

DRUG-FREE SCHOOLS, CAMPUSES AND WORKPLACES

DRUG USE AND ALCOHOL ABUSE PREVENTION PROGRAM



Students and Employees of Colorado Mesa University:

This Drug-Free Information Newsletter is provided to you in compliance with federal law. Should you have questions or require further information about the policies, health risks, legal sanctions, or treatment programs relating to illicit drugs and alcohol, please contact the university's student services or human resources offices, counseling center, or health service.

October 2013

Colorado Mesa University
Policy Prohibiting the Unlawful Possession, Use or Distribution of Illicit Drugs and Alcohol
by Students and Employees

A. Standards of Conduct. The Trustees hereby prohibit the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees on the property or as part of the activities of the University, except as set forth in Section 4.13.

B. Disciplinary Sanctions. Students and employees who violate the foregoing standards of conduct shall be subject to disciplinary sanctions which may include, without limitation, completion of an appropriate rehabilitation program, reprimand, probation, suspension from the University, expulsion from the College, corrective action, a fine, temporary adjustment of pay to a lower step in the assigned pay grade, demotion, reassignment with or without a salary adjustment, suspension with or without pay, and termination. Disciplinary sanctions shall be consistent with local, state and federal law and shall be administered in accordance with applicable student disciplinary procedures, state personnel system rules and procedures, and Handbook for Professional Personnel policies. In addition to the foregoing disciplinary sanctions, violations shall be reported to law enforcement authorities for criminal prosecution.

C. Definitions:

1. "Illicit drugs" means controlled substances listed in Schedules I-V of the Controlled Substances Act, 21 U.S.C. 812, and related federal regulations, as they may be amended from time to time, and as defined in Title 18, Article 18, Parts 1 and 2 of the Colorado Revised Statutes as it may be amended from time to time. "Illicit drugs" shall include controlled substance analogs as defined by federal and state law.

2. "Alcohol" means any fermented malt beverage or malt, vinous, or spirituous liquors; except that "alcohol" shall not include confectionery containing alcohol containing less than six and twenty-five hundredths percent by volume or five percent by weight.

3. "Property" shall mean any real or personal property owned, leased, chartered or occupied by the University including, but not limited to, motor vehicles, boats and aircraft.

4. "Activities" shall mean any act or event sponsored or participated in by the University, including its constituent administrative units and approved student organizations. Without limitation, "activities" shall include all intercollegiate and intramural athletic events; faculty, staff and student meetings; conferences; field trips; retreats and all other acts or events for which the University (including approved student organizations) pays expenses, or provides facilities, services, supplies or transportation. "Activities" shall not include incidental work- or study-related activities which students or employees perform in their personal, off-campus residences (e.g., studying, class preparation, writing or reading) or purely social events, which are held off-campus and are organized or attended by students or employees solely in their personal capacities.

D. Implementation. The University shall implement a drug and alcohol abuse prevention program which, at a minimum, meets the requirements of the Drug-Free Schools and Communities Act Amendments of 1989, 20 U.S.C. §1145(g), and shall review its program biennially to determine its effectiveness, implement changes if needed and ensure that the sanctions authorized by this policy are consistently enforced.

E. Other Policies. This policy is supplemental to and does not supersede or repeal other related State policies, including the State of Colorado Substance Abuse Policy promulgated by the Governor.

Colorado Mesa University Drug-Free Workplace Policy Statement

The unlawful manufacture, distribution, sale, dispensation, possession or use of a controlled substance in the workplace, in a state-owned vehicle, or on other university property by employees of the University is prohibited.

As a term of his or her employment, every University employee shall:

1. Abide by the terms of this Policy Statement; and
2. Notify the appropriate personnel officer of any criminal drug statute conviction for a violation occurring in the workplace, in a state-owned vehicle, or on other university property no later than five days after such conviction.

Any employee who violates the provisions of this Policy Statement shall be subject to appropriate disciplinary action, which may include termination. This Policy Statement shall be included in the Handbook.

This policy prohibits you from using, possessing, distributing, dispensing or manufacturing a controlled substance in your workplace, in a state-owned vehicle, or on other University property.

"Controlled substances" means drugs and substances listed in Schedules I-V of the Controlled Substances Act, 21 U.S.C. 812 and related federal regulations, as they may be amended from time to time, and Article 18 of Title 18, of the Colorado Revised Statutes, Uniform Controlled Substances Act of 1992, as it may be amended from time to time. For purposes of the policy "controlled substances" includes controlled substance analogs as defined by federal and state law.

"Employees" include faculty, professional personnel, classified staff and students employed in hourly, state, or federal work-study jobs.

You have agreed to abide by this policy as a term of your employment. If you violate this policy by unlawfully using, possessing, distributing, dispensing or manufacturing a controlled substance in the workplace, in a state-owned vehicle, or on university property, you will be subject to appropriate disciplinary action which may include termination of your employment.

Reporting Convictions: If you are found guilty of, plead no contest to, or are sentenced for violating a state or federal criminal drug statute occurring in the workplace, in a state-owned vehicle, or on university property, you must report your conviction to the University Human Resources Office within 5 days. If you fail to report a conviction for a criminal drug offense occurring in the workplace, you will be subject to appropriate disciplinary action, which may include termination of your employment.

If you are convicted of a criminal drug offense **occurring in the workplace, in a state-owned vehicle, or on university property**, you will be subject to appropriate disciplinary action which may include termination of your employment or, if warranted, satisfactory participation in a drug abuse assistance or rehabilitation program.

The Dangers of Drug Abuse in the Workplace. The dangers of abusing drugs in the workplace and the health risks associated with drug use are described in this publication.

Available Drug Counseling, Rehabilitation and Employee Assistance Programs are listed in this publication. As state employees, you may wish to contact the Colorado State Employees Assistance Program (C-SEAP) for counseling or additional information. C-SEAP handles all inquiries and requests confidentially. Colorado Mesa University employees should call C-SEAP at 1-800-821-8154, or 255-5784. Students may contact Student Services, Lowell Heiny Hall, Room 107 – (970)248-1366, or Human Resources, Lowell Heiny Hall, Room 240 – (970) 248-1820.

HEALTH RISKS AND WORKPLACE HAZARDS ASSOCIATED WITH ILLICIT DRUG USE AND ALCOHOL ABUSE

This is a brief summary of some of the principal health risks and workplace hazards associated with the use of illicit drugs and alcohol. It is neither comprehensive nor exhaustive. For more detailed information concerning the dangers of drugs and alcohol, you should consult your doctor or a drug and alcohol rehabilitation counselor.

Alcohol

Health Risks -- Alcohol (beer, wine, liquor) is a drug that, like the sedatives, depresses the central nervous system. Even small doses significantly impair the judgment and coordination required to drive a car safely. Drinking and driving is the leading cause of fatal automobile accidents. Alcohol use also contributes to many falls, drownings, other accidents and aggressive acts including spouse and child abuse. Moderate to high doses severely impair muscular coordination, memory and judgment. Very high doses cause respiratory depression and death. Mixing alcohol with sedatives or other central nervous system depressants is extremely dangerous and often fatal. Repeated use of alcohol can lead to addiction. Withdrawal symptoms may be life threatening. Long-term consumption of large quantities of alcohol can also cause permanent and sometimes fatal damage to such vital organs as the heart, liver, pancreas and brain. Alcohol use during pregnancy can lead to irreversible physical abnormalities and mental retardation (fetal alcohol syndrome or FAS) in children.

Workplace Hazards -- The dangers of using alcohol in the workplace include impaired coordination, concentration and judgment resulting in dangerous or problem behavior; inability to learn and remember information; excessive absenteeism and tardiness; increased workload and stress on others; and an inability to deal realistically with workplace problems.

Marijuana and its Derivatives

Health Risks -- Marijuana and its derivatives (dope, grass, weed, pot, mary jane, reefer, smoke, hash, THC, etc.) affect the central nervous system. Immediate effects include altered perceptions and time sense, increased heart rate, lower body temperature, a dry mouth and throat, bloodshot eyes and increased appetite. Coordination, short-term memory, concentration and retention of knowledge are impaired. Users often experience acute anxiety reactions. Long-term use can lead to psychological dependence, paranoia and psychosis, lung damage including cancer, and "burnout" (impaired motivation, cognition, concentration and attention).

Workplace Hazards -- The dangers of using marijuana in the workplace include impaired perceptions of time, space and distance and slowed physical reflexes which make operating machinery or driving hazardous and interference with tasks requiring learning, memory and concentration.

Inhalants

Health Risks -- Inhalants (aerosol sprays, solvents, nitrous oxide, laughing gas, amyl and butyl nitrite, poppers, snappers, rush, bullet and climax, etc.) are substances which release toxic or mind-altering vapors. Immediate effects include nausea, sneezing, coughing, nosebleed, and fatigue, lack of coordination and lack of appetite. Aerosol sprays and solvents decrease heart and respiratory rates and impair judgment. Amyl and butyl nitrite cause rapid pulse, headaches and involuntary excretion. Long-term use or use of large amounts of inhalants over a short time can result in disorientation, violent behavior, hepatitis, organ and nervous system damage, coma and death. Use during pregnancy endangers the fetus.

Workplace Hazards -- The dangers of using inhalants in the workplace include impaired judgment, coordination and decision-making that adversely affect job safety and job performance.

Cocaine

Health Risks -- Cocaine (coke, blow, snow, flake, white, lady, nose candy, crack, rock, base) stimulates the central nervous system, elevates blood pressure, heart rate, respiratory rate and body temperature and depresses appetite. Inhaling cocaine can cause a stuffy or runny nose; chronic use ulcerates nasal mucus membranes. AIDS and hepatitis may result

from sharing needles. Tolerance develops rapidly and physical and psychological dependency frequently results. Crack is extremely addictive. Use of cocaine and crack may cause fatal heart attacks and respiratory failure, lung damage, seizures, paranoia, hallucinations, severe depression and psychoses. Use during pregnancy endangers the fetus.

Workplace Hazards -- The dangers of using cocaine and crack in the workplace include impaired judgment and decision-making ability, mood swings, emotional problems, and undependability -- all of which adversely affect job safety and job performance. Cocaine and crack use also contribute to an increased risk of workplace crime.

Stimulants

Health Risks -- Stimulants (amphetamines, methamphetamines, speed, uppers, black beauties, hearts, benzedrine, methedrine, crystal meth, crank, etc.) arouse the central nervous system, elevate blood pressure, heart and respiratory rates, decrease appetite and increase alertness. Other immediate and short-term effects include sweating, headache, blurred vision, insomnia, restlessness, anxiety and depression. High doses can cause rapid or irregular heartbeat, tremors, coordination loss, collapse, stroke, and heart failure. AIDS and hepatitis may result from sharing needles. Long-term use can lead to amphetamine psychosis including hallucinations, delusions and paranoia.

Workplace Hazards -- The dangers of using stimulants in the workplace include impaired vision, judgment, coordination and reflexes, adversely affecting job safety and job performance. Users may become careless because they overestimate their capabilities or because of fatigue resulting from insomnia or hyperactivity. Anxiety, restlessness and irritability can interfere with relationships among employees and hinder job performance.

Depressants

Health Risks -- Depressants (barbs, downers, reds, yellows, ludes, 714s, valium, etc.) are drugs including barbiturates, tranquilizers and sedative-hypnotics which depress the central nervous system, calm anxiety, relax muscles, reduce heart rate, slow breathing and lower blood pressure. Larger doses may cause slurred speech, staggering gait, lack of coordination, drowsiness, confusion and altered perceptions. Using depressants with alcohol is very dangerous because each reinforces the other's depressant effect on the nervous system. Regular use of depressants leads to tolerance, larger doses and physical and psychological dependence. Overdoses may be fatal. Withdrawal symptoms range from restlessness, insomnia and anxiety to convulsions and death. Children born to mothers who abuse depressants during pregnancy may become physically dependent on the drug and undergo withdrawal symptoms shortly after birth. They may also suffer from birth defects and behavioral problems.

Workplace Hazards The dangers of using depressants in the workplace include impaired coordination, reflexes, concentration and judgment leading to accidents and poor performance of tasks requiring dexterity, alertness or mental acuity.

Hallucinogens

Health Risks -- Hallucinogens (LSD, acid, PCP, angel dust, mescaline, peyote, psilocybin, mushrooms, etc.) affect perception, sensations, thinking, self-awareness and emotions. Physical effects include elevated heart rate, blood pressure and body temperature, sweating, depressed appetite, nausea, insomnia and tremors. Psychological effects include altered perceptions, hallucinations, severe panic reactions, loss of control, psychotic episodes and "flashbacks." PCP use blocks pain receptors and may result in violence and self-inflicted injuries as well as incoherent speech and impaired coordination. Chronic PCP use leads to persistent memory problems, speech difficulties, mood disorders, paranoia, violent behavior and hallucinations. Because hallucinogens distort perceptions and judgment, they increase the likelihood of accidents and suicide attempts.

Workplace Hazards -- The dangers of using hallucinogens in the workplace include accidents caused by distorted perceptions and judgment, violence toward other employees and an inability to perform tasks requiring alertness, mental acuity and sound judgment.

Narcotics

Health Risks -- Narcotics (heroin, smack, horse, skag, junk, brown sugar, black tar, demerol, deluded, morphine, opium, paregoric, codeine, fentanyl percodan, talwin, etc.) initially produce a feeling of euphoria that often is followed by drowsiness, nausea, vomiting, watery eyes, and itching. Narcotics have a high potential for abuse because tolerance develops quickly and addiction is likely. Withdrawal symptoms are often debilitating. Overdoses produce shallow breathing, clammy skin, convulsions, coma and death. Long-term health risks include organ damage. AIDS and hepatitis may result from sharing needles. Addiction in pregnant women can lead to premature, stillborn, or addicted infants who experience severe withdrawal symptoms.

Workplace Hazards -- The dangers of using narcotics in the workplace include disinterest in workplace safety, severely impaired job performance and an increased risk of workplace crime.

Designer Drugs

Health Risks -- Designer drugs are chemical analogs of narcotics, amphetamines and PCP. Some common designer drugs are synthetic heroin, china white and new heroin (narcotic analogs); MDMA or Ecstasy, STP, and DMA (amphetamine analogs); and PCPs and PCE (PCP analogs). Designer drugs are frequently several hundred times stronger than the drugs they are designed to imitate. Amphetamine analogs have some stimulant effects, but are primarily hallucinogens. They have the same adverse effects as stimulants and hallucinogens including nausea, blurred vision, chills or sweating, faintness, anxiety, depression and paranoia. As little as one dose can cause severe neurochemical brain damage. Narcotic analogs have the same adverse effects as narcotics and can cause Parkinson's disease-like symptoms including uncontrollable tremors, drooling, impaired speech, paralysis and irreversible brain damage. PCP analogs have the same adverse effects as PCP including impaired perception, delusions and hallucinations.

Workplace Hazards -- Refer to "Stimulants," "Hallucinogens" and "Narcotics".

Tobacco

Health Risks -- Tobacco (cigarettes, electronic cigarettes, cigars, snuff, chewing tobacco) contains nicotine, a stimulant that causes elevated heart rates and blood pressure. Nicotine is extremely addictive. Tobacco also contains cancer-causing tars and other chemicals. When smoked, tobacco produces carbon monoxide, which reduces the blood's oxygen-carrying capacity and can contribute to hardening of the arteries. Short-term effects include nose, throat and eye irritation. Long-term effects of tobacco use include heart disease, chronic bronchitis, emphysema, and lung and other cancers.

Workplace Hazards -- The dangers of using tobacco in the workplace include increased fire danger, exposure of other employees to the health risks of second-hand smoke and friction between smoking and nonsmoking employees.

Anabolic Steroids

Health Risks -- Anabolic steroids (roids, juice etc.) are a synthetic male hormone used by some athletes to build muscle bulk and strength. In men, adverse effects include withered testicles, impotence, sterility, baldness and development of female-like breasts. In women, adverse effects include menstrual irregularities, enlargement of the clitoris and irreversible development of masculine traits. Both sexes risk developing severe acne, liver abnormalities, liver and other cancers, and cardiovascular disease. Psychological effects in both sexes include depression, very aggressive behavior known as "roid rage" and, occasionally, psychotic episodes.

**LEGAL RISKS
ASSOCIATED WITH ILLICIT DRUGS AND ALCOHOL ABUSE**

This is a brief summary of a few of the principal criminal sanctions for the unlawful use, possession and distribution of illicit drugs and alcohol. For a detailed description of these and other sanctions, you should refer to title 18 of the Colorado Revised Statutes and titles 18 and 21 of the United States Code.

**This section is for information purposes only and may not reflect current law.
Legal advice should be obtained from a licensed attorney.**

Colorado Law - Uniform Controlled Substances Act of 1992, C.R.S. 18-18-101 *et.seq.*

18-18-404: (1) (a) Except as is otherwise provided for offenses concerning marijuana and marijuana concentrate in, any person who **uses any controlled substance**, except when it is dispensed by or under the direction of a person licensed or authorized by law to prescribe, administer, or dispense the controlled substance for bona fide medical needs, commits a level 2 drug misdemeanor.

18-18-405: It is unlawful for any person knowingly to **manufacture, dispense, sell, or distribute, or to possess with intent** to manufacture, dispense, sell, or distribute, a controlled substance; or to induce, attempt to induce, or conspire with one or more other persons to do so; or possess one or more chemicals or supplies or equipment with intent to manufacture a controlled substance. Any person violating this law commits, depending on the amount and the nature of the substance, an offense ranging from a level 1 drug misdemeanor to a level 1 drug felony. A level 1 drug felony is punishable by 8 – 32 years imprisonment and/or a fine of \$5000 to \$1,000,000.

18-18-406: Any person who **possesses** not more than two ounces of **marijuana** commits a drug petty offense and, upon conviction thereof, shall be punished by a fine of not more than one hundred dollars. A person who possesses more than two ounces of marijuana but not more than six ounces of marijuana commits a level 2 drug misdemeanor. A person who possesses more than six ounces of marijuana but not more than twelve ounces of marijuana or not more than three ounces of marijuana concentrate commits a level 1 drug misdemeanor. A person who possesses more than twelve ounces of marijuana or more than three ounces of marijuana concentrate commits a level 4 drug felony.

The **sale, transfer, or dispensing** of marijuana to a minor is illegal, and punishable upon conviction, as a drug felony, with the penalty based upon the amount of marijuana sold, transferred or dispensed.

To **dispense, sell, distribute, or possess with intent** to manufacture, dispense, sell, or distribute marijuana or marijuana concentrate; or to attempt, induce, attempt to induce, or conspire with one or more other persons, to dispense, sell, distribute, or possess with intent to manufacture, dispense, sell, or distribute marijuana or marijuana concentrate is illegal, and punishable upon conviction, as a drug misdemeanor or drug felony based upon the amount of marijuana.

Cultivating, growing, producing, processing, or manufacturing marijuana or marijuana concentrate is illegal, punishable as a drug felony or misdemeanor.

The **open and public display, consumption, or use of marijuana is illegal**. Such conduct is punishable by a penalty ranging from a fine and community service to imprisonment.

18-18-406.1. It is unlawful for any person to use or possess any amount of any synthetic cannabinoid or salvia divinorum.

In addition to the laws and sanctions described above, other laws and severe sanctions are provided in state law.

Federal Law – 21 U.S.C. 841 et.seq.

It shall be unlawful for any person knowingly or intentionally to manufacture, distribute, or dispense, or possess with intent to manufacture, distribute, or dispense, a controlled substance or to create, distribute, or dispense, or possess with intent to distribute or dispense, a counterfeit substance. Depending upon the person's action and the nature and quantity of the controlled substance, penalties range from 10 years in prison to life in prison and/or fines of up to \$1,000,000.00.

RESOURCE DIRECTORY: DRUG AND ALCOHOL TREATMENT PROGRAMS

Drug or alcohol counseling, treatment, rehabilitation or re-entry programs are available to employees and/or students through the following resources:

Adult Adolescent Treatment/Family Counseling Center

726 Colorado Ave.
Grand Junction, CO 81501
(970)245-6624

Veteran's Hospital

2121 North Ave. – Bldg. 6
Grand Junction, CO 81501
(970)242-0731 Ext. 2024

Grand River Psychiatric Clinic

2516 Foresight Circle #2
Grand Junction, CO 81505
(970)254-8600

Inner Journey Counseling

1141 N. 25th, Suite F
Grand Junction, CO 81501
(970)245-2332 or (970)242-1433

Colorado West Regional Mental Health Center

515 28 3/4 Road, Bldg. A
Grand Junction, CO 81501
(970)241-6023

Colorado West Regional Mental Health Center

902 Taughenbaugh St.
Rifle, CO 81650
(970)625-3582

Salvation Army

903 Grand Ave.
Grand Junction, CO 81501
(970)242-3119

White River Counseling

2004 N 12th Suite 24
Grand Junction, CO 81501
(970)434-6312

Montrose Memorial Hospital

800 South 3rd
Montrose, CO 81401
(800)325-0403

Gateway Youth & Family Services

740 Gunnison Avenue
Grand Junction, CO 81501
(970)245-6004 Ext. 207

Alcoholics Anonymous

1005 N. 12th
Grand Junction, CO 81501
(970)245-9649 (888)333-9649

Colorado West Recovery Services

436 S. 7th
Grand Junction, CO 81501
(970)245-4213

Valley View Youth Recovery

1906 Blake Ave.
Glenwood Springs, CO 81625
(970)945-3440

Behavioral Clinical Services

2004 N. 12th
Grand Junction, CO 81501
(970)241-6500

Colorado West Regional Mental Health Center

6916 Hwy 62
Glenwood Springs, CO 81601
(970)945-1415

Alpha Center Psychological Services

1170 Colorado Ave.
Grand Junction, CO 81501
(970)241-2948

New Memories, Inc.

1229 N. 23rd St. #108
Grand Junction, CO 81501
(970)243-8809

Colorado State Employees Assistance Program - (CSEAP)

(800)821-8154
(970)255-5784

Behavioral Health & Wellness Center

1445 N. 7th
Grand Junction, CO 81501
(970)242-5707



**Acknowledgement of Receipt of
Drug-Free Schools, Campuses &
Workplaces Information**

I herewith acknowledge receipt of a copy of this publication outlining the state and federal laws and policies governing Drug-Free Schools, Campuses and Workplaces.

Name: _____
Please Print

Signature: _____

Date: _____

Verification by Employer

Signature: _____

Date: _____

Title: _____