



# Drug-Free Schools and Communities & Drug-Free Workplace Act Information for all University of Alaska Employees

November 2021

## Drug-Free Schools and Communities Act

The Drug-Free Schools and Communities Act Amendments of 1989 require that each college and university receiving federal financial assistance provide annually the following information in writing to all students and employees:

Standards of conduct that clearly prohibit, at a minimum, the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees on its property or as part of its activities.

A description of the applicable legal sanctions under local, state or federal law for the unlawful possession or distribution of illicit drugs and alcohol.

A description of the health risks associated with the use of illicit drugs and the abuse of alcohol.

A description of any drug or alcohol counseling, treatment, or rehabilitation or reentry programs that are available to employees or students.

A clear statement that the institution will impose disciplinary sanctions on students and employees consistent with local, state and federal law, and a description of those sanctions up to and including expulsion or termination of employment and referral for prosecution for violations of the standards of conduct. A disciplinary sanction may include the completion of an appropriate rehabilitation program.

## Drug-Free Workplace Act

The Drug-Free Workplace Act and Board of Regents' Policy and University Regulation 04.02.040 prohibit the unlawful manufacture, distribution, dispensing, possession, or use by an employee of a controlled substance as defined in Schedules I through V of Section 202 of the Controlled Substances Act (21 USC 812), and as further defined by regulation at 21 C.F.R. 1308.11 - 1308.15, in any workplace of the university

In accordance with these laws the information below is presented for your knowledge.

### **A. Standards of Conduct for Employees**

The unlawful manufacture, distribution, dispensing, possession, or use by an employee of alcohol or of a controlled substance as defined in Schedules I through V of Section 202 of the Controlled Substances Act (21 USC 812), and as further defined by regulation at 21 C.F.R. 1308.11 - 1308.15, is prohibited in any workplace of the university, on university premises, or as part of university activities.

Further, the use of any legally obtained drug, including alcohol, to the point where such use adversely affects the employee's job performance, is prohibited.

An employee must notify the human resources office in writing of any conviction for a violation of a criminal drug statute conviction for a violation occurring in the workplace no later than five calendar days after such conviction.

## B. University Sanctions for Employees

The university will impose disciplinary sanctions on employees who violate the standards of conduct above consistent with local, state and federal law. Sanctions may include, but are not limited to one or more of the following actions: suspension, termination of employment, referral for prosecution, and referral for treatment/rehabilitation.

## C. Applicable Sanctions under Alaska Statutes

The following description is a summary only and is not a substitute for legal advice.

### 1. Drug Offenses

Classification of Common Controlled Substances (AS 11.71.140-190)

- Schedule IA – opium, codeine, heroin, methadone, morphine, dilaudid, percodan, demerol
- Schedule IIA – cocaine, amphetamines, LSD, mescaline, peyote, PCP, methaqualone (quaaludes), pentobarbital, psilocybine
- Schedule IIIA – hashish, barbiturates
- Schedule IVA – tranquilizers such as valium and librium, darvon
- Schedule VA – small amount of codeine or opium in non-narcotic mixtures such as cough medicine
- Schedule VIA – marijuana

Alaska state law, as well as policies of the University of Alaska Board of Regents, prohibits the possession, use, delivery, or manufacture of those controlled substances listed above. The category of the substance as well as varying amounts determines the magnitude of the offense, which includes unclassified felony, class A, B, or C felony, class A or B misdemeanor, or violation.

Board of Regents' policy also prohibits the possession or use of marijuana anywhere on university property. Penalties for possession of marijuana under Alaska Statutes are:

- Less than 1 oz. for personal use by persons under 21 – class B misdemeanor
- Over 1 oz. for personal use – class A misdemeanor
- Manufacture, delivery, or possession with intent to manufacture or deliver 1 oz. or more – class C felony

### 2. Alcohol Offenses

Alaska Statutes relating to unlawful possession or distribution of alcoholic beverages:

- AS 04.16.050 – Possession by Persons Under 21, violation. Persons under 21 may not knowingly consume, possess, or control alcoholic beverages, except as allowed under AS 04.16.051(b).
- AS 04.16.051 – Furnishing Alcoholic Beverages to Persons Under 21, class A misdemeanor. A person may not furnish or deliver alcoholic beverages to person under 21, except by the parent, guardian, or legal spouse, not on licensed premises; or by doctor or nurse as part of medical treatment.
- AS 04.16.040 – Drunken Persons on Licensed Premises, class A misdemeanor. Drunken persons may not knowingly enter or remain on licensed premises.
- AS 04.16.052 – Furnishing Alcoholic Beverages to Persons Under 21 by Licensees, class A misdemeanor. A licensee or employee may not, with criminal negligence (1) allow another person to sell, barter, or give alcoholic beverage to a person under 21 within licensed premises; (2) allow a person under 21 to enter and remain on premises, except as stated in AS 04.16.049; (3) allow a person under 21 to consume an alcoholic beverage on premises; or (4) allow person under 21 to sell or serve alcoholic beverages.
- AS 04.16.060 – Purchase by Person Under 21, class A misdemeanor. (a) A person under 21 may not purchase alcoholic beverages or solicit another to purchase; (b) a person may not influence sale of alcoholic beverages to a person under 21 by misrepresenting age of that person; (c) a person may not order alcoholic beverages from licensee to sell or give to person under 21; (d) a person under 21 may not enter licensed premises and misrepresent age to induce licensee to sell or give alcoholic beverages; (e) a person under 21 may not misrepresent facts required under AS 04.16.049(a)(2) or (3).

## D. Applicable Sanctions under Federal Law

Federal Penalties and Sanctions for Illegal Possession of a Controlled Substance:

- **21 U.S. C. 844(a)** – First conviction: up to 1 year imprisonment and a fine of at least \$1,000 but not

- more than \$100,000, or both; after one prior drug conviction: at least 15 days in prison, not to exceed two years, and a fine of at least \$2,500 but not more than \$250,000, or both; after two or more prior drug convictions: at least 90 days in prison, not to exceed three years, and a fine of at least \$5,000 but not more than \$250,000, or both.
- **21 U.S.C. 853(a)(2) and 881(a)(7)** – Forfeiture of personal and real property used to possess or to facilitate possession of a controlled substance if that offense is punishable by more than one year imprisonment.
- **21 U.S.C. 881(a)(4)** – Forfeiture of vehicles, boats, aircraft, or any other conveyance used to transport or conceal a controlled substance.
- **21 U.S.C. 862** – Denial of federal benefits, such as student loans, grants, contracts, and professional and commercial licenses, up to five years for first offense, up to ten years for second, and permanently for subsequent offenses.

**Miscellaneous** – Revocation of certain federal licenses and benefits, e.g., pilot licenses, public housing tenancy, etc., are vested within the authorities of individual Federal agencies.

#### **E. Health Risks Associated with Substance**

**Alcohol Abuse** – 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 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 consumption 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 greater risk than other youngsters of becoming alcoholics.

**Abuse of Controlled Substances** – See attached chart.

#### **F. Drug and Alcohol Counseling Treatment for University Employees**

Employees with substance abuse problems are strongly encouraged to seek counseling services. Referrals to local area resources can be obtained through the university’s Employee Assistance Program provided by Deer Oaks EAP by calling (888) 993-7650. A list of service providers is attached to this notice.

The University of Alaska Employee Health Plan contains benefits for some in-patient and out-patient treatment. Employees should contact the human resources office for further information.

# University of Alaska Regent's Policy & University Regulation

## P04.02.040. Drug-Free Workplace

- A. The unlawful manufacture, distribution, dispensing, possession, or use by an employee of a controlled substance as defined in Schedules I through V of Section 202 of the Controlled Substances Act (21 USC 812), and as further defined by regulation at 21 C.F.R. 1308.11 - 1308.15 is prohibited in any workplace of the university.
- B. All employees will abide by the terms of this policy as a condition of their employment and will notify the university of any criminal drug statute conviction for a violation occurring in the workplace no later than 5 working days after the conviction. Within 30 days of receiving the notice of conviction, the university will take appropriate personnel action against the employee as prescribed by University Regulation, up to and including termination, or require the employee to participate satisfactorily in a drug abuse assistance or rehabilitation program approved for such purposes by a federal, state, or local health, law enforcement, or other appropriate agency.
- C. The University Regulation implementing this section must provide for publishing a statement to notify employees of this policy and to establish a drug-free awareness program to inform employees about: the dangers of drug abuse in the workplace; the university's policy of maintaining a drug-free workplace; any available drug counseling, rehabilitation, and employee assistance programs and the penalties that may be imposed upon employees for drug abuse violations occurring in the workplace.
- D. Each employee will be provided a copy of this policy and accompanying University Regulation.

(06-20-97)

## R04.02.040. Drug-Free Workplace

Regents' Policy 04.02.040 prohibits the unlawful manufacture, distribution, dispensing, possession, or use by an employee of a controlled substance in any

workplace of the university. The following steps will be taken to provide a drug-free workplace.

- A. Each major administrative unit (MAU) will publish a statement notifying employees that the violation of such prohibition will subject them to appropriate disciplinary action.
- B. Each MAU will establish a drug-free awareness program to inform employees about:
  - 1. The dangers of drug abuse in the workplace;
  - 2. The university's policy of maintaining a drugfree work-place; and
  - 3. The availability of drug counseling, rehabilitation and employee assistance programs; and
  - 4. The penalties that the university may impose for drug abuse violations occurring in the workplace.
- C. As a condition of employment, each employee shall abide by the terms of P04.02.040 and this regulation.
- D. The university will take one or more of the following personnel actions against an employee who violates P04.02.040 or this regulation:
  - 1. Require the employee to participate satisfactorily in a drug abuse assistance or rehabilitation program approved by the university;
  - 2. Impose a sanction up to and including termination for cause.

Violations of policy or regulation which are also violations of federal or state law may be referred to the appropriate agencies. In such situations, cases may proceed concurrently at the university and in the criminal justice system.

- E. As a condition of employment, each employee shall notify the human resources office in writing of any conviction for a violation of a criminal drug statute occurring in the workplace no later than five calendar days after such conviction.
  - 1. Within ten calendar days after the university learns of a conviction of an employee who is engaged in

the performance of an award of federal financial assistance, the university shall give written notice to every federal agency on whose award the convicted employee was working.

2. Within 30 calendar days after the university learns of a conviction, the university shall take personnel action as prescribed in paragraph D. above.  
(08-07-14)

**P05.12.104. Marijuana and Other Illegal Substances.**

Possession or use of marijuana or any other substance controlled pursuant to 21 U.S.C. 841 et seq. anywhere on university property is prohibited. Violations of this policy will result in disciplinary action, as provided by applicable university regulation, campus procedures, and all applicable laws and regulations.

(06-20-97)

See the following charts for specific substances and their effects  
**DRUGS OF ABUSE/USES AND EFFECTS**

Drugs Narcotics	CSA Schedules	Trade or Other Names	Medical Uses	Dependence Physical/Psychological/Tolerance	Usual Method	Possible Effects	Effects of Overdose	Withdrawal Syndrome
Heroin	Substance I	Diamorphine, Horse, Smack, Black tar, Chiva, Negra (black tar)	None in the U.S.	High/High/Yes	Injected, Snorted, Smoked	Euphoria, drowsiness, respiratory depression, constricted pupils, nausea	Slow and shallow breathing, clammy skin, convulsions, coma, possible death	Watery eyes, runny nose, yawning, loss of appetite, irritability, tremors, panic, cramps, nausea, chills and sweating
Morphine	Substance II	MS-Contin, Roxanol, Oramorph SR, MSIR	Analgesic	High/High/Yes	Oral, Injected			
Hydrocodone	Substance II, Product III, V	Hydrocodone w/ Acetaminophen, Vicodin, Vicoprofen, Tussionex, Lortab	Analgesic, Antitussive	High/High/Yes	Oral			
Hydromorphone	Substance II	Dilaudid	Analgesic	High/High/Yes	Oral, Injected			
Oxycodone	Substance II	Roxicet, Oxycodone w/ Acetaminophen, OxyContin, Endocet, Percocet, Percodan	Analgesic	High/High/Yes	Oral			
Codeine	Substance II, Product III, V	Acetaminophen, Guaifenesin or Promethazine w/Codeine, Fiorinal, Fioricet or Tylenol w/Codeine	Analgesic, Antitussive	Moderate/Moderate/Yes	Oral, Injected			
Other Narcotics	Substance II, III, IV	Fentanyl, Demerol, Methadone, Darvon, Stadol, Talwin,	Analgesic, Antitussive, Antidiarrheal	High-Low/High-Low/Yes	Oral, Injected, Snorted, Smoked			

Drugs Depressants	CSA Schedules	Trade or Other Names	Medical Uses	Dependence Physical/Psychological/Tolerance	Usual Method	Possible Effects	Effects of Overdose	Withdrawal Syndrome
Gamma Hydroxybutyric Acid	Substance I, Product III	GHB, Liquid Ecstasy, Liquid X, Sodium, Oxybate, Xyrem	None in the U.S.	Moderate/Moderate/Yes	Oral	Slurred speech, disorientation, drunken behavior without odor of alcohol, impaired memory of events, interacts with alcohol	Shallow respiration, clammy skin, dilated pupils, weak and rapid pulse, coma, possible death	Anxiety, insomnia, tremors, delirium, convulsions, possible death
Benzodiazepines	Substance IV	Valium, Xanax, Halcion, Ativan, Restoril, Rohypnol (Rohypnol), Klonopin	Antianxiety, Sedative, Anticonvulsant, Hypnotic, Muscle Relaxant	Moderate/Moderate/Yes	Oral, Injected			
Other Depressants	Substance I, II, III, IV	Ambien, Sonata, Meprobamate, Chloral Hydrate, Barbiturates, Methaqualone (Quaalude)	Antianxiety, Sedative, Hypnotic	Moderate/Moderate/Yes	Oral			

Drugs Stimulants	CSA Schedules	Trade or Other Names	Medical Uses	Dependence Physical/Psychological/Tolerance	Usual Method	Possible Effects	Effects of Overdose	Withdrawal Syndrome
Cocaine	Substance II	Coke, Flake, Snow, Crack, Coca, Blanca, Perico, Nieve, Soda	Local anesthetic	Possible/High/Yes	Injected, Snorted, Smoked	Increased alertness, excitation, euphoria, increased pulse rate and blood pressure, insomnia, loss of appetite	Agitation, increased body temperature, hallucinations, convulsions, possible death	Apathy, long periods of sleep, irritability, depression, disorientation
Amphetamine/ Methamphetamine	Substance II	Crank, Ice, Cristal, Krystal Meth, Speed, Adderall, Dexedrine, Desoxyn	Attention deficit/ Hyperactivity Disorder, Narcolepsy, Weight control	Possible/High/Yes	Oral, Injected, Smoked			
Methylphenidate	Substance II	Ritalin (Illy's), Concerta, Focalin, Metadate	Attention deficit/Hyperactivity Disorder	Possible/High/Yes	Oral, Injected, Snorted, Smoked			
Other Stimulants	Substance III, IV	Adipex P, Ionamin, Prelu2, Didrex, Provigil	Vasoconstriction	Possible/Moderate/Yes	Oral			

Drugs Hallucinogen	CSA Schedules	Trade or Other Names	Medical Uses	Dependence Physical/Psychological/Tolerance	Usual Method	Possible Effects	Effects of Overdose	Withdrawal Syndrome
MDMA and Analogues	Substance I	(Ecstasy, XTC, Adam), MDA (Love Drug), MDEA (Eve), MBDB	None	None/Moderate/Yes	Oral, Snorted, Smoked	Heightened senses, teeth grinding and dehydration	Increased body temperature, electrolyte imbalance, cardiac arrest	Muscle aches, drowsiness, depression, acne
LSD	Substance I	Acid, Microdot, Sunshine, Boomers	None	None/Unknown/Yes	Oral	Illusions and hallucinations, altered perception of time and distance	(LSD) Longer, more intense "trip" episodes	None
Phencyclidine and Analogues	Substance I, II, III	PCP, Angel Dust, Hog, Loveboat, Ketamine (Special K), PCE, PCPy, TCP	Anesthetic (Ketamine)	Possible/High/Yes	Smoked, Oral, Injected, Snorted		Unable to direct movement, feel pain, or remember	Drug seeking behavior
Other Hallucinogens	Substance I	Psilocybe mushrooms, Mescaline, Peyote Cactus, Ayahausca, DMT, Dextromethorphan (DXM)	None	None/None/Possible	Oral			

Drugs Cannabis	CSA Schedules	Trade or Other Names	Medical Uses	Dependence Physical/Psychological/Tolerance	Usual Method	Possible Effects	Effects of Overdose	Withdrawal Syndrome
Marijuana	Substance I	Pot, Grass, Sinsemilla, Blunts, Mota, Yerba, Grifa	Federally None	Unknown/Moderate/Yes	Oral, Smoked	Euphoria, relaxed inhibitions, increased appetite, disorientation	Fatigue, paranoia, possible psychosis	Occasional reports of insomnia, hyperactivity, decreased appetite
Tetrahydrocannabinols	Substance I, Product III	THC, Marinol	Antinauseant, Appetite Stimulant	Yes/Moderate/Yes	Oral, Smoked			
Hashish and Hashish Oil	Substance I	Hash, Hash Oil	None	Unknown/Moderate/Yes	Oral, Smoked			

Drugs Anabolic Steroids	CSA Schedules	Trade or Other Names	Medical Uses	Dependence Physical/Psychological/Tolerance	Usual Method	Possible Effects	Effects of Overdose	Withdrawal Syndrome
Testosterone	Substance III	Depo Testosterone, Sustanon, Sten, Cypt	Hypogonadism	Unknown/Unknown/Unknown	Injected	Virilization, edema, testicular atrophy, gynecomastia, acne, aggressive behavior	Unknown	Possible Depression
Other Anabolic Steroids	Substance III	Parabolan, Winstrol, Equipose, Anadrol, Dianabol, Primabolin Depo, D-Ball	Anemia, Breast cancer	Unknown/Yes/Unknown	Oral, Injected			

Drugs Inhalants	Trade or Other Names	Medical Uses	Dependence Physical/Psychological/Tolerance	Usual Method	Possible Effects	Effects of Overdose	Withdrawal Syndrome
Amyl and Butyl Nitrite	Pearls, Poppers, Rush, Locker Room	Angina (Amyl)	Unknown/Unknown/No	Inhaled	Flushing, hypotension, headache	Methemoglobinemia	Agitation
Nitrous Oxide	Laughing Gas, Balloons, Whippets	Anesthetic	Unknown/Low/No	Inhaled	Impaired memory, slurred speech, drunken behavior, slow onset vitamin deficiency, organ damage	Vomiting, respiratory depression, loss of consciousness, possible death	Trembling, anxiety, insomnia, vitamin deficiency, confusion, hallucinations, convulsions
Other Inhalants	Adhesives, Spray paint, Hair spray, Dry cleaning fluid, Spot remover, Lighter fluid	None	Unknown/High/No	Inhaled			

Drugs	Trade or Other Names	Medical Uses	Dependence Physical/Psychological/Tolerance	Usual Method	Possible Effects	Effects of Overdose	Withdrawal Syndrome
Alcohol	Beer, Wine, Liquor	None	High/High/Yes	Oral	Impaired memory, slurred speech, drunken behavior, slow onset vitamin deficiency, organ damage	Vomiting, respiratory depression, loss of consciousness, possible death	Trembling, anxiety, insomnia, vitamin deficiency, confusion, hallucinations, convulsions

## DRUG AND ALCOHOL COUNSELING RESOURCES

<b>Anchorage</b>	Alcoholics Anonymous	(907) 272-2312
	Al-Anon and Alateen	(907) 276-6646
	Cook Inlet Tribal Council Recovery Service	(907) 793-3600
	Narcotics Anonymous	(907) 277-5483
	Intervention Hotline	(907) 272-1174
<b>Bethel</b>	Yukon-Kuskokwim Health Corporation	(907) 543-6000
<b>Cordova</b>	Cordova Community Medical Center	(907) 424-8000
<b>Dillingham</b>	Bristol Bay Area Health Corporation	(907) 842-5201
<b>Fairbanks</b>	Alcoholics Anonymous	(907) 456-7501
	Al-Anon	(907) 456-6458
	Family Recovery Center	(907) 458-5540
	Fairbanks Memorial Hospital	(907) 458-5540
	Ralph Perdue Center	(907) 452-6251
	Tanana Chiefs Conference Counseling Center	(907) 459-3800
<b>Homer</b>	Alcoholics Anonymous	(907) 235-6822
	South Peninsula Behavioral Health Services	(907) 235-7701
<b>Juneau</b>	Alcoholics Anonymous	(907) 586-1161
	Rainforest Recovery	(907) 796-8690
<b>Kenai/Soldotna</b>	Alcoholics Anonymous	(907) 262-2496
	Cook Inlet Council on Alcohol and Drug Abuse	(907) 283-3658
<b>Ketchikan</b>	Alcoholics Anonymous	(907) 225-5154
	Gateway Center for Human Services	(907) 225-4135
	Ketchikan Indian Corp. Behavior Health	(907) 228-9203
<b>Kodiak</b>	Alcoholics Anonymous	(907) 942-0922
	Kodiak Area Native Association	(907) 286-2205
	Kodiak Women's Resource and Crisis Center	(907) 486-6171
	Providence Kodiak Island Counseling Center	(907) 486-3281
<b>Kotzebue</b>	Maniilaq Counseling Services	(907) 442-7400
<b>Nome</b>	Norton Sound Community Mental Health Center	(907) 443-3311
<b>Palmer/Wasilla</b>	Alaska Family Services 24-hr Crisis Line	(907) 746-4080
	Alaska Family Services Treatment Center	(907) 376-4000
	Alcoholics Anonymous	(907) 376-4777
	Mat-Su Health Services	(907) 376-2411
	Starting Point (Wasilla)	(907) 376-6116
<b>Seward</b>	Seaview Community Services	(907) 224-5257
<b>Sitka</b>	Alcoholics Anonymous	(907) 747-8866
	Sitka Counseling & Prevention Services	(907) 747-3636
	Raven's Way (SEARHC)	(907) 770-3063
<b>Valdez</b>	Providence Valdez Counseling Center	(907) 835-2838
	Valdez Public Health	(907) 835-4612
<b>ALL AREAS</b>	<b>National Institute on Drug Abuse Hotline</b>	<b>(800) 662-HELP</b>