

Drug Free Schools and Communities Act- Notification to Students and Employees of DePaul University

Distributed Fall 2018



As an institution of higher education, DePaul University is required by federal law to comply with the Drug Free Schools and Communities Act of 1990. Part of this compliance is to notify every student and employee annually about DePaul's policies regarding unlawful use or possession of alcohol or illegal drugs, as well as internal and external consequences for violating these policies. DePaul University will impose sanctions upon any student or employee found in violation of policies and laws pertaining to alcohol and illegal drugs. Below you'll find all pertinent information regarding DePaul University's alcohol and drug policies, University sanctions and state and federal penalties, health risks related to alcohol and drugs, and where students and employees can seek help for problems with alcohol or drugs. If you have any questions pertaining to this matter, please contact one of the following university offices: **Employee Engagement & EEO (312-362-8577)** for faculty and staff; the **Office of Student Employment (312-362-5599)** for student employees; or **Student Affairs (Lincoln Park Campus: 773-325-7290; Loop Campus: 312-362-5680)** for students.

I. University Policies Pertaining to Alcohol and Illegal Drugs

The University maintains a Drug-Free Workplace and Legal Drinking Age Compliance policy [Drug-Free Workplace and Legal Drinking Age Compliance policy](#). Students may find additional specific policies pertaining to them in the *Code of Student Responsibility* and in the *Guide to Student Housing*. Employees may find additional specific policies pertaining to them in *University Policies & Procedures* and in the *Faculty Handbook*.

Alcohol:

The State of Illinois prohibits the sale, use, distribution, manufacture, or possession, of alcoholic beverages by persons who are under 21 years of age. The unlawful possession, use, distribution, sale, or manufacture of alcohol by or to minors is prohibited on any premises owned or controlled by DePaul University or as otherwise detailed in the [Jurisdiction section of the Code of Student Responsibility](#). Students, even those 21 years of age or older, may not possess or consume alcohol in common or non-reserved areas on university premises.

Responsible alcohol use and possession is permitted within campus housing for those residents who are age 21 and over. Housing Services and Residential Education maintain a list of students who are 21 and over. Alcohol may only be consumed in the privacy of a resident's room or apartment when the door is closed and no one under 21 is present in the unit. Transport of alcoholic beverages to a resident's room from outside the building is allowed only by individuals who are age 21 or over. Beverage containers must be closed and transport of open alcohol from room to room or apartment to apartment is prohibited. Any individual, regardless of age, who is present in a room or

apartment that contains alcohol and persons under 21 may be found in violation of the alcohol policy. Kegs, beer bongs, and other paraphernalia used to consume alcohol are prohibited. Large quantities of alcohol including but not limited to cases and handles of liquor (1.75L) are also prohibited. Display of empty alcohol containers or other alcohol-related paraphernalia is prohibited, and empty alcohol containers must be disposed of immediately after use.

Alcohol consumption that results in behavior that infringes on the rights of others in the community is prohibited.

Alcohol consumption that creates a risk of harm to self, including requiring a transport to the hospital for intoxication, is prohibited.

Alcohol may be served to those of legal age at university events, including classes. Event sponsors are responsible for having adequate control measures in place to ensure: (1) that persons under 21 years of age are not served alcohol; and (2) that persons who are obviously intoxicated are not served alcohol (sponsors also responsible for hiring a professional bartender to serve alcohol, hiring security, having presence of university representative, having method of age identification, and monitoring the event). Depending on the location and type of event, event sponsors should also consult the [Catering Services Exclusivity](#) policy and [Catering Donations](#) policy. The responsibility for compliance with these requirements and all requirements in any other relevant policies related to serving alcohol at university events rests with the event sponsors.

Alcoholic beverages may not be served at events sponsored by student organizations without authorization from the Office of Student Involvement. Unless specific risk management mechanisms are in place, authorization will generally not be given to any student organization that is hosting an event at which students under 21 will, or could be, present. Notification of such authorization will be sent to the student organization itself, the organization's moderator/advisor, the building director and the Public Safety Office.

Drugs:

The unlawful possession, use, distribution, dispensation, sale, or manufacture of illegal drugs, other controlled substances and chemicals substantially similar to a controlled substance is prohibited on any premises owned or controlled by DePaul University or as otherwise detailed in the [Jurisdiction section of the Code of Student Responsibility](#). The university also prohibits the unlawful possession, use, distribution, dispensation, sale, or manufacture of any related drug paraphernalia in violation of applicable law on any premises owned or controlled by DePaul University or as otherwise detailed in the [Jurisdiction section of the Code of Student Responsibility](#).

It is unlawful to distribute prescription medication to persons for whom the medication was not prescribed. If a student on campus is found to be in possession of an illegal drug, Chicago Police are immediately called. Students living on campus and found to be in violation of DePaul University's drug policy may be immediately removed from campus housing.

Employees are expected to report to work fit for duty free of any adverse effects of alcohol or illegal drugs. Illegal drug use or alcohol use in violation of this policy or which could jeopardize the safety of other employees, the public, or university property may subject employees to disciplinary action,

up to and including termination. Managers and supervisors should consult with Human Resources and/or the applicable Dean before taking any action based on possible alcohol or drug use in violation of this policy or law. This policy does not prohibit employees from the lawful use and possession of prescribed medications, but only to the extent that it does not impair job performance or threaten safety, health, security, or property. Employees must consult with their physician about the medication's effect on their fitness for duty and ability to work safely, and promptly disclose any work restrictions to their supervisor who will consult with the Human Resource department about how to proceed. Note that in line with privacy practices this is not a disclosure of a medical condition, or medication, but rather a physician-determined work limitation or restriction.

II. University Sanctions

Please read over the possible sanctions for students and employees for violations of DePaul's policies related to alcohol and other drugs.

Students:

Students who violate University policies (or state and federal laws) pertaining to alcohol or drugs will be sanctioned through DePaul's Student Conduct Process. The following is a list of sanctions that the University may impose on a student, group of students, or student organization:

- Restriction
- Restitution
- Educational Project
- Alcohol or Other Drug Intervention
- University Reprimand
- University Probation
- Suspension
- Dismissal
- Revocation of Admission
- Revocation of Degree

The sanction of Removal from the Residence Halls may also be imposed through the Student Conduct Review Process on students who live in DePaul housing.

DePaul University reserves the right to notify a student's parent, legal guardian, spouse, and/or other designated emergency contact in emergency situations, and in certain situations involving violations of university policies or laws related to alcohol and controlled substances

Employees:

Employees who violate University policies (or state and federal laws) pertaining to alcohol or drugs will be sanctioned via DePaul's Human Resources progressive discipline policy for staff and student employees or via the DePaul University Faculty Handbook for faculty. Progressive discipline steps are defined as follows, and the disciplinary process may be started at any counseling stage:

1. Verbal Counseling
2. Written Counseling
3. Final Written Counseling
4. Addendum to Counseling
5. Performance Improvement Plan
6. Discharge

Additionally, an employee must notify the following people of any criminal drug statute conviction for a violation occurring **in the workplace** within five (5) days of the conviction:

1. **Staff members:** his/her supervisor and either an Employee Engagement & EEO Representative or the Vice President of Human Resources
2. **Faculty members:** his/her supervisor (appropriate department chair or dean) and either an Employee Engagement & EEO Representative or the Vice President for Human Resources
3. **Student employees:** his/her supervisor and Career Center Associate Director for Student Employment

Federal grants may be denied to those convicted for a violation of a criminal drug statute. If a person working on a federal grant or contract is convicted, the Human Resources Representative is required by law to inform the DePaul's Office of Sponsored Programs and Research who must notify the applicable federal agency within ten (10) days of notification of the conviction.

III. Local, State and Federal Penalties Applicable to Students & Employees

Local, state and federal law prohibit the sale, manufacture, possession, use, or distribution, of illegal drugs. Use of alcohol by persons under 21 years of age is illegal under state law. Violations of local, state or federal law may result in arrest and conviction on charges of misdemeanor or felony offense. Penalties for conviction under local, state and federal law include incarceration and fines. Property used in connection with illegal drugs may be confiscated.

Illinois Penalties- Alcohol and Drugs:

Violations of Illinois' alcohol laws are either Class A or Class B Misdemeanors, though certain instances of driving under the influence may warrant a Felony charge. Violations of Illinois' laws regarding the manufacture, delivery, or possession of drugs range from Class A Misdemeanors to Class X Felony charges. The type and amount of drug(s) in a particular case often determines the severity of charges and penalties. Penalties for alcohol or drug-related violations include but aren't limited to:

- Monetary fines
- Suspension or revocation of one's driver's license
- Prison sentences
- Mandatory counseling programs
- Community Service
- Mandatory drug testing

Federal Penalties- Drugs:

The use, possession, or distribution of illegal drugs is prohibited by federal law and strict penalties may be enforced if a person is convicted. Lengthy mandatory prison sentences and steep fines are often part of federal penalties pertaining to drug violations. Conviction of drug trafficking can include a mandatory life sentence, and persons convicted of drug trafficking within 1000 feet of a university can face fines and prison terms twice as high as regular trafficking offenses. In addition, federal law allows for these drug-related penalties:

- **Denial of Federal Aid:** Pursuant to the Higher Education Act, students convicted under federal or state law for drug-related offenses will be rendered ineligible for federal financial aid. This includes all federal loans, work study programs, and grants. Length of ineligibility depends on the type and number of convictions the student has. Eligibility may be reinstated if student completes an approved drug rehabilitation program.
- **Forfeiture of Personal Property and Real Estate:** Persons sentenced to 1 or more years in jail for a drug conviction will forfeit to the United States any personal or real property that was related to the drug violation. Examples of such property include houses, cars, and various personal belongings.

Local Laws

The City of Chicago has additional laws related to drug and alcohol use. For example, with limited exceptions, it is illegal to drink in a public way or near a parade route. Penalties for alcohol or drug-related violations include but aren't limited to monetary fines and prison sentences.

IV: Health Risks Associated with Alcohol and Drugs

Use of alcohol or other drugs has short- and long-term physical effects. Below is a summary of various substances and their physical effects:

SUBSTANCE	ACUTE EFFECTS	HEALTH RISKS
Alcohol	In low doses, euphoria, mild stimulation, relaxation, lowered inhibitions; in higher doses, drowsiness, slurred speech, nausea, emotional volatility, loss of coordination, visual distortions, impaired memory, sexual dysfunction, loss of consciousness	Increased risk of injuries, violence, fetal damage (in pregnant women); depression; neurologic deficits; hypertension; liver and heart disease; addiction; fatal overdose
Marijuana & Hashish	Euphoria; relaxation; slowed reaction time; distorted sensory perception; impaired balance and coordination; increased heart rate and appetite; impaired learning, memory; anxiety; panic	Cough, frequent respiratory infections; possible mental health decline; addiction

	attacks; psychosis	
Opioids (Heroin, Opium)	Euphoria; drowsiness; impaired coordination; dizziness; confusion; nausea; sedation; feeling of heaviness in the body; slowed or arrested breathing	Constipation; endocarditis; hepatitis; HIV; addiction; fatal overdose
Stimulants (Cocaine, Amphetamine, Methamphetamine)	Increased heart rate, blood pressure, body temperature, metabolism; feelings of exhilaration; increased energy, mental alertness; tremors; reduced appetite; irritability; anxiety; panic; paranoia; violent behavior; psychosis	Weight loss, insomnia; cardiac or cardiovascular complications; stroke; seizures; addiction. For cocaine: nasal damage from snorting. For meth: dental problems.
Club Drugs (Ecstasy/MDMA, Rohypnol/roofies, GHB. Latter 2 known as "date rape drugs.")	For Ecstasy: Mild hallucinogenic effects; increased tactile sensitivity; empathic feelings; lowered inhibition; anxiety; chills; sweating; teeth clenching; muscle cramping. For Rohypnol: Sedation; muscle relaxation; confusion; memory loss; dizziness; impaired coordination. For GHB: Drowsiness; nausea; headache; disorientation; loss of coordination; memory loss	For Ecstasy: Sleep disturbances; depression; impaired memory; hyperthermia; addiction. For Rohypnol: Addiction. For GHB: Unconsciousness; seizures; coma
Dissociative Drugs (PCP, Ketamine)	Feelings of being separate from one's body and environment; impaired motor function	For Ketamine: Analgesia; impaired memory; delirium; respiratory depression and arrest; death. For PCP: Analgesia; psychosis; aggression; violence; slurred speech; loss of coordination; hallucinations
Hallucinogens (LSD, psilocybin, mescaline)	Altered states of perception and feeling; hallucinations; nausea	Flashbacks, Hallucinogen Persisting Perception Disorder
Steroids	No acute intoxication effects	Hypertension; blood clotting and cholesterol changes; liver cysts; hostility and aggression; acne; in adolescents; premature stoppage of growth; in males: prostate cancer, reduced sperm production, shrunken testicles, breast enlargement; in females: menstrual

		irregularities, development of beard and other masculine characteristics
Inhalants	Stimulation; loss of inhibition; headache; nausea or vomiting; slurred speech; loss of motor coordination; wheezing	Cramps; muscle weakness; depression; memory impairment; damage to cardiovascular and nervous systems; unconsciousness; sudden death
Prescription Drugs	Acute effects depend on the drug.	Many prescription stimulants and painkillers are abused or habit-forming.

(Above chart adapted from the National Institute on Drug Abuse and National Institutes of Health.)

V. Help and Support for Students and Employees

Students:

Students who are experiencing problems with alcohol and/or drugs have on-campus resources available to them. Students may meet with a psychologist in **University Counseling Services (Lincoln Park: 773-325-7779, Loop: 312-362-6923)**, and may also meet with DePaul's **Alcohol & Substance Abuse Prevention Specialist (773-325-4550)**. Should the student need more help than what can be offered on-campus, students will be given referrals to agencies and treatment centers in the community. Students needing time away from school for substance abuse treatment may contact the **Dean of Students Office (Lincoln Park: 773-325-7290)** for class-withdrawal procedures. Students can also find out about free support groups- such as 12-step meetings- from any of the abovementioned campus offices.

Employees:

DePaul University encourages any employee who has a drug or alcohol problem or a related difficulty, either on- or off-campus, to seek help through the university's Employee Assistance Program (EAP). The EAP provides confidential referrals to drug or alcohol treatment programs and counseling. Employees may also be allowed to use accrued paid time off, be placed on a leave of absence, or be otherwise accommodated as required by law. The university's EAP provider is ComPsych and they can be reached at www.guidanceresources.com or 1-800-621-4124. DePaul Web ID: EAP4DPU.