



## **To All Employees of the Allegheny College Community**

Allegheny College is committed to providing a drug-free, healthful, safe, and secure work environment. Use or abuse of alcohol or any other drug in a manner that affects or impairs an individual's ability to carry out his or her job responsibilities is prohibited. In addition, the Drug-Free Workplace Act of 1988 requires that federal grant recipients take several very specific steps to ensure a drug-free workplace.

In 1989, Congress passed the Drug-Free Schools and Communities Act Amendments (Public Law 101-226) to the higher Education Act of 1965. Those amendments require that -- as a condition of receiving funds or any other form of financial assistance under any Federal program after October 1, 1990 -- all institutions of higher learning must certify that they have adopted and implemented a program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees. This notice is provided to all members of the Allegheny College community in compliance with that law. Allegheny employees and students are also subject to laws of the Commonwealth of Pennsylvania.

Federal regulations require that this notice include a description of:

- The standards of conduct that prohibit the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on Allegheny College property or as part of any of its activities;
- The applicable legal sanctions under local, state or federal law for the unlawful possession or distribution of illicit drugs and alcohol;
- The health risks associated with the use of illicit drugs and the abuse of alcohol;
- The drug and alcohol counseling, treatment, rehabilitation, and re-entry programs available to Allegheny community members; and
- The College sanctions for violation of the standards of conduct.

If you have any questions about this law or related matters, please feel free to call the Office of Human Resources. All inquiries will be handled confidentially unless otherwise directed.

For detailed information regarding the Drug Free Schools and Communities Act Amendments, please reference the Human Resources website, under Summary of Benefits:

<https://sites.allegheny.edu/hr/files/2022/10/DrugFreePolicy.pdf>

Nicole R. Ross  
Director of Human Resources

### **Standards of Conduct Related to Drugs and Alcohol**

It is the policy of Allegheny College that the unlawful manufacture, dispensation, use, possession, consumption or distribution of illicit drugs and alcohol by employees on College property or as part of any of its activities is strictly prohibited.

The College will impose disciplinary sanctions on employees for violations of this Policy, based on the severity of the violation, up to and including termination of employment and referral for prosecution consistent with local, state and federal law.

As a condition of employment or continued employment with the College, all employees will be required to: (a) abide by the terms of Allegheny College's policy statement and (b) notify Allegheny College in writing within five calendar days after receiving notice of any criminal drug statute conviction for a violation occurring in a workplace.

### **Legal Sanctions**

Allegheny College is committed to the education of students, faculty, and staff regarding the dangers of alcohol and other drug abuse. The College adheres to the laws and the regulations that the state has mandated through the Pennsylvania Crimes Code and Act 31 (enacted March, 1988). The College does not tolerate or condone the misuse or abuse of alcoholic beverages. Any person violating the specific offenses outlined in the Pennsylvania Crimes Code is subject to external prosecution through the criminal justice system.

- In Pennsylvania, the purchase, consumption, transportation, or possession of liquor or malt or brewed beverages by a person younger than 21 may result in a sentence to pay a fine of not more than \$500 for the first offense and not more than \$1,000 for the second and each subsequent violation. (18 Pa.C.S.A. § 6308)
- Misrepresentation of age to procure or have furnished any liquor or malt or brewed beverages for oneself is a summary offense punishable by a fine of up to \$300 for a first offense and is a misdemeanor of the third degree punishable by a fine of up to \$500 for a subsequent offense. (18 Pa.C.S.A. § 6307)
- Misrepresentation of the age of another for the purpose of inducing someone to sell or furnish any liquor or malt or brewed beverages to that person is a misdemeanor of the third degree punishable by a fine of not less than \$300. (18 Pa.C.S.A. § 6309)
- The intentional and knowing sale or furnishing of any liquor or malt or brewed beverages to a person less than 21 years of age is a misdemeanor of the third degree punishable by a fine of not less than \$1,000 for a first offense and \$2,500 for subsequent offenses. (18 Pa.C.S.A. § 6310.1)
- Manufacturing, making, altering, selling or attempting to sell a false identification card representing the identity, birth date or age of another is a misdemeanor of the second degree punishable by a fine

of not less than \$1,000 for a first offense and not less than \$2,500 for subsequent offenses. (18 Pa.C.S.A. § 6310.2)

- The penalties for the unlawful possession, use, or distribution of illicit drugs are more diverse than those governing underage drinking and vary depending on the nature of the drug involved and the nature of the activity. For example, unlawful possession of 30 grams or less of marijuana or eight grams or less of hashish, for example, is a misdemeanor punishable by a term of imprisonment of up to 30 days and a fine of up to \$500 or both. (35 P.S. §780-113[a][31] and [g])
- At the other end of the scale, the manufacture, delivery, or possession with intent to manufacture or deliver heroin or other narcotics is a felony carrying a penalty punishable by a term of imprisonment of up to 15 years or a fine of up to \$250,000 or both. (75 P.S. § 780-104; 35 P.S. §780-113[a][30] and [f][1]) A complete summary of penalties related to unlawful possession, use, or distribution of alcohol or illicit drugs can be found in the Campus Police Office. Individuals seeking advice regarding drug- or alcohol-related laws should consult legal counsel.

#### **Other Penalties**

- Drunk driving is a serious crime that results in serious penalties. A first offense is \$300 - \$5,000 in fines, 48 hours - 2 years in prison.
- Public drunkenness may result in a maximum fine of \$300 and 90 days in prison.
- Other violations may include bringing alcoholic beverages into the state without paying Pennsylvania taxes and selling or offering for sale alcoholic beverages without a liquor license. Violations of these laws can result in fines, imprisonment and confiscation of vehicles.

#### **Drugs and Controlled Substances**

Allegheny College supports Act No. 64 (effective June 13, 1972) from the Pennsylvania Crimes Code which states that an individual(s) is in violation of the law if he/she manufactures, uses, sells, delivers, possesses and/or transfer controlled substances. Any employee in violation of any part of this Act is subject to prosecution.

Controlled substances include:

**Schedule I** - Drugs that have a high potential for abuse and no medical use in the U.S., such as LSD, Heroin, Mescaline, Quaaludes, and Marijuana.

**Schedule II** - Drugs having a high potential for abuse, but which are used medically and cause moderate dependency.

**Schedule III** - Drugs with less potential for abuse than those in Schedules I and II. These drugs are used as medicine and are said to cause moderate dependency.

**Schedule IV** - Drugs with less potential for abuse than those in Schedules I, II and III, which are also used medically and are said to cause limited dependency.

**Schedule V** - Drugs with a potential for abuse which are also used medically.

Schedule I drugs may not be dispensed, possessed or used legally under any circumstances. These are all contraband. Schedule II drugs may be used in an emergency when prescribed by a physician. Schedule III, IV and V drugs may be dispensed on a written or oral order of a physician and may be refilled a maximum of 5 times within 6 months of issue.

The penalties for the manufacture, delivery, possession with intent to manufacture or deliver any controlled substance by an unlicensed person are as follows:

**Schedule I and II** drugs (defined as narcotics) - Felony; up to 15 years and/or \$250,000 fine.

**Schedule I, II or III** drugs (other than narcotics) - Felony; up to 5 years and/or \$15,000 fine.

**Schedule IV** drugs - Felony; 3 years and/or \$10,000 fine.

**Schedule V** drugs - Misdemeanor; 1 year and/or \$5,000 fine.

**Health Risks Associated with Drugs and Alcohol**

Although many people do not think of it as such, alcohol is a powerful, mood-altering drug. It is a central nervous system depressant that falls into a class of drugs known as sedative-hypnotics.

Like all drugs, alcohol’s effects depend upon dosage. With alcohol, dosage is measured in terms of standardized drinks or “drink equivalents”. A “drink” is defined as a 12 ounce beer, a 5 ounce glass of these contain approximately the same amount of alcohol. The following two tables describe the effects of varying dosages of alcohol. (<https://awareawakealive.org/educate/blood-alcohol-content>)

		NUMBER OF DRINKS											
		1	2	3	4	5	6	7	8	9	10	11	12
BODY WEIGHT	100 lb.	.038	.075	.113	.150	.188	.225	.263	.300	.338	.375	.413	.450
	110 lb.	.034	.066	.103	.137	.172	.207	.241	.275	.309	.344	.379	.412
	120 lb.	.031	.063	.094	.125	.156	.188	.219	.250	.281	.313	.344	.375
	130 lb.	.029	.058	.087	.116	.145	.174	.203	.232	.261	.290	.320	.348
	140 lb.	.027	.054	.080	.107	.134	.161	.188	.214	.241	.268	.295	.321
	150 lb.	.025	.050	.075	.100	.125	.151	.176	.201	.226	.251	.276	.301
	160 lb.	.023	.047	.070	.094	.117	.141	.164	.188	.211	.234	.258	.281
	170 lb.	.022	.045	.066	.088	.110	.132	.155	.178	.200	.221	.244	.265
	180 lb.	.021	.042	.063	.083	.104	.125	.146	.167	.188	.208	.229	.250
	190 lb.	.020	.040	.059	.079	.099	.119	.138	.158	.179	.198	.217	.237
	200 lb.	.019	.038	.056	.075	.094	.113	.131	.150	.169	.188	.206	.225
	210 lb.	.018	.036	.053	.071	.090	.107	.125	.143	.161	.179	.197	.215
	220 lb.	.017	.034	.051	.068	.085	.102	.119	.136	.153	.170	.188	.205
	230 lb.	.016	.032	.049	.065	.081	.098	.115	.130	.147	.163	.180	.196
	240 lb.	.016	.031	.047	.063	.078	.094	.109	.125	.141	.156	.172	.188

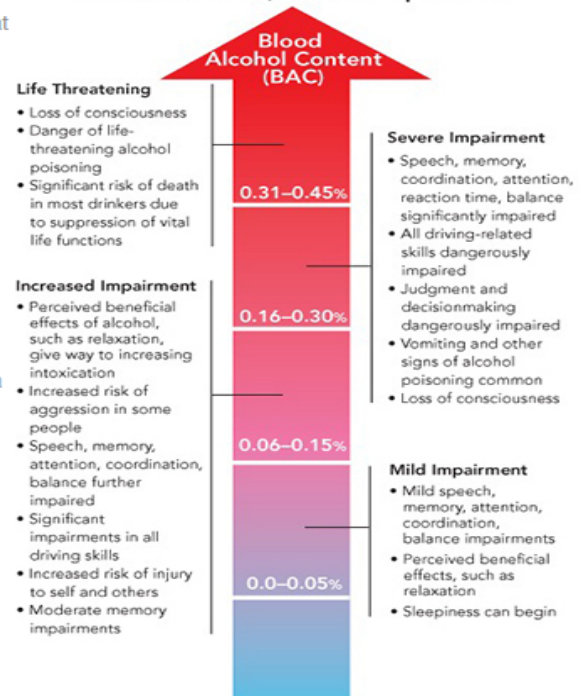
**Blood Alcohol Levels (BAC) and Effects Predictable Effects on Behavior and Mental State**

Blood Alcohol Concentration (BAC) levels represent the percent of your blood that is concentrated with alcohol. A BAC of .10 means that .1% of your bloodstream is composed of alcohol.

Explanation of BAC levels :

- .020 - Light to moderate drinkers begin to feel some effects
- .040 - Most people begin to feel relaxed
- .060 - Judgment is somewhat impaired
- .080 - Definite impairment of muscle coordination and driving skills.
- This is the legal intoxication level in most states.**
- .100 - Clear deterioration of reaction time and control. This is legally drunk in all states.
- .120 - Vomiting usually occurs
- .150 - Balance and movement are impaired. Here the equivalent of a 1/2 pint of whiskey is circulating in the blood stream.
- .200 - Most people begin to experience blackouts
- .300 - Many people lose consciousness
- .400 - Most people lose consciousness and some die
- .450 - Breathing stops. This is a fatal dose for most people.

As BAC Increases, So Does Impairment



## BAC Predictable Effects on Behavior and Mental State

0.02 - 0.03% Few obvious effects; possible mild lightheadedness; mild relaxation; slight loosening of inhibitions; slight loss of shyness, mild intensification of existing mood.

0.05 - 0.06% Slight sedation; feelings of warmth and relaxation; mild euphoria; loss of shyness; emotion and behavior may become exaggerated; deficits in fine motor skills and increased reaction times begin to appear at this level; there may or may not be recognition of these deficits. Driving is risky. (A commonly used term for this condition is “a little buzzed.”)

0.08 - 0.09% Feeling of euphoria; motor skills are clearly impaired; mild speech impairment may become noticeable; balance may be affected; sight and hearing acuity are reduced; judgment is impaired and decisions about further drinking are problematic; ability to evaluate or respond to sexual situations is similarly impaired

0.1 - 0.12% Euphoria; motor skills are markedly impaired; lack of coordination and balance; memory and judgment are markedly impaired; recognition of impairment is lost; people often forget how many drinks they have had; inhibitions are gone; impotence can occur; emotions are exaggerated; increasing belligerence in some; “play” becomes increasingly louder. Driving is extremely dangerous - at 0.10% and beyond, a driver in Pennsylvania can be cited for “driving while intoxicated” (Common term: “faced.”)

0.14 - 0.17% Major impairment of all mental and physical functions; euphoric (pleasant) feelings are beginning to give way to dysphoric (unpleasant) feelings; difficulties in walking, talking, and standing; severe deficits in judgment and perception; “play” becomes increasingly violent; risk of accidental injury to self and others increased; impotence is likely; blackouts (periods of amnesia for all or part of a drinking episode) occur for some at this level; significant loss of control over behavior. (Common term: “hammered.”)

0.20% Dysphoria predominates; the individual feels confused and dazed; movement requires assistance from others; physical harm to self often goes unnoticed or is ignored; the person has the appearance of a “sloppy drunk”; nausea and vomiting may occur; gag reflex is affected and choking can occur if the individual vomits; blackouts are likely; standing upright is difficult. (Common terms: “blotto,” “trashed.”)

0.30% Stuporous; little comprehension of the environment; loss of consciousness can occur; difficult to arouse.

0.35% This is the level of surgical anesthesia; death due to respiratory arrest can occur in a few cases at this level. 0.40% Comatose; absence of perception; death due to respiratory arrest is more likely. >

0.40% Deep coma and death due to anesthesia of nerve centers controlling respiration and heartbeat.

**NOTE:** The effects on an uninitiated drinker may be somewhat greater than those listed in the chart. Conversely, the effects on a heavy drinker will be modified somewhat by the drinker’s tolerance level.

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### **Long-Term Health Risks and Other Medical Problems**

Other medical problems and long-term effects of excessive alcohol consumption can include elevated blood pressure, increased risk of heart attack, pancreatitis, cancer of the mouth and throat, cancer of the digestive system, and cirrhosis of the liver. In males, chronic heavy usage is associated with testicular atrophy and breast enlargement. Women should be aware that consumption of as little as one drink per day sharply increases the risk of breast cancer. Women who drink while pregnant risk the occurrence of fetal alcohol syndrome (FAS) in their unborn children. Fetal alcohol syndrome is associated with birth defects and mental retardation. Another side effect of alcohol consumption is unwanted weight gain. A standard service of alcohol has between 75-150 calories, depending on the type of drink, and merely adding one glass of wine a day to one’s diet can result in a weight gain of ten pounds in a year.

### **Controlled Substances**

Controlled substances have a number of mental and physical effects. Please visit this link from the Drug Enforcement Administration Drug Facts <https://www.dea.gov/factsheets> . For more information please visit this link on Controlled Substances-Use and Effects <https://www.dea.gov/drug-information>.

Drug addiction is a dependence on an illegal drug or a medication. When you're addicted, you may not be able to control your drug use and you may continue using the drug despite the harm it causes. The use of drugs can cause problems at work, home, school, and in relationships, leaving you feeling isolated, helpless, or ashamed. Alcoholism is a primary, chronic disease with genetic, psychological, and environmental factors influencing its development and manifestations. The disease is often progressive and fatal, and is characterized by impaired control over drinking, use of alcohol despite adverse consequences, and distortion in thinking, most notably denial.

*Adapted from U.S. Department of Justice Drug Enforcement Administration "Drugs of Abuse" and from the National Institute on Alcohol Abuse and Alcoholism "Alcohol's Effects on the Body"*

<b>Drug Type</b>	<b>Dependence</b>	<b>Possible Effects</b>	<b>Effects of Overdose</b>	<b>Withdrawal Syndrome</b>
<b>Narcotics</b>	High	Euphoria, drowsiness, respiratory depression, constricted pupils, nausea, vomiting, inability to concentrate, apathy, slowed physical activity, constipation	Slow and shallow breathing, constricted pupils, confusion, clammy skin, convulsions, extreme drowsiness, coma, possible death	Watery eyes, runny nose, yawning, loss of appetite, irritability, tremors, panic, cramps, nausea, vomiting, chills, sweating, restlessness, and severe depression
<b>Depressants</b>	Moderate	Slurred speech, disorientation, drunken behavior without odor of alcohol, impaired memory of events, interacts with alcohol, weakness, headache, blurred vision, slowed breathing, relieve anxiety and muscle spasms, induce sleep	Shallow respiration, clammy skin, dilated pupils, weak and rapid pulse, coma, possible death	Anxiety, insomnia, tremors, delirium, convulsions, psychotic thoughts, possible death
<b>Stimulants</b>	High	Increased alertness, excitation, euphoria, increased pulse rate and blood pressure, insomnia, loss of appetite, hallucinations, dizziness, excessive sweating	Agitation, increased body temperature, hallucinations, convulsions, cardiovascular collapse, possible death	Apathy, long periods of sleep, irritability, depression, disorientation, anxiety
<b>Hallucinogens</b>	Moderate - High	Heightened senses, teeth grinding, dehydration, illusions and hallucinations, altered perception of time and distance, elevated heart rate, increased blood pressure, dilated pupils	Increased body temperature, electrolyte imbalance, cardiac arrest; unable direct movement, feel pain, or remember, respiratory depression, coma, convulsions, seizures	Muscle aches, drowsiness, depression, acne, flashbacks

<b>Cannabis</b>	Moderate	Euphoria, relaxed inhibitions, increased appetite, disorientation, problems with memory, enhanced sensory perception, sedation, bloodshot eyes, decreased blood pressure	Fatigue, paranoia, possible psychosis, nausea	Insomnia, hyperactivity, decreased appetite, irritability
<b>Anabolic Steroids</b>	Unknown	Virilization, edema, testicular atrophy, gynecomastia, acne, aggressive behavior, high cholesterol	Unknown -- adverse effects develop from use of steroids over time	Possible depression
<b>Inhalants</b>	Low - High	Flushing, hypotension, headache, impaired memory, slurred speech, drunken behavior, slow onset vitamin deficiency, organ damage, euphoria, dizziness, weight loss, depression	Methemoglobinemia, vomiting, respiratory depression, loss of consciousness, possible death	Agitation, trembling, anxiety, insomnia, vitamin deficiency, confusion, hallucinations, convulsions
<b>Designer Drugs</b>	High	Euphoria, alertness, confusion, acute psychosis, agitation, combativeness, aggressive, violent, and self-destructive behaviors, hypertension, hyperthermia, teeth grinding, sweating, headaches, seizures, paranoia, hallucinations	Cold and clammy skin, coma, respiratory failure, possible death	Loss of appetite, agitation, irritability, tremors, panic, cramps, nausea, vomiting, chills, sweating, restlessness, severe depression
<b>Alcohol</b>	High	Impaired memory, slurred speech, drunken behavior, slow onset vitamin deficiency, organ damage, high blood pressure, impaired coordination, cardiomyopathy	Vomiting, respiratory depression, loss of consciousness, stroke, possible death	Trembling, anxiety, insomnia, vitamin deficiency, confusion, hallucinations, convulsions



**Where to go for Help or More Information**

Several resources exist, both on and off campus, for students and employees to receive counseling, consultation, information, and programming resources related to alcohol and other drug use.

<b>Area</b>	<b>Location</b>	<b>Phone #</b>
Counseling Center ECPS	Schultz Hall	332-4368
Dean of Student Life	Campus Center	814-332-2921
Residence Life	Campus Center	814-332-3865
Crawford County Drug and Alcohol Commission	898 Park Avenue	814-724-4100
Crawford County Crisis Line		814-724-2732
Alcoholics Anonymous		337-4019
National Suicide and Crisis Line		988
Stepping Stones	Meadville Medical Ctr.	814-333-5810
Public Safety	Murray Hall	814-332-3357
Meadville Medical Center	Emergency Room	814-332-5500
Winslow Health Center	Schultz Hall	814-332-4355