

Illicit Drugs and Alcohol Abuse

Information for Employees and Students

Standards of Conduct

ALCOHOL

- A. Policy prohibits the **unauthorized** possession and consumption of alcoholic beverages in public places on campus.
- B. The health science center strictly enforces the state law that prohibits the possession and consumption of alcohol by those under the age of 21.

CONTROLLED SUBSTANCES (DRUGS).

It is a requirement that all students, faculty members and staff members be in compliance with all local, state and federal laws regarding controlled substances to include, but not be limited to, their use, sale, possession or manufacture.

Health Science Center Penalties

STUDENTS. The health science center will impose a minimum disciplinary penalty of suspension for a specified period of time or suspension of right and privileges, or both, for conduct related to the use, possession or distribution of drugs that are prohibited by state, federal or local law. Other penalties that may be imposed for conduct related to the unlawful use, possession or distribution of drugs or alcohol include disciplinary probation, payment for damage to or misappropriation of property, suspension of rights and privileges, suspension for a specified period of time, expulsion, or such other penalty as may be deemed appropriate under the circumstances.

EMPLOYEES. The unlawful use, possession or distribution of drugs or alcohol will result in appropriate disciplinary action such as demotion, suspension without pay, or termination or will require satisfactory participation in an approved drug rehabilitation program or both, depending upon the circumstances.

Penalties Under State and Federal Law

TEXAS LAW	OFFENSE	MINIMUM PUNISHMENT	MAXIMUM PUNISHMENT
	Manufacture or delivery of controlled substances (drugs)	Confinement in the Texas Department of Correction (TDC) for a term of not more than 10 years or less than two years, or confinement in a community correctional facility for not more than one year, and a fine not to exceed \$10,000.	Confinement in TCDC for life or for a term of not more than 99 years or less than 20 years, and a fine not to exceed \$500,000.
	Possession of controlled substances (drugs)	Confinement in jail for a term of not more than 180 days, and a fine not to exceed \$1,000.	Confinement in TDC for life or for a term of not more than 99 years or less than 10 years, and a fine not to exceed \$100,000.
	Delivery of Marijuana	Confinement in jail for a term of not more than 180 days, and a fine not to exceed \$1,000.	Confinement in TDC for life or for a term of not more than 99 years or less than 15 years, and a fine not to exceed \$250,000.
	Possession of Marijuana	Confinement in jail for a term of not more than 180 days, and a fine not to exceed \$1,000.	Confinement in TDC for life or for a term of not more than 99 years or less than 15 years, and a fine not to exceed \$250,000.
	Driving While Intoxicated (includes intoxication from alcohol, drugs or both)	Confinement in jail for a term of not more than two years or less than 72 hours, and a fine of not more than \$2,000 or less than \$100.	Confinement in jail for a term of not more than two years or less than 30 days, or confinement in TDC for a term of not more than five years or less than 60 days, and a fine of not more than \$2,000 or less than \$500.

TEXAS LAW	OFFENSE	MINIMUM PUNISHMENT	MAXIMUM PUNISHMENT
	Public Intoxication		A fine not to exceed \$200.00
	Purchase of alcohol by a minor Consumption of alcohol by a minor Possession of alcohol by a minor	Fine of not less than \$25 or more than \$200.	For a subsequent offense, a fine of not less than \$100 or more than \$500.
	Sale of alcohol to a minor	Fine of not less than \$100 or more than \$500 or confinement in jail for not more than one year, or both.	For a subsequent offense, a fine of not less than \$500 or more than \$1000 or confinement in jail for not more than one year, or both.
FEDERAL LAW	Manufacture, distribution or dispensation of drugs (including marijuana).	A term of imprisonment not more than one year and a minimum fine of \$1,000.	A term of life imprisonment without release (no eligibility for parole) and a fine not to exceed \$8 million (for an individual) or \$20 million (if other than an individual).
	Possession of drugs (including marijuana)	Civil penalty in amount not to exceed \$10,000.	Imprisonment for not more than 20 years of not less than five years, a fine of not less than \$5,000 plus costs of investigation and prosecution
	Operation of a Common Carrier under the influence of alcohol or drugs.		Imprisonment for up to 15 years and a fine not to exceed \$250,000

Health Risks of Alcohol and Drugs

ALCOHOL. Health hazards associated with the excessive use of alcohol or with alcohol dependency include dramatic behavioral changes, retardation of motor skills and impairment of reasoning and rational thinking. These factors result in a higher incidence of accidents and accidental death for persons with such dependency than for non-users of alcohol. Nutrition also suffers, and vitamin and mineral deficiencies are frequent. Prolonged alcohol abuse causes bleeding from the intestinal tract, damage to nerves and the brain, psychotic behavior, loss of memory and coordination, damage to the liver often resulting in cirrhosis, impotence, severe inflammation of the pancreas, and damage to the bone marrow, heart, testes, ovaries and muscles. Damage to the nerves and organs is usually irreversible. Cancer is the second leading cause of death in alcoholics and is 10 times more frequent than in non-alcoholics. Sudden withdrawal of alcohol from persons dependent on it will cause serious physical withdrawal symptom.

DRUGS. The use of illicit drugs usually causes the same general type of physiological and mental changes as alcohol, though frequently those changes are more severe and more sudden. Death or coma resulting from overdose of drugs is more frequent than from alcohol, but unlike alcohol, abstinence can lead to reversal of most physical problems associated with drug use.

COCAINE. Cocaine is a stimulant that is most commonly inhaled as a powder. It can be dissolved in water and used intravenously. The cocaine extract (freebase) is smoked. Users progress from infrequent use to dependence within a few weeks or months. Psychological and behavioral changes resulting from use include overstimulation, hallucinations, irritability, sexual dysfunction, psychotic behavior, social isolation and memory problems. An overdose produces convulsions and delirium and may result in death from cardiac arrest. Discontinuing the use of cocaine requires considerable assistance, close supervision and treatment.

AMPHETAMINES (SPEED, LOVE DRUG, ECSTASY). Patterns of use and associated effects are similar to cocaine. Severe intoxication may produce confusion, rambling or incoherent speech, anxiety, psychotic behavior, ringing in the ears, hallucinations and irreversible brain damage. Intense fatigue and depression resulting from use can lead to suicide. Large doses may result in convulsions and death from cardiac or respiratory arrest.

HEROIN AND OTHER OPIATES. These drugs usually are taken intravenously. "Designer" drugs similar to opiates include fentanyl, demerol and "china white." Addiction and dependence develop rapidly. Use is characterized by impaired judgment, slurred speech and drowsiness. Overdose is manifested by coma, shock and depressed respiration, with the possibility of death from respiratory arrest. Withdrawal problems include sweating, diarrhea, fever, insomnia, irritability, nausea and vomiting, and muscle and joint pains.

HALLUCINOGENS OR PSYCHEDELICS. These include LSD, mescaline, peyote and phencyclidine (PCP or “angel dust”). Use impairs and distorts one’s perception of surroundings, causes bizarre mood changes and results in visual hallucinations that involve geometric forms, colors or objects. Users who discontinue use experience “flashback” consisting of distortions of virtually any sensation. Withdrawal may require psychiatric treatment for the accompanying persistent psychotic states. Suicide is not uncommon.

SOLVENT INHALANTS, e.g. GLUE, LACQUERS, PLASTIC CEMENT. Fumes from these substances cause problems similar to alcohol. Incidents of hallucinations and permanent brain damage are more frequent.

MARIJUANA (CANNABIS). Marijuana is usually ingested by smoking. Prolonged use can lead to psychological dependence, disconnected ideas, alteration of depth perception and sense of time, impaired judgment and impaired coordination.

DAMAGE FROM INTRAVENOUS DRUG USE. In addition to the adverse effects associated with the use of a specific drug, intravenous drug users who use unsterilized needles or who share needles with other drug users can develop AIDS, hepatitis, tetanus (lock jaw) and infections in the heart. Permanent brain damage also may result.

Services Available to the Campus Community

FACULTY and STAFF. Assistance with drug and alcohol related problems is available through our group insurance.

STUDENTS. The Student EAP is a UNT Health Science Center sponsored program designed to provide immediate professional assistance for alcohol or drug abuse. In addition to help with drug or alcohol abuse problems, benefits include assistance with marital, family, work-related conflicts, financial issues and stress management.

ELIGIBILITY. You may participate in the Student EAP after you become a full-time student of the UNT Health Science Center at Fort Worth. At the same time, your immediate family members also will be covered.

CONFIDENTIALITY. You are guaranteed that information related to your participation in the Student EAP will be kept confidential within the limits specified by law. Student names, records, and other identifying information are not shared with the UNT Health Science Center.

COST. The UNT Health Science Center pays for the cost of the Student EAP. The services include problem assessment, short-term counseling and referral services. The Student EAP provides up to six (6) counseling sessions with a professional EAP specialist.

ASSESSMENT. The EAP professional will help clarify the nature of the problem or concern and determine exactly what assistance is needed to get started in the right direction.

CONTACT NUMBER FOR STUDENT EAP: 817-339-8936 (out of area, call collect)

For more information about any policy service or program....

Employees: contact Human Resource Services
at 817-735-2690.

Students: contact the student development coordinator
at 817-735-5006.