

# Responsible *Decisions*



East Stroudsburg University  
of Pennsylvania  
A Member of the Pennsylvania  
State System  
of Higher Education

East Stroudsburg University's  
Publication on Alcohol and Other Drugs  
for Students and Employees



Dear University Community Member:

This publication contains important information about alcohol and controlled substances. Drug and alcohol abuse is a serious issue that can hinder the growth and development opportunities offered by the University. Please read and consider this document, and understand that drug and alcohol abuse prevention, education, and assistance are a high priority for the University.

Thank you for taking time to familiarize yourself with these issues. The University's job is to impart knowledge, and to help the entire University community make responsible decisions based on that knowledge. I hope the information contained in this document will help you make responsible decisions regarding alcohol and other drugs.

Sincerely,

Robert J. Dillman  
President

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**Notice of Nondiscrimination**

East Stroudsburg University of Pennsylvania does not discriminate on the basis of race, color, religion, national origin, sex, veteran status, disability or age in its programs and activities in accordance with state and federal laws. The following person has been designated to handle inquiries regarding this policy: Director of Diversity & Campus Mediation, 200 Prospect Street, 115 Reibman Building, East Stroudsburg, PA 18301, (570) 422-3656.

# ***ESU Maintains a Drug-Free Campus as Stipulated by Federal Legislation***

## **STUDENTS AND EMPLOYEES**

### **Alcoholic Beverages and Drugs**

The possession, distribution, or sale of illegal drugs is prohibited. Violators are subject to prosecution to the fullest extent of the law. Students are not permitted to have any alcoholic beverages on campus. Others wishing to have alcoholic beverages on campus at an event must obtain permission from the president of the University. Citations are issued to students or underage visitors to be found in violation of the Commonwealth laws regarding alcoholic beverages. More detailed policies and procedures can be obtained from: 1) the Student Handbook or at [www.esu.edu](http://www.esu.edu), click on Student Life, click on Student Handbook; 2) the Employee Handbook or at [www.esu.edu](http://www.esu.edu), click on Human Resources in drop down menu, click on Policies & Procedures, click on Drug and Alcohol Free Workplace; 3) your supervisor or department head.

## **STUDENTS**

### **Disciplinary Sanctions**

Students found responsible for violating University alcohol and drug policies are subjected to campus disciplinary sanctions which include probation, suspension or expulsion from the University. Descriptions of disciplinary sanctions can be found within the Student Code of Conduct in the Student Handbook. Students who are convicted for violating the law regarding alcohol or drugs on-campus or in the surrounding community are further subjected to fines, loss of driver's license and imprisonment.

Students found responsible for a violation of the Code of Conduct will be sanctioned in accordance with the standards outlined in the Document on Student Rights and Welfare. Specifically, for possession of alcohol, on a first offense students will receive a mandatory minimum sanction of disciplinary probation for up to one semester. In addition, students will be required to complete an alcohol education course. A second offense that occurs while on disciplinary probation, will result in students being suspended from the University for a minimum of one semester. A program of progressive discipline is employed for other second offenses that occur if students are not on disciplinary probations.

### **Assessment & Counseling Services For Alcohol & Other Drugs**

Counseling and Psychological Services (CAPS) is the primary campus provider of evaluation and intervention services for alcohol and other drug concerns. A range of services include: assessment, individual counseling, educational programming, and referral to other on-campus and off-campus providers. Participation in community support groups may also be recommended. CAPS staff members are also available for consultation regarding alcohol and other drug problems. Call 570-422-3277 for office hours and to schedule a confidential appointment.

## **FACULTY & STAFF**

### **State Employees Assistance Program (SEAP)**

Assistance for staff and faculty is available through the STATE EMPLOYEES ASSISTANCE PROGRAM (SEAP). Employees and their family members are eligible for up to three free evaluation sessions. Continued treatment would fall under the provisions and allowances of the employee's basic health care package. SEAP is strictly confidential. No records or information can be released to anyone, including your employer, without your written consent. A SEAP officer can be of service to you, 24 hours a day, seven days a week by calling 1-800-692-7459.

### **Pennsylvania State System of Higher Education Drug-Free Workplace Policy**

As required by the federal "Drug-Free Workplace Act of 1988," the State System of Higher Education, Commonwealth of Pennsylvania, declares as its policy that the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance is prohibited at any workplace under the authority of the Board of Governors. Any employee violating the policy will be referred to the Commonwealth's employee assistance program and/or disciplined, in an appropriate manner, up to and including termination. Discipline, when appropriate, shall be taken under relevant provisions of collective bargaining agreements, Civil Service Policy, or other personnel policies provided by the Board of Governors.

## ***Student Code of Conduct Standards and Legal Sanctions***

East Stroudsburg University of Pennsylvania recognizes and enforces all the local, state and federal laws related to alcohol and other drugs. A detailed explanation of the student policies governing possession, use and distribution of alcohol and other drugs at East Stroudsburg University can be found in the East Stroudsburg University Student Handbook 2006-2008 available in the Office of the Vice President for Student Affairs and distributed to all newly oriented, currently enrolled, undergraduate and graduate students. The handbook also can be found at [www.esu.edu](http://www.esu.edu), click on Student Life, click on Student Handbook.

Various sections of the handbook address the requirements of the Federal Drug Free Schools and Communities Act Amendments of 1989 (Section 22, Drug Free Schools and Campuses) specifically those sections under University policies: Narcotics and Drugs, Student Alcohol Policy, and under the Student Code of Conduct. Within these policies, it is clearly stated that it is not permissible for students regardless of age to engage in the use, consumption, possession, sale, distribution or abuse of alcoholic beverages on the East Stroudsburg University campus or on property and facilities supervised by the University or during University sponsored events and activities. Furthermore, no alcoholic beverages or alcoholic beverage containers are permitted in the residence halls. Students are also prohibited from the possession of and/or illegal use or sale of drugs, narcotics or drug-related paraphernalia on campus or on University supervised property and facilities.

Students found responsible for violating University alcohol and drug policies are subjected to campus disciplinary sanctions which include probation, suspension or expulsion from the University. Descriptions of disciplinary sanctions can be found within the Student Code of Conduct. Students who are convicted for violating the law regarding alcohol or drugs on-campus or in the surrounding community are further subjected to fines, loss of driver's license and imprisonment.

## ***Employee Drug and Alcohol-Free Workplace Policy***

### **Purpose**

This policy is established to provide University employees with guidelines prohibiting drug and alcoholic beverage use on University premises, during the normal course of employment, or while conducting University business. The policy also outlines the methods for maintaining a work environment free from the effect of alcohol/drug abuse or other substances that adversely affect the mind or body and communicates to employees that they must report for work and perform assigned duties without any physical or mental impairment which would unreasonably interfere with their ability to perform the essential functions of their job.

### **Scope**

This policy applies to all employees of East Stroudsburg University of Pennsylvania.

### **Policy**

It is the intent and obligation of East Stroudsburg University to provide a healthy, safe and secure work environment for its employees and students. The illegal possession, distribution, purchase, sale, or use of controlled substances or alcohol on University premises or while on University business is strictly prohibited. Additionally, the University fully subscribes to the provisions of the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act Amendments of 1989. Under the Act, all employees are hereby notified of the serious dangers related to drug use in the workplace. The complete policy is available at [www.esu.edu](http://www.esu.edu), click on Human Resources in drop down menu, click on Policy & Procedures, click on Drug and Alcohol Free Workplace.

### **Implementation And Responsibilities**

The Director of Human Resource Management will be responsible for implementing and monitoring the East Stroudsburg University Drug and Alcohol-Free Workplace Policy.

When there are known incidents or reason to believe that the University's policy on substance abuse has been violated, details concerning such incidents and the individuals involved must be immediately reported to the Director of Human Resource Management. An exception to this reporting are those incidents involving employees, who on their own volition, seek and accept treatment for an abuse problem.

It is also the responsibility of all Vice Presidents, Deans, Directors, and Department Chairpersons to ensure that this policy is communicated and implemented throughout the University for all employees and students.

# Health

Alcohol use is associated with significant morbidity and mortality. Chronic alcohol use puts one at increased risk for motor vehicle accidents, poor academic or work performance, violence, unwanted pregnancies and sexually transmitted diseases. Acute alcohol overdose can result in seizures, coma, and death. Chronic abuse of alcohol can result in attention disorders, memory lapse, and blackouts. Lack of coordination and decreased reflexes can result from acute or chronic use, and the impairment becomes progressive and permanent. Alcohol affects the digestive system with nausea and vomiting, gastritis and serious liver dysfunction. Pregnant women who consume alcohol may place the fetus at risk for significant health problems.

Tobacco is a drug, and it kills more Americans each year than alcohol, cocaine, crack, heroin, homicide, suicide, motor vehicle accidents, fires, and AIDS combined. The American Heart Association reported that every year more than 400,000 deaths in the United States are due to smoking. All forms of tobacco contain dangerous chemicals that are harmful. Nicotine is a poison; tars are chemicals that stay in the lungs; and carbon monoxide is a poison found in tobacco smoke. Nicotine is more addictive than cocaine or heroin!

Another concern is the growing prescription drug use and abuse. Most people who take prescription medications take them responsibly; however, the non-medical use or abuse of prescription drugs remains a serious public health concern. Certain prescription drugs – opioids, central nervous system (CNS) depressants, and stimulants – when abused, can alter the brain’s activity and lead to dependence and possibly addiction.

Approximately nine million Americans use prescription drugs for non-medical purposes. (The National Institute on Drug Abuse, 1999). Non-medical use included misusing the drugs for recreation and for psychic effects “get high, have fun, get a lift, or to calm down”.

The most commonly abused prescription drugs are opioids (OxyContin, Vicodin, and Demerol), central nervous system depressants (used to treat anxiety, panic attacks and sleep disorders), and central nervous system stimulants (to treat sleep disorders and attention-deficit/hyperactivity disorder). Prescription drug use involves a myriad of factors, including the power of addiction, misperceptions about drug abuse, and the difficulty in discussing the topic with healthcare providers.

**“Nicotine is more addictive than cocaine or heroin!”**

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## **Alcoholic Beverage Policy for Non-Student Special Events at East Stroudsburg University**

Alcoholic beverages may only be served at East Stroudsburg University in accordance with the following rules and regulations:

1. All attendees for the event at which alcoholic beverages are to be served are 21 years of age or older.
2. An event such as a colloquium, reception, etc. shall accompany the serving of such alcoholic beverages.
3. There shall not be a charge for alcoholic beverages.
4. All applicable Liquor Control Board regulations shall be adhered to.
5. A faculty/staff member shall have the responsibility for the event and arrange for such event prior to its occurrence by submitting a prescribed request (below) to the President for approval.
6. The request shall contain the name of the event, date, time, and place and shall be submitted no later than two weeks in advance of the scheduled event. Serving of alcohol in the University Center is strictly prohibited.

## **Tobacco Policy at East Stroudsburg University**

All forms of tobacco are prohibited in all interior work, living, and academic areas of the University, including offices, classrooms, laboratories, lounges, libraries, and student rooms. Tobacco products are prohibited within common public areas, including stairwells, hallways, lobbies, corridors, restrooms, elevators, waiting rooms, storage rooms, reception areas, lounges, locker rooms, and customer service areas. Tobacco products are prohibited outside high traffic areas within twenty feet from the entrances of all buildings on the University’s campus. Smoking is not allowed in the Eiler-Martin Stadium, on the bridge/covered walkway between Stroud Hall and the University Center, nor in any state/university owned vehicles.

# Commonly Used/Abused Drugs and Their Risks

Name of Drug	Also Known As	Immediate Effects	Risk of Dependence
Amphetamines	Benzedrine, Dexedrine, Ephedrine,	Euphoria, increased alertness, excitation, decreased appetite, insomnia, restlessness	Psychological Physical
Cocaine	cocaine powder, crack, freebased coke	Euphoria, increased alertness, excitation, decreased appetite, insomnia, restlessness	Psychological Physical
Nicotine	Cigarettes, cigars, pipes, snuff, chewing tobacco	Relaxation, increased confidence, increased blood pressure and respiration	Psychological Physical
Caffeine	Coffee, Cola, No-Doze, Tea	Increased mental alertness, increased blood pressure and respiration	Psychological Physical
Alcohol	Beer, wine, liquor, some medications	Muscle relaxation, intoxication, depression, impaired motor control, memory, and judgment	Psychological Physical
Tranquilizers	Valium, Librium, Equanil, Milltown, Phenobarbital	Relief of tension and anxiety, drowsiness	Psychological Physical
Barbiturates	Nembutal, Amytal, Secpmd, Phenobarbital	Euphoria, relief of anxiety, loss of inhibition, muscle relaxation, loss of motor control, drowsiness	Psychological Physical
Narcotics	Heroin, morphine, opium, codeine	Euphoria, drowsiness, painkiller	Psychological Physical
Inhalants	Amyl nitrate, butyl nitrate, nitrousm, oxide, glue, paint	Lowered blood pressure, relaxation of sphincter muscles, feeling of heightened sexual arousal	Psychological Physical
Cannabis	Marijuana, hashish THC	Relaxation, altered sense of hearing, time, and vision, increased heart rate and appetite, insomnia, restlessness	Psychological Physical
Hallucinogens/ Psychedelics	LSD, psilocybin, MDA, peyote, DMT, STP	Hallucinations, altered sense of time, space, and visual, perception, nausea, disorientation, panic	Psychological Physical

# CONTROLLED SUBSTANCE ACT

Controlled Substance Categories & Examples	Felony Delivery & Obtaining Possession Through Forgery or Fraud***	Misdemeanor Possession***
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## Schedule I: No accepted medical use in the US & a high potential for abuse.

<b>Narcotic:</b>	Heroin	Jail: 15 years Fine: \$250,000	Jail: 1 year Fine: \$5,000
<b>Non-Narcotic: (special):</b>	LSD	Jail: 5 years Fine: \$15,000	Jail: 1 year Fine: \$5,000
	Methaqualone		
	Phencyclidine (PCP) Cocaine/Crack Marijuana over 1,000 lbs Methamphetamine	Jail: 10 years Fine: \$100,000	Jail: 1 year Fine: \$5,000
	MDMA (Ecstasy)	Jail: 5-15 years Fine: \$15,000-\$250,000	
<b>Marijuana &amp; Hashish:</b>	under 1,000 lbs	Jail: 5 years Fine: \$15,000	Jail: 5 years Fine: \$5,000
	under 30 grams	**	Jail: 30 days
	under 8 grams	**	Fine: \$500

## Schedule II: Drugs with a high potential for abuse; with severe psychic or physical dependence possible, but also having an accepted medical use.

<b>Narcotic:</b>	Morphine Methadone	Jail: 15 years Fine: \$250,000*	Jail: 1 year Fine \$5,000*
<b>Non-Narcotic:</b>	Amphetamine Barbiturate	Jail: 5 years Fine: \$15,000	Jail: 1 year Fine: \$5,000

## Schedule III: Drugs with less abuse potential: an accepted medical use.

	Codeine Compounds Tincture of Opium Phendimetrazine	Jail: 5 years Fine: \$15,000*	Jail: 1 year Fine \$5,000*
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## Schedule IV: Drugs with a lower potential for abuse and accepted medical use.

	Valium Activan Rohypnol	Jail: 3 years Fine: \$10,000*	Jail: 1 year Fine \$5,000*
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## Schedule V: Drugs with a low potential for abuse and accepted medical use.

	Parapectolin		Jail: 1 year Fine: \$5,000
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\* A fine of any larger amount is allowed to exhaust the assets or profits of the illegal manufacture on the distribution of these Controlled Substances.

\*\* The Possession of a Small Amount of Marijuana or Hashish has no separate penalties for delivery or distribution.

\*\*\* The above are PA state laws 204PA Code 303.1-303.9. Federal law also allows for increased fine and the possibility of loss of property, federal grants as defined by the Controlled Substances Act and regulation 21 CFR 1300.11-1300.15.

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

## **21 USC 844(a)**

**First conviction:** Up to one (1) year imprisonment and fined at least \$1000 but not more than \$100,000, or both.

**After one (1) prior drug conviction:** At least 15 days in prison, not to exceed two (2) years and fined at least \$2500 but not more than \$250,000 or both.

**Special sentencing provision for possession of crack cocaine:** Mandatory at least five years in prison, not to exceed twenty years and fined up to \$250,000 or both if:

- ◆ First conviction and the amount of crack possessed exceeds five grams.
- ◆ Second crack conviction and the amount of crack exceeds three grams.
- ◆ Third or subsequent crack convictions and the amount possessed exceeds one gram.

## **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 (1) year imprisonment. (See special sentencing provision re: crack.)

## **21U.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. 884(a)**

Civil fine up to \$10,000.

## **21 U.S.C. 853(a)**

Denial of Federal benefits, such as student loans, grants, contract, and professional and commercial licenses, up to one (1) year for first offense, up to five (5) years for second and subsequent offenses.

## **18 U.S.C. 922(G)**

Ineligible to receive or purchase a firearm.

## **Miscellaneous**

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

**Note:** These are only Federal penalties and sanctions. Additional State penalties and sanctions may apply.

## A Snapshot of Annual High-Risk College Drinking

# Consequences

*The consequences of excessive and underage drinking affect virtually all college campuses, college communities, and college students, whether they choose to drink or not.*

**Death:** 1,700 college students between the ages of 18 and 24 die each year from alcohol-related unintentional injuries, including motor vehicle crashes (Hingson et al., 2005).

**Injury:** 599,000 students between the ages of 18 and 24 are unintentionally injured under the influence of alcohol (Hingson et al., 2005).

**Assault:** More than 696,000 students between the ages of 18 and 24 are assaulted by another student who has been drinking (Hingson et al., 2005).

**Sexual Abuse:** More than 97,000 students between the ages of 18 and 24 are victims of alcohol-related sexual assault or date rape (Hingson et al., 2005).

**Unsafe Sex:** 400,000 students between the ages of 18 and 24 had unprotected sex and more than 100,000 students between the ages of 18 and 24 report having been too intoxicated to know if they consented to having sex (Hingson et al., 2002).

**Academic Problems:** About 25 percent of college students report academic consequences of their drinking including missing class, falling behind, doing poorly on exams or papers, and receiving lower grades overall (Engs et al., 1996; Presley et al., 1996a, 1996b; Wechsler et al., 2002).

**Health Problems/Suicide Attempts:** More than 150,000 students develop an alcohol-related health problem (Hingson et al., 2002) and between 1.2 and 1.5 percent of students indicate that they tried to commit suicide within the past year due to drinking or drug use (Presley et al., 1998).

**Drunk Driving:** 2.1 million students between the ages of 18 and 24 drove under the influence of alcohol last year (Hingson et al., 2002).

**Vandalism:** About 11 percent of college student drinkers report that they have damaged property while under the influence of alcohol (Wechsler et al., 2002).

**Property Damage:** More than 25 percent of administrators from schools with relatively low drinking levels and over 50 percent from schools with high drinking levels say their campuses have a “moderate” or “major” problem with alcohol-related property damage (Wechsler et al., 1995).

**Police Involvement:** About 5 percent of 4-year college students are involved with the police or campus security as a result of their drinking (Wechsler et al., 2002) and an estimated 110,000 students between the ages of 18 and 24 are arrested for an alcohol-related violation such as public drunkenness or driving under the influence (Hingson et al., 2002).

**Alcohol Abuse and Dependence:** 31 percent of college students met criteria for a diagnosis of alcohol abuse and 6 percent for a diagnosis of alcohol dependence in the past 12 months, according to questionnaire-based self-reports about their drinking (Knight et al., 2002).

-Taken from: <http://www.collegedrinkingprevention.gov/StatsSummaries/snapshot.aspx>

**For more information visit**

<http://www.collegedrinkingprevention.gov/policies/default.aspx>

<http://www.niaaa.nih.gov/>

<http://www.centurycouncil.org/>

<http://www.jointogether.org/>

# Tips for Being a Responsible Host

- Never serve someone under 21.
- Always serve foods like cheese, breads, starchy foods and non-alcoholic beverages.
- Do not force drinks onto guests or rush to refill an empty glass.
- When serving alcoholic punch, use a non-carbonated base, such as fruit juice.
- Set a time for the party to end and stop serving drinks two hours beforehand. Continue serving food and non-alcoholic drinks.
- Set an example by exercising responsibility.
- Get help when the situation is beyond your control or when someone needs medical attention.
- Discourage excessive drinking or serving alcohol to persons you suspect may already be intoxicated.
- NEVER encourage games or contests that encourage rapid and excessive consumption of alcohol (i.e. drinking games).
- NEVER let guests drink and drive.
- Participate in TIPS training on campus for the most up-to-date information on responsible beverage service and party management.

## Reminder:

It is not permissible for students regardless of age to engage in the use, consumption, possession, sale, distribution or abuse of alcoholic beverages on the East Stroudsburg University campus or on property and facilities supervised by the University or during University sponsored events and activities. Furthermore, no alcoholic beverages or alcoholic beverage containers are permitted in the residence halls. Students are also prohibited from the possession of and/or illegal use or sale of drugs, narcotics or drug-related paraphernalia on campus or on University supervised property and facilities.

**\*The vast majority of ESU students don't let partying affect academics:** Over 70% **DON'T** miss class and 80% have **NEVER** performed poorly on a test or important project due to alcohol consumption.

*\*CORE SURVEY 2005*

# Help Is at Your Fingertips

## Don't Be Afraid, Shy or Embarrassed To Ask for Help!

### On-Campus Assistance:

- University Health Services, x3553
- Counseling and Psychological Services, x3277
- Human Resources SEAP Officer, x3147
- University Alcohol Task Force, x3291
- Residence Hall Staff Members (Resident Advisors and Resident Directors)

### Other Assistance Organizations:

- Alcoholics Anonymous (AA) ([www.alcoholics-anonymous.org](http://www.alcoholics-anonymous.org))
- Narcotics Anonymous (NA) ([www.na.org](http://www.na.org))
- Family and Friends of Alcoholics (Al-Anon/Alateen) ([www.al-anon.alateen.org](http://www.al-anon.alateen.org))
- Co-Dependents Anonymous (CODA) ([www.codependents.org](http://www.codependents.org))
- Adult Children of Alcoholics (ACOA) ([www.adultchildren.org](http://www.adultchildren.org))
- State Employees Assistance Program: 1-800-692-7459

### ESU Alcohol Task Force Mission Statement

The purpose of the ESU Alcohol Task Force is to change the campus drinking culture from one characterized by dangerous consumption to one in which students are empowered to make responsible choices about alcohol use in order to enhance their prospects for personal success, academic achievement, and healthy life styles. The values promoted by the Alcohol Task Force in its various implementation strategies include:

- Personal responsibility and lawful behavior
- Commitment to finding solutions and taking action
- Healthy behaviors and lifestyles
- Positive focus with respect to the attributes and contributions of all stakeholders
- Respect, understanding, and acceptance of differing viewpoints
- A spirit of cooperation and collaboration



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