


AUSTIN PEAY STATE UNIVERSITY
POLICIES AND PROCEDURES MANUAL

Policy Number: 5:051	Supersedes Policy Number: 5:051
Date: August 13, 1990	Dated: April 1, 1989
Subject: Drug-Free Workplace/Campus	
Initiating Authority: Vice President for Student Affairs	TBR Policy/Guideline Reference:
Approved:  President	

I. Policy

It is the policy of this institution that the unlawful manufacture, distribution, possession, use or abuse of alcohol and illicit drugs on the APSU campus, on property owned or controlled by APSU, or as part of any activity of APSU is strictly prohibited. Illicit drugs include such substances as opium derivatives, hallucinogens (like marijuana, mescaline, peyote, LSD, psilocybin), cocaine, amphetamines, codeine, heroine, morphine and other drugs prohibited by law. This definition does not include lawfully prescribed drugs which are being taken under a physician's care. All employees and students are subject to applicable federal, state and local laws related to this matter. Additionally, any violation of this policy will result in disciplinary action as set forth in this statement, Staff Handbook, Faculty Handbook, Student Code of Conduct and in other appropriate university policies.

II. Legal Sanctions

Various federal, state and local statutes make it unlawful to manufacture, distribute, dispense, deliver, sell or possess with intent to manufacture, distribute, dispense, deliver or sell controlled substances. The penalty imposed depends upon many factors which include the type and amount of controlled substance involved, the number of prior offenses, if any, whether death or serious bodily injury resulted from the use of such substance, and whether any other crimes were committed in connection with the use of the controlled substance.

Possible maximum penalties for a first-time violation include imprisonment for any period of time up to a term of life imprisonment, a fine of up to \$4,000,000 if an individual, supervised release, any combination of the above, or all three. These sanctions are doubled when the offense involves either: 1) distribution or possession at or near a school or college campus or, 2) distribution to persons under 21 years of age. Repeat offenders may be punished to a greater extent as provided by statute. Further, a civil penalty of up to \$10,000 may be assessed for simple possession of "personal use amounts" of certain specified substances under federal law. Under state law, the offense of possession or casual exchange is punishable as a Class A misdemeanor; if there is an exchange between a minor and an adult at least two years the minor's senior, and the adult knew that the person was a minor, the offense is classified a felony as provided in T.C.A. #39-17-417.

It is unlawful for any person under the age of twenty-one (21) to buy, possess, transport (unless in the course of his employment), or consume alcoholic beverages, wine, or beer, such offenses being classified Class A misdemeanors punishable by imprisonment for not more than 11 months, 29 days, or a fine of not more than \$2500, or both. It is further an offense to provide alcoholic beverages to any person under the age of twenty-one (21), such offense being classified a Class A misdemeanor. The offense of public intoxication is a Class C misdemeanor punishable by imprisonment of not more than 30 days or a fine of not more than \$50, or both.

III. University Sanctions

APSU will impose the appropriate sanctions on any employee or student who fails to comply with the terms of this policy.

- A. **Employees** (This includes regular and temporary employees, student employees and employees working at the University under the guidelines of federal contract or grant. Compliance with the policy is considered a condition of employment under the terms of the employment contract.)

As a condition of employment, each employee must abide by the terms of this statement and must notify the Director of Payroll/Personnel of any criminal drug statute conviction for a violation occurring in the workplace no later than five days after such conviction. Failure to provide this notification within five days after conviction will result in automatic termination of employment. A conviction includes a finding of guilt, a plea of nolo contendere, or imposition of a sentence by any state or federal judicial body. Possible disciplinary sanctions for failure to comply with this statement, other than notification, may include one or more of the following:

1. termination;
2. suspension;
3. mandatory participation in, and satisfactory completion of, a drug/alcohol abuse program or rehabilitation program;
4. recommendation for professional counseling; and
5. referral for prosecution.

B. Students (This shall mean any person who is registered for study at Austin Peay State University for any academic period. A person shall be considered a student during any period which follows the end of an academic period which the student has completed until the last day for registration for the next succeeding regular academic period, and during any period while the student is under suspension from the University.)

Possible disciplinary sanctions for failure to comply with the terms of this statement may include one or more of the following:

1. expulsion;
2. suspension;
3. probation.

In addition to the above, students may be required to participate in, and satisfactorily complete, a drug/alcohol abuse program or rehabilitation program. Finally, in addition to imposed university sanctions, a student may be referred for criminal prosecution.

As a condition for receiving federal Title IV financial aid, each student must certify that they will not engage in the unlawful manufacture, distribution, dispensation, possession or use of a controlled substance and must notify the Director of Student Financial Aid of any conviction within five days after such conviction. A student convicted of violating the regulation may lose their federally funded financial aid and may be subject to disciplinary action under the Student Code of Conduct.

IV. Health Risks Associated With the Use of Illicit Drugs and the Abuse of Alcohol

There are many health risks associated with the use and the abuse of alcohol. Alcohol is a central nervous system (CNS) depressant. Despite the appearance of drunkenness or sobriety, all individuals, at increasing blood levels, experience impairment of CNS functions. As the blood alcohol concentration rises, there is the corresponding appearance of disinhibitions, diminution of judgment, erratic emotions and loss of coordination and reflex activity. At blood alcohol concentrations of .40, the individual is often unresponsive. At blood alcohol

concentrations of .50, there can be sufficient depression of the CNS functioning to cause death from respiratory arrest. Though alcohol's acute effects on the CNS account for the most dramatic and observable phenomena associated with drinking, virtually no organ system is impervious to the acute and chronic presence of alcohol. Among the problems that may be encountered in otherwise healthy individuals are sleep disorders, gastrointestinal complaints, vague complaints of dysphoria, eating disorders, or anxiety disorders. Chronic alcohol use results in cardiomyopathy, folic acid deficiency and resulting anemia, hepatomegaly, hepatitis, cirrhosis, hypoglycemia, depression and/or suicide. An infant of an alcoholic mother can be born with Fetal Alcohol Syndrome.

Drugs other than alcohol cause symptoms related to the drug's classification. Some of the commonly used illicit drugs will be discussed. All the illicit drugs described below will cause addiction in susceptible individuals. The addiction may be psychological, physical or both. Additionally, the illicit use of drugs increases the risk of contracting hepatitis, AIDS and other infections. If used excessively, the use of alcohol or drugs singularly or in certain combinations may cause death.

Cocaine is a local mucosal anesthetic and stimulant of the CNS. The sense of stimulation received from cocaine probably results from the release of dopamine, a neurotransmitter. Dopamine is associated with pleasure and a sense of alertness. Chronic cocaine use eventually leads to blockage of the re-uptake sites of the original dopamine projector cells. This results in dopamine depletion, basically rendering the individual incapable of feeling pleasure without the drug. Chronic users experience cocaine-triggered seizures or psychotic behavior. Cocaine is among the most reinforcing of drugs. An individual using the drug experiences a strong compulsion to take more of the drug each time it is used. The speed and probability of addiction differs for each individual, but for those with a personal or family history of drug addiction or alcoholism, addiction is significantly increased. Cocaine causes psychological and physiological changes. The psychological symptoms are depression, intense anxiety, confusion, hallucinations, irritability, poor concentration, compulsive lying, withdrawal from normal activities, paranoia and mental illness indistinguishable from schizophrenia. The physiological symptoms are increased blood pressure, tachycardia, myocardial infarction, myocardial rupture, increased body temperature, insomnia, fatigue, cold sweats, pale skin color, tremors, weight loss, decreased libido, vomiting, dilated pupils and seizures. Fetal addiction can occur if the drug is used during pregnancy.

Marijuana is a complex drug with over 400 chemical ingredients. Among them are some 70 cannabinoids, or psychoactive elements, the most significant being Tetrahydrocannabinol, or THC. Burning marijuana results in as many as 2000 secondary chemicals. Marijuana affects cell function, cell division and cell immunity. The CNS effects of marijuana result from the enlargement of the nerve cell synaptic cleft. This results in poor transmission of nerve cell impulses between these cells, producing far-reaching negative effects on the CNS. Marijuana negatively affects comprehension, memory, sleep, mood, coordination and

vision. Sinusitis, bronchitis and lung cancer can result from the respiratory effects of drug usage. Cardiovascular symptoms include an elevated blood pressure and tachycardia. Marijuana also affects male and female sexuality. THC acts to lower testosterone levels in males and increase them in females. This results in diminishing of secondary sex characteristics. Moderate-to-heavy use, especially during the years 12-17, can result in infertility. Birth defects have been associated with use during pregnancy.

Amphetamines, commonly called "pep pills," are CNS stimulants. Amphetamines and amphetamine-like drugs are sympathomimetics whose main sites of activity appear to be the cerebral cortex and the reticular activating system. Amphetamines promote nerve impulse transmission by releasing stored norepinephrine from nerve terminals in the brain. The CNS symptoms secondary to use include restlessness, tremors, hyperactivity, talkativeness, insomnia, irritability, dizziness, headache, chills, overstimulation and dysphoria. Cardiovascular effects include tachycardia, palpitations, hypertension and hypotension. Nausea, vomiting, cramps, dry mouth, diarrhea, constipation, metallic taste, anorexia, weight loss and itching can be attributed to the drug's effect on the gastrointestinal system. Other possible symptoms are impotence and changes in libido.

Barbiturates' mechanism for action have not been defined completely, but they probably interfere with transmission of impulses from the thalamus to the brain cortex. This classification of drugs is commonly referred to as "downers." Barbiturates cause CNS symptoms, such as drowsiness, lethargy, hangover and paradoxical excitement in the elderly. Nausea, vomiting and gastrointestinal problems are also symptoms of use. Others symptoms include a rash, itching and angioedema.

V. Available Drug and Alcohol Prevention, Counseling, Treatment, Rehabilitation Programs and Employee/Student Assistance Programs

The Alcohol and Drug Prevention Office provides prevention programming for APSU students. The Personnel Office, in cooperation with the Alcohol and Drug Prevention Office and Counseling Services, provides prevention programming for APSU employees.

On-campus help is available to assist employees and students with alcohol and drug-related problems. Counseling Services, in the Division of Student Affairs, provides confidential screening, assessment and referral services with the support of the various community agencies. These agencies include: KOALA Center, Baptist Care Unit, Chemical Dependency Services of Middle Tennessee Medical Center, Harbours at Brentwood, Vanderbilt Child and Adolescent Psychiatric Hospital, New Beginnings at University Medical Center, Parthenon Pavilion, Dede Wallace Health Care Systems, Bradford at Parkview Towers, Hilldale Recovery, Harriett Cohn Mental Health Center and Cumberland Hall.

Also available on campus are various 12-step self-help groups including AA and ACOA. Other groups are available in the community such as AA, NA, Al-Anon, ACOA and Co-Dependency.

Additionally, the State of Tennessee has implemented a statewide Employee Assistance Program (EAP) which is available to APSU employees and their dependents. This program provides assessment and counseling covering a broad range of problems that may affect the ability of the employee to function effectively at work or at home. Counseling on alcohol and drug-related problems is included within the scope of the program. Assistance is available at any time by calling 1-800-468-8369.

NOTE: This statement is being distributed to all Austin Peay State University (APSU) employees, including faculty, and students in compliance with the provisions of the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act Amendments of 1989. Austin Peay will provide a "drug-free" environment for its employees and students.