in testicular atrophy, sterility, impotence, and arrested growth. Irreversible masculinization and sterility can result when women use steroids. Psychological impairments include mood swings, depression, and very aggressive behavior.

Medications. Prescription medication use is contraindicated if other chemical substances, including legal (alcohol, caffeine, nicotine), and/or illicit drugs (cocaine, LSD, marijuana), are used at the same time. When medications are needed and prescribed, whether for acute or chronic conditions, individuals should ask their doctor or pharmacist about the associated risks of alcohol and other drug usage. The potentiation effects of multiple substances is especially dangerous as it tends to *more than double* the effects, and most people are unaware of this risk. Compromised or unusual drug tolerance due to medication use may lead to inadvertent substance abuse. MDMA: *methylenedioxymethamphetamine—Ecstasy, X, XTC, Adam.* A stimulant similar to methamphetamine, MDMA is usually taken orally as a tablet. It causes increased heart rate and blood pressure, and may lead to an elevation of body temperature that causes kidney and cardiovascular failure. When combined with alcohol, MDMA can be extremely dangerous, sometimes fatal. Chronic abuse of MDMA may produce long-lasting neurotoxic effects in the brain.

Rohypnol and GHB (gamma-hydroxybutyrate). These drugs can be administered to a person unknowingly for the purpose of sexual assault or theft or knowingly for the purpose of an inexpensive high. When hidden in a drink, with or without alcohol, they may be completely undetectable.

Rohypnol is a brand name for flunitrazepam, a drug in the same family as Valium and Xanax. However, Rohypnol has never been approved for medical use in the United States; it is illegal to manufacture, distribute, or possess Rohypnol in this country. Rohypnol is a potent and fast-acting sedative. Effects may be noticeable within 20 to 30 minutes after ingestion. Mixing Rohypnol with alcohol or other drugs is very dangerous; the combination may result in extremely low blood pressure, respiratory depression, difficulty breathing, coma, or even death.

GHB is a powerful synthetic drug that acts as a depressant on the central nervous system; the body metabolizes it very quickly, and effects can be felt within 10 to 20 minutes. Symptoms of GHB use include nausea, dizziness, confusion, vomiting, seizures, intense drowsiness, respiratory depression, unconsciousness, and coma. In addition, GHB may cause memory loss following ingestion. Ingesting GHB and alcohol and/or other drugs may be fatal.

Substance Abuse Counseling

Resource information (booklets, brochures, pamphlets, videos, CD roms, etc.) regarding health and safety concerns from substance abuse and information regarding the availability of and/or referral to community-based approved

substance abuse counseling and rehabilitation services are available through a variety of university and community based services, including;

- Student Life: Alcohol and Other Drug Programs
- Center for Psychological Services
- Office of Human Resources
- Community Network

Sanctions for Violation of Standards of Conduct

Wright State University has used and will continue to use progressive discipline in administering sanctions for violations of this policy; however, the university reserves the right to determine when the serious nature of a violation or arrest without adjudication requires that the university take immediate action. Such action may include, but is not limited to:

Faculty and Staff

- written reprimands
- transfer to other duties
- suspension
- demotion
- termination
- referral to appropriate authorities for prosecution for violations of the standards of conduct described in this policy

Students

- disciplinary probation
- suspension
- dismissal
- referral to appropriate authorities for prosecution for violations of the standards of conduct described in this policy

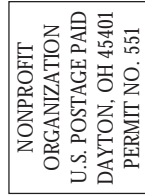
Students, faculty, and/or staff may be referred to appropriate drug or alcohol abuse treatment facilities for treatment as a condition of continued employment and/or student standing.

Certification

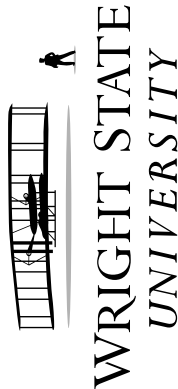
The Office of General Counsel shall submit the drug-free campus certification as required by Section 22 of the Drug-Free Schools and Communities Amendments of 1989 (Public Law 101-226) to the Secretary of the U.S. Department of Education.

Policy Review

The Department of Human Resources with the assistance of the Office of General Counsel, the Division of Student Affairs and Enrollment Services, and the Office of Research and Sponsored Programs shall review this policy biannually to determine the effectiveness of the policy and to insure that sanctions are being consistently enforced. When recommended, changes shall be forwarded by the Department of Human Resources to appropriate authority for review and for amendment of the policy.



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Wright State University Policy for a Drug-Free Campus



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