

VILLANOVA UNIVERSITY



VILLANOVA
UNIVERSITY

POLICY ON DRUG-FREE SCHOOLS AND DRUG-FREE WORKPLACE

NOVEMBER 2018

A LETTER FROM THE PRESIDENT

November, 2018

Dear Students, Faculty and Staff:

As an Augustinian Catholic institution, Villanova University has deep concern for the safety and well-being of all its members. In that spirit, Villanova is committed to creating a University community that is free from substance abuse.

If you or someone you know struggles with drug and/or alcohol dependence, the University can help coordinate or provide counseling and education through a variety of programs. For students, the University offers services through the Dean of Students Office in Dougherty Hall, or the University Counseling Center and the Office of Health Promotion, both located in the Health Services Building. For members of the faculty and staff, the University provides an employee assistance program made available through Human Resources that includes referral and counseling services.

This information is being shared in response to the Drug-Free Schools and Campuses Act and the Drug-Free Workplace Act. This communication is intended to educate our community about the continuing commitment to achieve a drug-free environment and to provide a helpful resource for you and your family. The enclosed Policy contains:

- a statement of Villanova's policies,
- educational material on the health risks associated with alcohol and other drugs,
- information on the legal sanctions imposed by the federal, state and local governments for crimes associated with those substances, and
- resources available to help you if you think you or someone you know has a problem.

I hope this information is useful and that you will join me in helping create a Villanova free of the influence of alcohol and substance abuse.

Yours sincerely,

A handwritten signature in black ink, appearing to read "Peter M. Donohue". The signature is fluid and cursive, with a long horizontal stroke at the end.

Rev. Peter M. Donohue, O.S.A.
President

VILLANOVA UNIVERSITY POLICY ON DRUG-FREE SCHOOLS AND DRUG-FREE WORKPLACE

STANDARDS OF CONDUCT:

1. Drugs

The use of narcotics, dangerous drugs and controlled substances without a prescription on University premises, as elsewhere, is illegal. Villanova University prohibits the unlawful manufacture, distribution, dispensation, sale, possession or use of any drug by any of its employees or students in its workplace, on its premises or as part of any of its activities. In addition, the University may also, under appropriate circumstances in the University's discretion, discipline its employees or students in response to the unlawful manufacture, distribution, dispensation, sale, possession or use of any drug outside its workplace or off its campus premises. Certain University policies, including, without limitation, the Villanova University Public Safety Department Policy on Employee Drug and Alcohol Testing, describe circumstances in which drug and alcohol testing requirements will apply, as well as procedures and sanctions applicable in the event that such test results indicate drug or alcohol use that violates such policies.

Due to recent changes in Pennsylvania law through the enactment of Pennsylvania's Medical Marijuana Act (Apr. 17, 2016, P.L. 84, No. 16), there is currently a conflict between Pennsylvania law, which permits certain medical marijuana uses and related activities, and U.S. federal law (U.S. Controlled Substances Act, *21 U.S.C.S. § 801 et seq.*), which does not recognize any medical use and prohibits any marijuana use, possession or related activities. To comply with federal law, and notwithstanding activities permitted under Pennsylvania's Medical Marijuana Act, Villanova University prohibits the production, processing, manufacture, acquisition, transportation, sale, dispensing, distribution, possession and consumption of marijuana in its workplace, on its premises or as part of any of its activities. See the section titled "LEGAL SANCTIONS" below for more information regarding Pennsylvania and U.S. federal marijuana laws.

With respect to students, the University reserves the right to sanction both the residents of the on-campus room or apartment where the violation occurs and/or those present at the time of the violation. The University may sanction students and employees in cases where indicia of use are present, but where no drugs are recovered. These indicia may include, but are not limited to: the odor of marijuana, the presence of drug paraphernalia, lack of cooperation or attempts to mask odors upon confrontation, deliberate attempts to block airways or other such similar behavior designed to avoid detection.

The University does not allow any form of drug paraphernalia on property owned or controlled by the University. Any student or employee found in possession of drug paraphernalia (bongs, pipes, rolling papers, hookahs, grinders, scales, etc.) will be in violation of this Policy.

Each University employee will, as a condition of employment, abide by the Drug-Free Workplace Act. Employees may obtain a copy of the full Drug-Free Workplace Policy on Villanova's Human Resources webpage. Pursuant to the Drug-Free Workplace Act, any employee engaged in the performance of a federal grant or contract is required to notify his or her supervisor no later than five days after any conviction under a criminal drug statute for a violation that occurred in the workplace. When a supervisor is notified by an employee of such a conviction, he or she shall

immediately notify the Associate Vice President for Human Resources and the Director, Office of Research Protections. The Director, Office of Research Protections will notify the appropriate federal agency within 10 days of receiving notice of such conviction. Sanctions for violations of the University's policies on drugs or drug paraphernalia include disciplinary probation, fines, suspension, expulsion, termination of employment, and other sanctions. A detailed description of the possible sanctions for student violations of this Policy may be found in the Student Handbook.

2. Alcohol

Villanova University permits the lawful keeping and consumption, in moderation, of certain alcoholic beverages on its property or property under its control by persons of legal drinking age (21 years or older), as further described below.

With respect to students:

Students under the age of 21 may not lawfully possess, consume, purchase, attempt to purchase or transport, alcoholic beverages.

Furnishing alcohol to any person under the age of 21 or enabling underage alcohol consumption is strictly prohibited. Violations that result in, but not limited to, disorderly, disruptive or dangerous conduct, damages, injury, or other criminal activity will be considered more serious.

Regardless of age, the abusive or dangerous use of alcohol is prohibited on and off the campus, including, but not limited to:

- Intoxication that results in impaired motor skills or balance, slurred speech, disorientation, vomiting, blacking-out, passing-out, or other similar behavior.
- Disruptive, disorderly, or dangerous conduct related to the consumption of alcohol.
- Driving on or off the campus while under the influence of alcohol.

Residing on campus and the possession/consumption of alcoholic beverages on campus is a privilege and not a right. Therefore, regardless of age, the following policies apply within University residence halls and/or on University property:

- The possession, consumption, or furnishing of alcoholic beverages that contain fifteen percent (15%) or higher alcohol by volume (e.g., hard liquor) is prohibited within University residence halls. This regulation applies to all students and their guests.
- Consumption or possession of alcoholic beverages in open containers is prohibited in common areas of residence halls, including hallways, lounges, lobbies, stairwells, and bathrooms.
- Alcoholic beverages may not be possessed or consumed in academic, administrative, or public areas of campus without authorization from appropriate University officials.
- Common source containers of alcoholic beverages, including beer kegs and alcoholic punch (e.g. "jungle juice"), are prohibited in residence halls and on University property without authorization from appropriate University officials.

- The possession, consumption, or furnishing of alcoholic punch, caffeinated alcohol, powdered alcohol, grain alcohol, or gelatin shots is prohibited within University residence halls and on University property
- Participation in drinking games, consuming shots of alcohol, and any type of binge drinking (e.g., chugging, “shot-gunning,” etc.) is prohibited in residence halls and on University property.
- Possession or use of binge drinking paraphernalia or any instrument of alcohol abuse (e.g., funnels, beer pong tables, etc.) is prohibited in residence halls and on University property.

For students of legal age, the following policies apply within University residence halls and on University property:

- Students of legal age may possess and consume alcoholic beverages that contain less than fifteen percent (15%) alcohol by volume (e.g., most beer and wine) within their own University residence hall room/apartment, or within a room/apartment where at least one resident is of legal age and is present. At all times, alcohol use must be consistent with the concept of moderate and responsible consumption.
- Students of legal age may transport in common areas of campus or University residence halls an amount of alcoholic beverages that contain less than fifteen percent (15%) alcohol by volume, in closed containers and in suitable packaging, consistent with the concept of moderate and responsible consumption.
- Students of legal age may possess and consume alcoholic beverages at approved University functions and/or when served at a campus facility/event authorized to provide alcoholic beverages.

All student organization sponsored events where alcohol may be served must be approved by the appropriate University official and must follow all University policies and regulations. At all times, alcohol use must be consistent with the concept of moderate and responsible consumption. Furnishing alcohol to any person under the age of 21 or enabling underage alcohol consumption is strictly prohibited for student organizations.

The University reserves the right to sanction students who violate the law and/or the above University alcohol policies (both on and off campus). Violations may result in a referral to Community Standards, educational follow-up, warnings, fines, disciplinary probation (plus other disciplinary measures) up to and including suspension or expulsion from the University. Typically, alcohol violations which do not involve disruptive, disorderly, or dangerous conduct, and which are consistent with the concept of moderate and responsible consumption will result in less severe sanctions. Subsequent violations, excessive quantities of alcohol, and/or aggravating factors will result in more severe sanctions. Student organizations that violate the law and/or University alcohol policies are also subject to disciplinary action, up to and including suspension or loss of recognition.

The University reserves the right to sanction all residents of a residence hall room/apartment where a violation occurs regardless if the alcohol containers are empty or full, decorative or otherwise, and whether or not the residents are present at the time of the violation.

With respect to employees, the University prohibits:

- a. The consumption of alcoholic beverages by any University employee where the consumption adversely affects job performance and/or endangers the physical well-being of other persons and/or the consuming individual, including where consumption of alcohol prior to reporting to work is still evident during work hours.
- b. The consumption of alcoholic beverages by any University employee during his/her normal working hours including lunch and other break times regardless of the effect on job performance unless the consumption occurs in the course of an authorized business or special University function which included alcoholic beverages or the consumption was otherwise approved by the University. In the case of staff employees, such approval may be granted only by Directors of Departments or their supervisors; in the case of faculty, such approval may be granted either by the Department Chair/Center Director/Program Director, the appropriate Dean or the Provost.
- c. The consumption of alcoholic beverages or possession of open containers of alcoholic beverages in public places, including hallways, lounges, buildings, outdoor spaces or anywhere on grounds without authorization from appropriate University officials.
- d. Driving in the local community while under the influence of alcohol, illegal drugs or controlled substances.

Please see the “Legal Sanctions” and “University Sanctions” sections below for information on possible consequences to employees and students of violating the standards of conduct set forth above. In addition, the University reserves the right to exercise discretion in taking disciplinary action against employees or students involved in off campus activity that violates these standards of conduct.

LEGAL SANCTIONS:

The following is a summary description of the legal sanctions under State, Federal, and Local law for the unlawful possession or distribution of illicit drugs and alcohol:

1. Drugs -- State Penalties and Sanctions for Illegal Possession, Sale or Delivery of a Controlled Substance:

- a. The Controlled Substance, Drug, Device and Cosmetic Act, 35 P.S. § 780-101 et seq. sets up 5 schedules of controlled substances based on potential for abuse, dangerousness and medical uses. The Act prohibits, among other things, the manufacture, distribution, sale or acquisition by misrepresentation or forgery of controlled substances except in accordance with the Act, as well as the knowing possession of controlled substances unlawfully acquired. Penalties for first-time violators of the Act range from 30 days imprisonment, a \$500 fine or both for possession or distribution of a small amount of marijuana or hashish not for sale, to 15 years imprisonment or a \$250,000 fine or both for the manufacture or delivery of a Schedule I or II narcotic.

Fines and terms of imprisonment may be doubled under certain circumstances, including the distribution of a controlled substance to a person under 18 years of age or a conviction for a second or subsequent offense. In addition, a felony offense under this Act within the past five years may exclude such violator from employment or volunteer positions working with minors pursuant to the Child Protective Services Law, 23 P.S. § 6344. Immunity from prosecution under Pennsylvania law may be

available for certain drug-related offenses for the person who calls 911, campus safety, police or emergency services to report that another person is in need of immediate medical attention to prevent death or serious injury, provides his/her own name, and remains with the person needing medical assistance until emergency services arrive, if the only way law enforcement officers become aware of the violation is due to the call.

- b. *18 Pa. C.S. §§ 6314, 6317* – A person over 18 years of age who is convicted for violating the Controlled Substance, Drug, Device and Cosmetic Act shall be sentenced to a minimum of at least one year total confinement if the delivery or possession with intent to deliver of the controlled substance was to a minor. If the offense is committed within 1,000 feet of the real property on which is located a public, private or parochial school or a college or university or within 250 feet of the real property on which is located a recreation center or playground or on a school bus (“drug free school zones”), the person shall be sentenced to an additional minimum sentence of at least 2 years total confinement. Such offenses not involving minors in drug free school zones are subject to a mandatory minimum of two years of total confinement.
- c. Pennsylvania’s Medical Marijuana Act (*Apr. 17, 2016, P.L. 84, No. 16*) states that growth, processing, manufacture, acquisition, transportation, sale, dispensing, distribution, possession and consumption of medical marijuana that is permitted under the Medical Marijuana Act will not be deemed to be a violation of Pennsylvania’s Controlled Substance, Drug, Device and Cosmetic Act. These activities continue to be subject to penalties and sanctions under U.S. federal law. For more information, see paragraph 1 in the section titled “STANDARDS OF CONDUCT” above, and paragraph 2.a in this section below.
- d. The Pharmacy Act of 1961, *63 P.S. § 390-8* prohibits, among other things, procuring or attempting to procure drugs by fraud, deceit, misrepresentation or subterfuge or by forgery or alteration of a prescription. The first offense is a misdemeanor, with a maximum penalty of one year's imprisonment, a \$5,000 fine, or both. For each subsequent offense, the maximum penalty is three years' imprisonment, a \$15,000 fine, or both.
- e. The Vehicle Code, *75 Pa. C.S. § 3802 et seq.* prohibits driving, operating or being in actual physical control of the movement of a vehicle while under the influence of alcohol or a controlled substance, or both, if the driver is thereby rendered incapable of safely driving, operating or being in actual physical control of the movement of the vehicle, if the alcohol concentration in the individual's blood or breath exceeds the stated limits, or if the individual's blood contains a controlled substance. Penalties for first-time violators of the Act range from a mandatory term of six months' probation and a \$300 fine to 72 hours imprisonment and a \$5,000 fine. Penalties are greater for subsequent violations. Other penalties include suspension of operating privileges, installment of ignition interlock devices, and highway safety training. In addition to the above penalties, the court has discretion to order any or all of the following: drug or alcohol treatment, community service, and/or attendance at a victim impact panel.

2. Drugs -- Federal Penalties and Sanctions for Illegal Possession or Trafficking of a Controlled Substance:

- a. *21 U.S.C.S. §§ 841, 844 and 844(a)*

For possession:

1st conviction: Up to 1 year imprisonment and fine of at least \$1,000 or both.

After 1 prior drug conviction: At least 15 days imprisonment, not to exceed 2 years, and fine of at least \$2,500.

After 2 or more prior drug convictions: At least 90 days imprisonment, not to exceed 3 years, and fine of at least \$5,000.

Special sentencing provisions for possession of flunitrazepam (the “date rape drug”): imprisonment not to exceed 3 years, a fine of at least \$1,000, or both.

In addition to the above penalties, the court has discretion, upon conviction, to order a fine in the amount of the reasonable costs of the investigation and prosecution of the offense.

Additional penalties, including imprisonment and fines, apply for manufacture or distribution of a controlled substance or possession with intent to manufacture, distribute, or dispense, a controlled substance.

Notwithstanding the enactment of state laws permitting certain transportation, sale, dispensing, distribution, possession and consumption of marijuana under specified conditions, including Pennsylvania’s Medical Marijuana Act, the U.S. Department of Justice has made clear that marijuana remains an illegal drug under the U.S. Controlled Substances Act, and that federal prosecutors will continue to aggressively enforce this statute.

- b. *21 U.S.C.S. §§ 853(a) and 881(a)* -- Forfeiture of personal and real property used, or intended to be used, to possess or to facilitate possession of a controlled substance if that offense is punishable by more than 1 year imprisonment.

Forfeiture of money, controlled substances, drug paraphernalia, firearms, books and records, vehicles, vessels, aircraft or any other conveyance used, or intended to be used, to transport or facilitate the transportation, sale, receipt, possession, or concealment of a controlled substance or any raw materials, products, or equipment of any kind which are used, or intended for use, in manufacturing, compounding, processing, delivering, importing, or exporting any controlled substance.

- c. *20 U.S.C.S. § 1091(r)* – A student who has been convicted of any offense under any Federal or State law involving the possession or sale of a controlled substance for conduct that occurred during a period of enrollment for which the student was receiving any grant, loan, or work assistance under federal law, shall not be eligible to receive any grant, loan, or work assistance during the period beginning on the date of such conviction and ending after the interval specified as follows: If convicted of an offense involving the possession of a controlled substance, the penalty for the first offense is ineligibility for 1 year, the second offense is ineligibility for 2 years, and the third offense is ineligibility for an indefinite period. If convicted of an offense involving the sale of a controlled substance, the penalty for the first offense is an ineligibility period of 2 years, and the penalty for a second offense is ineligibility for an indefinite period.

A student whose eligibility has been suspended under the above paragraph may resume eligibility before the end of the ineligibility period determined under such paragraph if (1) the student satisfactorily completes a drug rehabilitation program that complies with such criteria as prescribed by regulations, and includes two unannounced drug tests; (2) the student successfully passes two unannounced drug tests conducted by a drug rehabilitation program that complies with such criteria as prescribed by regulations; or (3) the conviction is reversed, set aside, or otherwise rendered nugatory.

- d. 21 U.S.C.S. § 862 – Upon conviction of possession, penalties may include (1) denial of Federal benefits, such as grants, contracts, loans, and professional and commercial licenses, up to 1 year for first offense and 5 years for subsequent offenses; (2) requirement to successfully complete an approved drug treatment program, including periodic testing; and (3) perform appropriate community service. These penalties are increased for trafficking.
- e. 18 U.S.C.S. § 922(g) -- Ineligible to ship, transport, receive or purchase a firearm or ammunition.
- f. *Miscellaneous* -- Revocation of certain Federal licenses and benefits, e.g. pilot licenses, public housing tenancy, etc., are vested within the authorities of individual Federal agencies.
- g. See the chart describing Federal Trafficking Penalties attached to this Policy as Appendix A for additional information.

3. Alcohol – State and Local Penalties and Sanctions for Illegal Possession or Other Violations:

The Pennsylvania Liquor Code, 47 P.S. § 1-101 *et seq.*, controls the possession and sale of alcoholic beverages within the Commonwealth. The Code (in conjunction with portions of the Pennsylvania Statutes pertaining to crimes and offenses involving minors, 18 Pa. C.S.A. § 6307 *et seq.*, and 18 Pa. C.S.A. § 5505) provides as follows:

- a. It is a summary offense for a person under the age of 21 to attempt to purchase, purchase, consume, possess or knowingly and intentionally transport any liquor or malt or brewed beverages. The penalty for a first offense is suspension of driving privileges for 90 days and a fine up to \$500 and imprisonment for up to 90 days; for a second offense, suspension of driving privileges for one year and a fine up to \$1,000, and imprisonment for up to 90 days; for a subsequent offense, suspension of driving privileges for two years and a fine up to \$1,000, and imprisonment for up to 90 days. Multiple sentences involving suspension of driving privileges must be served consecutively.
- b. It is a crime to intentionally and knowingly sell or furnish or to purchase with the intent to sell or furnish, any liquor or malt or brewed beverages to any minor (under the age of 21). "Furnish" means to supply, give or provide to, or allow a minor to possess on premises or property owned or controlled by the person charged. The minimum fine for a first violation is \$1,000; \$2,500 for each subsequent violation; imprisonment for up to one year for any violation.
- c. It is a crime for any person under 21 years of age to possess an identification card falsely identifying that person as being 21 years of age or older, or to obtain or attempt to obtain liquor or malt or brewed beverages by using a false identification card. The penalty for a first

offense is suspension of driving privileges for 90 days, a fine up to \$300 and imprisonment for up to 90 days; for a second offense, suspension of driving privileges for one year, a fine up to \$500 and imprisonment for up to one year; for a subsequent offense, suspension of driving privileges for two years, a fine up to \$500 and imprisonment for up to one year.

- d. It is a crime to intentionally, knowingly or recklessly manufacture, make, alter, sell or attempt to sell an identification card falsely representing the identity, birthdate, or age of another. Fine is minimum of \$1,000 for first violation and \$2,500 for subsequent violations; imprisonment for up to two years for any violation.
- e. It is a crime to knowingly misrepresent one's age to obtain liquor. Penalties are as stated in (c) above.
- f. It is a crime to appear in any public place manifestly under the influence to the degree that individuals may endanger themselves or other persons or property, or annoy persons in their vicinity. Penalty is a fine up to \$500 for first offense and up to \$1,000 for subsequent offenses; imprisonment for up to 90 days for any violation.
- g. It is a crime to knowingly, willfully and falsely represent that another is of legal age to obtain liquor or malt or brewed beverages. Penalty is a minimum fine of \$300 and imprisonment for up to one year.
- h. It is a crime to hire, request or induce any minor to purchase liquor or malt or brewed beverages. The penalty is a minimum fine of \$300 and imprisonment for up to one year.
- i. Sales without a license or purchases from an unlicensed source of liquor or malt beverages are prohibited.
- j. It is unlawful to possess or transport liquor or alcohol within the Commonwealth unless it has been purchased from a Pennsylvania State Liquor Store or in accordance with Liquor Control Board regulations.
- k. It is unlawful to possess, purchase, sell, offer to sell, or use powdered alcohol except for certain institutions conducting bona fide research.
- l. Immunity from prosecution may be available for consumption or possession offenses involving minors for the person who calls 911, campus safety, police or emergency services to report that another person is in need of immediate medical attention to prevent death or serious injury, provides his/her own name, and remains with the person needing medical assistance until emergency health care providers arrive and the need for his/her presence ends if: (1) the only way law enforcement officers become aware of the violation is due to the call, and (2) the person reasonably believes he or she is the first person to make the call.

The Radnor Township Code, *Chapter 109*, imposes penalties on individuals who carry or possess open containers of alcoholic beverages in public places, private property (other than the individual's own premises), or any vehicle. Alcoholic beverages cannot be possessed or consumed on any public school property. It is also a violation to improperly dispose of beverages on public or private property in Radnor Township. Penalties for violations include fines up to \$600.

HEALTH RISKS:

1. Alcohol

Alcohol consumption causes a number of marked changes in behavior. Even low doses significantly impair the judgment and coordination required to drive a car safely, increasing the likelihood that the driver will be involved in an accident. Low to moderate doses of alcohol also increase the incidence of a variety of aggressive acts, including spouse and child abuse. Moderate to high doses of alcohol cause marked impairments in higher mental functions, severely altering a person's ability to learn and remember information. Very high doses cause respiratory depression and death. If combined with other depressants of the central nervous system, much lower doses of alcohol will produce the effects just described.

Persons under the influence of alcohol are also at higher risk to become perpetrators or victims of crime, abuse or sexual assault. Such persons might also manifest behaviors that violate Villanova's employment policies and procedures or the Code of Student Conduct, leaving the employee or student open to sanctions that could include termination or expulsion from the University.

Repeated use of alcohol can lead to dependence. Sudden cessation of alcohol intake is likely to produce withdrawal symptoms, including severe anxiety, tremors, hallucinations, and convulsions. Alcohol withdrawal can be life-threatening. Long-term consumption of large quantities of alcohol, particularly when combined with poor nutrition, can also lead to permanent damage to vital organs such as the brain and the liver.

Mothers who drink alcohol during pregnancy may give birth to infants with fetal alcohol syndrome. These infants may have irreversible physical abnormalities and intellectual disability. In addition, research indicates that children of alcoholic parents are at greater risk than other children of becoming alcoholics.

2. Drugs

For a summary description of the health risks associated with controlled substances see the chart based on the U.S. Drug Enforcement Agency guide on drugs of abuse attached to this Policy as Appendix B entitled "Controlled Substances - Uses and Effects."

DESCRIPTION OF PROGRAMS:

1. Student Drug and Alcohol Assistance

Students, parents, faculty and staff may seek education and consultation about students' drug and alcohol problems through the services of the University Counseling Center, the Office of Health Promotion and the Dean of Students Office. Students may seek confidential individual counseling at the University Counseling Center.

In addition, the University offers a number of preventative initiatives aimed at the overall student population to reduce their risk for a variety of alcohol-related consequences and to increase their use of protective strategies. These initiatives include:

- Alcohol-free social options on and off campus;
- Required pre-matriculation online alcohol and sexual assault education;
- Parent-based outreach and education through parent online alcohol education courses, presentations at orientation, Parents Weekend and through a parent e-publication Student Health Advocate;

- Print and Web materials, including new BACcards.com app customized with Villanova campus resources;
- Social marketing efforts through the monthly Student Health 101 (e-publication) and *Stall Street Journal* monthly bathroom publication that regularly features information about alcohol use and abuse, including how to recognize and help an intoxicated friend, and campus resources for students with substance abuse concerns;
- MOVE Above the Influence, a sober social network of students who choose not to drink and are seeking to connect with other like-minded students;
- Community Standards Coordinator in the Office of Health Promotion sees students with low-severity alcohol violations for a brief motivational interview that bypasses the conduct process; and
- Screening and brief motivational interviewing with Nurse Practitioners in the Student Health Center.

A number of intervention strategies are aimed at students who demonstrate higher risk alcohol-related attitudes and behaviors. These include:

- Providing personalized feedback to students about their own alcohol use compared with healthier campus norms, along with guidance about reducing their future use;
- Bystander intervention training to prepare students to respond more effectively and confidently in situations where alcohol abuse and sexual assault might be prevented; and
- Small group social norms with all formally recognized fraternity and sorority Chapters to provide personalized Chapter-specific feedback about their Chapter alcohol use compared with healthier campus norms.

The University offers a student peer education program:

- The POWER (Peers Offering Wellness, Education & Resources) peer education program regularly trains students in the areas of alcohol and other drug use, sexual assault, and nutrition. These volunteer students prepare programming and outreach on these four major health areas throughout the academic year and focus much of their efforts on alcohol around high-risk times of the year (e.g. the first six weeks of the semester with first year students; Homecoming; Halloween; Superbowl; pre-spring break; St. Patrick's Day, and spring concert weekend). Most POWER program requests from student groups on campus are for alcohol education.

The University also offers an alcohol and drug resource library:

- The Office of Health Promotion hosts a resource center featuring books, brochures, CDs, DVDs and other multimedia materials for any Villanova community member to check out using the Falvey library system. The resource center includes alcohol and other drug-related resources, including the issue of alcohol abuse on college campuses, addiction, the myths around the most misunderstood drug (alcohol), other drug use, and how to intervene or express concern about someone with a substance abuse issue.

2. Employee Drug and Alcohol Assistance

Villanova has communicated with its employees, by dissemination of educational literature and materials, about the dangers of drug and alcohol abuse in the workplace. Villanova University provides voluntary substance abuse counseling/referrals through its Human Resources Department and its Employee Assistance Program. The Employee Assistance Program, known as Health Advocate, is provided by an outside company under contract with the University. Health Advocate offers up to five free counseling sessions for evaluation, short-term counseling and, if necessary, referral into ongoing substance abuse treatment under the employee's medical plan. In conjunction with, or as an alternative to disciplinary action, the Human Resources Department may offer or mandate referrals to Health Advocate and/or other rehabilitation programs. Employees may contact Health Advocate toll-free at 866-799-2728.

UNIVERSITY SANCTIONS:

Criminal enforcement for violations of federal, state or local laws may be conducted by local, state or federal authorities, on or off campus. The University also employs sworn police officers

who are authorized to enforce state laws on University property. In addition, any University student or employee who violates this Policy or is convicted under a criminal drug or alcohol statute for a violation occurring on or outside the workplace or campus premises will be subject to the University's disciplinary procedures, which impose sanctions up to and including expulsion or termination from employment, and/or referral for prosecution. Students or employees may be required to participate satisfactorily in a drug abuse assistance or rehabilitation program. A detailed description of the possible sanctions for student violations of this Policy may be found in the Student Handbook (the "Blue Book").

The Blue Book also contains information concerning the University's Expectation of Responsibility policy, which is intended to alleviate the concern about disciplinary action for students seeking or in need of emergency attention during alcohol and drug related incidents.

Certain University policies, including, without limitation, the Villanova University Public Safety Department Policy on Employee Drug and Alcohol Testing, describe sanctions applicable in the event that results of drug and alcohol testing required by the University indicate drug or alcohol use that violates such policies.

FOR FURTHER INFORMATION OR ADDITIONAL COPIES OF THIS BROCHURE CONTACT:			
Department of Human Resources Villanova University 800 Lancaster Avenue Villanova, PA 19085 (610) 519-7900	Dean of Students Office Villanova University 800 Lancaster Avenue Villanova, PA 19085 (610) 519-4200	Office of Health Promotion Villanova University 800 Lancaster Avenue Villanova, PA 19085 (610) 519-7407	University Counseling Center Villanova University 800 Lancaster Avenue Villanova, PA 19085 (610) 519-4050

APPENDIX A Federal Trafficking Penalties

Federal Trafficking Penalties for Schedules I, II, III, IV, and V (except Marijuana)				
Schedule	Substance/Quantity	Penalty	Substance/Quantity	Penalty
II	Cocaine 500-4999 grams mixture	<p>First Offense: Not less than 5 yrs. and not more than 40 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine of not more than \$5 million if an individual, \$25 million if not an individual.</p> <p>Second Offense: Not less than 10 yrs. and not more than life. If death or serious bodily injury, life imprisonment. Fine of not more than \$8 million if an individual, \$50 million if not an individual.</p>	Cocaine 5 kilograms or more mixture	<p>First Offense: Not less than 10 yrs. and not more than life. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine of not more than \$10 million if an individual, \$50 million if not an individual.</p> <p>Second Offense: Not less than 20 yrs. and not more than life. If death or serious bodily injury, life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.</p> <p>2 or More Prior Offenses: Life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.</p>
II	Cocaine Base 28-279 grams mixture		Cocaine Base 280 grams or more mixture	
IV	Fentanyl 40-399 grams mixture		Fentanyl 400 grams or more mixture	
I	Fentanyl Analogue 10-99 grams mixture		Fentanyl Analogue 100 grams or more mixture	
I	Heroin 100-999 grams mixture		Heroin 1 kilogram or more mixture	
I	LSD 1-9 grams mixture		LSD 10 grams or more mixture	
II	Methamphetamine 5-49 grams pure or 50-499 grams mixture		Methamphetamine 50 grams or more pure or 500 grams or more mixture	
II	PCP 10-99 grams pure or 100-999 grams mixture		PCP 100 grams or more pure or 1 kilogram or more mixture	
Substance/Quantity		Penalty		
Any Amount Of Other Schedule I & II Substances		First Offense: Not more than 20 yrs. If death or serious bodily injury, not less than 20 yrs. or more than Life. Fine \$1 million if an individual, \$5 million if not an individual.		
Any Drug Product Containing Gamma Hydroxybutyric Acid		Second Offense: Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if not an individual.		
Flunitrazepam (Schedule IV) 1 Gram				
Any Amount Of Other Schedule III Drugs		First Offense: Not more than 10 yrs. If death or serious bodily injury, not more than 15 yrs. Fine not more than \$500,000 if an individual, \$2.5 million if not an individual.		
		Second Offense: Not more than 20 yrs. If death or serious injury, not more than 30 yrs. Fine not more than \$1 million if an individual, \$5 million if not an individual.		
Any Amount Of All Other Schedule IV Drugs (other than one gram or more of Flunitrazepam)		First Offense: Not more than 5 yrs. Fine not more than \$250,000 if an individual, \$1 million if not an individual.		
		Second Offense: Not more than 10 yrs. Fine not more than \$500,000 if an individual, \$2 million if other than an individual.		
Any Amount Of All Schedule V Drugs		First Offense: Not more than 1 yr. Fine not more than \$100,000 if an individual, \$250,000 if not an individual.		
		Second Offense: Not more than 4 yrs. Fine not more than \$200,000 if an individual, \$500,000 if not an individual.		

Federal Trafficking Penalties for Marijuana, Hashish and Hashish Oil, Schedule I Substances	
Marijuana 1,000 kg or more marijuana mixture or 1,000 or more marijuana plants	<p>First Offense: Not less than 10 yrs. or more than life. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine not more than \$10 million if an individual, \$50 million if other than an individual.</p> <p>Second Offense: Not less than 20 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$20 million if an individual, \$75 million if other than an individual.</p>
Marijuana 100 to 999 kg marijuana mixture or 100-999 marijuana plants	<p>First Offense: Not less than 5 yrs. or more than 40 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine not more than \$5 million if an individual, \$25 million if other than an individual.</p> <p>Second Offense: Not less than 10 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$8 million if an individual, \$50million if other than an individual.</p>
Marijuana 50 to 99 kg marijuana mixture, 50-99 marijuana plants	<p>First Offense: Not more than 20 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine \$1 million if an individual, \$5 million if other than an individual.</p> <p>Second Offense: Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if other than an individual.</p>
Hashish More than 10 kg	
Hashish Oil More than 1 kg	
Marijuana less than 50 kg marijuana (but does not include 50 or more marijuana plants regardless of weight); 1-49 marijuana plants	<p>First Offense: Not more than 5 yrs. Fine not more than \$250,000, \$1 million if other than an individual.</p> <p>Second Offense: Not more than 10 yrs. Fine \$500,000 if an individual, \$2 million if other than individual.</p>
Hashish 10 kg or less	
Hashish Oil 1 kg or less	

Additional information regarding federal drug classifications and trafficking penalties is available at https://www.dea.gov/sites/default/files/drug_of_abuse.pdf#page=30

APPENDIX B

Controlled Substances - Uses and Effects

DRUGS	CSA SCHEDULES	TRADE OR OTHER NAMES	MEDICAL USES	DEPENDENCE			DURATION (HOURS)	USUAL METHOD	POSSIBLE EFFECTS	EFFECTS OF OVERDOSE	WITHDRAWAL SYNDROME
				PHYSICAL	PSYCHO-LOGICAL	TOLERANCE					
Narcotics											
Heroin	Substance I	Diamorphine, Horse, Smack, Black tar, <i>Chiva, Negra (black tar)</i>	None in U.S., Analgesic, Antitussive	High	High	Yes	3-4	Injected, snorted, smoked	Euphoria, drowsiness, respiratory depression, constricted pupils, nausea	Slow and shallow breathing, clammy skin, convulsions, coma, possible death	Watery eyes, runny nose, yawning, loss of appetite, irritability, tremors, panic, cramps, nausea, chills and sweating
Morphine	Substance II	MS-Contin, Roxanol, Oramorph SR, MSIR	Analgesic	High	High	Yes	3-12	Oral, injected			
Hydrocodone	Substance II, Product III, V	Hydrocodone w/Acetaminophen, Vicodin, Vicoprofen, Tussionex, Lortab	Analgesic, Antitussive	High	High	Yes	3-6	Oral			
Hydro-morphone	Substance II	Dilaudid	Analgesic	High	High	Yes	3-4	Oral, injected			
Oxycodone	Substance II	Roxicet, Oxycodone w/ Acetaminophen, OxyContin, Endocet, Percocet, Percodan	Analgesic	High	High	Yes	3-12	Oral			
Codeine	Substance II, Products III, V	Acetaminophen, Guaifenesin or Promethazine w/Codeine, Fiorinal, Fioricet or Tylenol w/Codeine	Analgesic, Antitussive	Moderate	Moderate	Yes	3-4	Oral, injected			
Other Narcotics	Substance II, III, IV	Fentanyl, Demerol, Methadone, Darvon, Stadol, Talwin, Paregoric, Buprenex	Analgesic, Antidiarrheal, Antitussive	High-Low	High-Low	Yes	Variable	Oral, injected, snorted, smoked			
Depressants											
Gamma Hydroxybutyric Acid (GHA)	Substance I, Product III	GHB, Liquid Ecstasy, Liquid X, Sodium Oxybate, Xyrem®	None in U.S., Anesthetic	Moderate	Moderate	Yes	3-6	Oral	Slurred speech, disorientation, drunken behavior without odor of alcohol, impaired memory of events, interacts with alcohol	Shallow respiration, clammy skin, dilated pupils, weak and rapid pulse, coma, possible death	Anxiety, insomnia, tremors, delirium, convulsions, possible death
Benzodiazepines	Substance IV	Valium, Xanax, Halcion, Ativan, Restoril, Rohypnol (Roofies, R-2), Klonopin	Antianxiety, Sedative, Anti-convulsant, Hypnotic, Muscle Relaxant	Moderate	Moderate	Yes	1-8	Oral, injected			
Other Depressants	Substance I, II, III, IV	Ambien, Sonata, Meprobamate, Chloral Hydrate, Barbiturates, Methaqualone (Quaalude)	Antianxiety, Sedative, Hypnotic	Moderate	Moderate	Yes	2-6	Oral			
Stimulants											
Cocaine	Substance II	Coke, Flake, Snow, Crack, <i>Coca, Blanca, Perico, Nieve</i> , Soda	Local anesthetic	Possible	High	Yes	1-2	Snorted, injected, smoked	Increased alertness, excitation, euphoria, increased pulse rate & blood pressure, insomnia, loss of appetite	Agitation, increased body temperature, hallucinations, convulsions, possible death	Apathy, long periods of sleep, irritability, depression, disorientation
Amphetamine/Methamphetamine	Substance II	Crank, Ice, Cristal, Krystal Meth, Speed, Adderall, Dexedrine, Desoxyn	Attention deficit/hyperactivity disorder, narcolepsy, weight control	Possible	High	Yes	2-4	Oral, injected, smoked			
Methylphenidate	Substance II	Ritalin (Illy's), Concerta, Focalin, Metadate	Attention deficit/hyperactivity disorder	Possible	High	Yes	2-4	Oral, injected, snorted, smoked			
Other Stimulants	Substance III, IV	Adipex P, Ionamin, Prelu-2, Didrex, Provigil	Vaso-constriction	Possible	Moderate	Yes	2-4	Oral			

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DRUGS	CSA SCHEDULES	TRADE OR OTHER NAMES	MEDICAL USES	DEPENDENCE			DURATION (HOURS)	USUAL METHOD	POSSIBLE EFFECTS	EFFECTS OF OVERDOSE	WITHDRAWAL SYNDROME
				PHYSICAL	PSYCHOLOGICAL	TOLERANCE					
Hallucinogens											
MDMA and Analogs	Substance I	(Ecstasy, XTC, Adam), MDA (Love Drug), MDEA (Eve), MBDB	None	None	Moderate	Yes	4-6	Oral, snorted, smoked	Heightened senses, teeth grinding and dehydration	Increased body temperature, electrolyte imbalance, cardiac arrest	Muscle aches, drowsiness, depression, acne
LSD	Substance I	Acid, Microdot, Sunshine, Boomers	None	None	Unknown	Yes	8-12	Oral	Illusions and hallucinations, altered perception of time and distance	(LSD) Longer, more intense "trip" episodes	None
Phencyclidine and Analogs	Substance I, II, III	PCP, Angel Dust, Hog, Loveboat, Ketamine (Special K), PCE, PCPy, TCP	Anesthetic (Ketamine)	Possible	High	Yes	1-12	Smoked, oral, injected, snorted			Unable to direct movement, feel pain, or remember
Other Hallucinogens	Substance I	Psilocybe mushrooms, Mescaline, Peyote Cactus, Ayahuasca, DMT, Dextro-methorphan* (DXM)	None	None	None	Possible	4-8	Oral			
Cannabis											
Marijuana	Substance I	Pot, Grass, Sinsemilla, Blunts, <i>Mota</i> , <i>Yerba</i> , <i>Grifa</i>	None ¹	Unknown	Moderate	Yes	2-4	Smoked, oral	Euphoria, relaxed inhibitions, increased appetite, disorientation	Fatigue, paranoia, possible psychosis	Occasional reports of insomnia, hyperactivity, decreased appetite
Tetrahydrocannabinol	Substance I, Product III	THC, Marinol	Antinauseant, Appetite stimulant	Yes	Moderate	Yes	2-4	Smoked, oral			
Hashish and Hashish Oil	Substance I	Hash, Hash oil	None	Unknown	Moderate	Yes	2-4	Smoked, oral			
Anabolic Steroids											
Testosterone	Substance III	Depo Testosterone, Sustanon, Sten, Cyp	Hypogonadism	Unknown	Unknown	Unknown	14-28 days	Injected	Virilization, edema, testicular atrophy, gynecostasia, acne, aggressive behavior	Unknown	Possible depression
Other Anabolic Steroids	Substance III	Parabolan, Winstrol, Equipose, Anadrol, Dianabol, Primabolin-Depo, D-Ball	Anemia, Breast cancer	Unknown	Yes	Unknown	Variable	Oral, injected			
Inhalants											
Amyl and Butyl Nitrite		Pearls, Poppers, Rush, Locker Room	Angina (Amyl)	Unknown	Unknown	No	1	Inhaled	Flushing, hypotension, headache	Methemoglobinemia	Agitation
Nitrous Oxide		Laughing gas, balloons, Whippets	Anesthetic	Unknown	Low	No	0.5	Inhaled	Impaired memory, slurred speech, drunken behavior, slow onset vitamin deficiency, organ damage	Vomiting, respiratory depression, loss of consciousness, possible death	Trembling, anxiety, insomnia, vitamin deficiency, confusion, hallucinations, convulsions
Other Inhalants		Adhesives, spray paint, hair spray, dry cleaning fluid, spot remover, lighter fluid	None	Unknown	High	No	0.5-2	Inhaled			
Alcohol		Beer, wine, liquor	None	High	High	Yes	1-3	Oral			

¹ Notwithstanding certain state laws regarding medical marijuana, the U.S. Drug Enforcement Agency does not currently recognize any medical use for marijuana. For this and other information regarding drugs of abuse, see <https://www.dea.gov/documents/2017/06/15/drugs-abuse>.