

UConn HEALTH

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POLICY: DRUG-FREE SCHOOLS & CAMPUSES ACT AND DRUG-FREE WORKPLACE ACT

In accordance with the Drug-Free Schools and Campuses Act and the Drug-Free Workplace Act passed by Congress, the University of Connecticut Health Center (UConn Health) is required to provide enrolled students, faculty and staff with various pieces of information regarding the unlawful use of drugs or alcohol on UConn Health property. The following information describes legal sanctions, health risks, available assistance and treatment avenues as well as possible discipline for those violating this policy at UConn Health.

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Policy

UConn Health prohibits students and employees from the unlawful manufacture, distribution, dispensing, possession, or use of alcohol, drugs, or other controlled substances in its facilities, during UConn Health-sponsored activities, and while employees are on the job or subject to duty. For purposes of this policy 'facilities' is defined as any property or buildings owned by UConn Health, or in other areas controlled or operated by UConn Health, which may include leased facilities, parking areas, garages, or access roads.

Alcohol and Other Drugs (AOD): Standards for Students

UConn Health recognizes the problems associated with substance use and abuse and has a policy that addresses the following two areas:

- Students should be educated, informed, and at times, counseled in the areas of substance use and abuse, and supported when they choose to seek assistance regarding these issues.
- In order to help maintain a safe environment that is conducive to living and learning for all students, UConn Health must hold students accountable for violations of the policy on alcohol and other drugs.

UConn Health provides professionally trained counseling staff for students. Students at UConn Health may seek confidential help through the Confidential Help for Impaired Professional Students (CHIPS) program, as well as the Employee Assistance Program. See page 16 for contact information for these programs.

Students with alcohol/drug-related problems are encouraged to seek assistance from these resources. Counselors in these programs are bound by state law and the guidelines of the Family Education Rights to Privacy Act (FERPA). Counseling staff are experienced in working with issues of substance abuse and can assist the student directly as well as provide information about off-campus assessments, treatment facilities, and/or provide contact information for area support groups.

While UConn Health will hold students accountable for violations of the alcohol and other drug policies noted below, it is also committed to supporting any student who makes the responsible decision to address his or her substance use. Students should feel confident in knowing that Advisors, Faculty, and Staff will support any student who is struggling to address his or her substance use. This support may include referrals to counseling resources, educational programming or intervention plans off campus to assist a student in meeting his or her goals. UConn Health will generally address behavior contrary to the alcohol and other drugs policy outlined below.

Alcohol and Other Drugs

The consequences of college drinking can be significant and more destructive than commonly realized according to the 2012 study done by the National Institute on Alcohol Abuse and Alcoholism (NIAAA).

Consequences of Underage Alcohol Use:

- Research indicates that alcohol use during the teenage years could interfere with normal adolescent brain development and increase the risk of developing an Alcohol Use Disorder (AUD). In addition, underage drinking contributes to a range of acute consequences, including injuries, sexual assaults, and even deaths.

Researchers at NIAAA¹ estimate that each year:

- 1,825 college students between the ages of 18 and 24 die from alcohol-related unintentional injuries, including motor-vehicle crashes.
- 696,000 students between the ages of 18 and 24 are assaulted by another student who has been drinking.
- 97,000 students between the ages of 18 and 24 report experiencing alcohol-related sexual assault or date rape.
- Roughly 20 percent of college students meet the criteria for an AUD.
- About 1 in 4 college students report academic consequences from drinking, including missing class, falling behind in class, doing poorly on exams or papers, and receiving lower grades overall.

In recognition of these statistics, UConn Health has created and adopted this Alcohol and Other Drug Policy ("AOD Policy"), with an emphasis on individual and shared responsibility, healthy and informed decision-making, and maintaining a caring environment. The AOD Policy has been established to support a safe and legal use of alcohol. The AOD Policy both (1) identifies actions UConn Health does not support in an effort to prevent harmful situations resulting from the irresponsible and/or illegal use of alcohol and other drugs; and (2) provides guidelines to support safe and legal use of alcohol for all UConn Health constituents.

Jurisdiction

The AOD Policy for UConn Health applies to all students. Each member of the UConn Health community shall be involved in the implementation of and compliance with this policy. Unless otherwise stated by law, each individual retains responsibility for his or her actions at all times regardless of his or her mental or physical state, even if altered by alcoholic beverages or other drugs. Campus organizations may develop and enforce additional group/individual standards which are more restrictive than those established in this policy.

Persons who violate the laws of this state may be subject to arrest or citation. Students of UConn Health may also be referred to the appropriate UConn Health authority for disciplinary sanctions for policy violations. Visitors who violate the laws or policies of UConn Health may be required to leave UConn Health property. The AOD Policy will be interpreted and adjudicated through the *applicable Student Code* for students and through the *applicable Rules of Conduct* for faculty, staff and residents/fellows.

¹ [National Institute on Alcohol Abuse and Alcoholism *College Drinking Fact Sheet*.](#)

Philosophy of the Alcohol and Other Drug Policy

Our community at UConn Health is maintained by each individual and organization adhering to a code of conduct which emphasizes compassion, respect to self and others, honesty and integrity. The concern for these values and ethics are expressed in *applicable Student Codes* and in other policies published throughout UConn Health.

As an academic medical center and institution of higher education, UConn Health strives to support the scholastic, physical, and mental development of our students. UConn Health's principle role is to engage in education that leads to high standards, respectful conduct and a healthy, productive environment. When those are compromised, UConn Health will take disciplinary action against organizations and individuals violating *applicable Student Codes*. UConn Health offers reasonable assistance for students who are substance-dependent.

Alcohol

As members of the UConn Health community, students have an obligation to uphold *applicable Student Codes* as well as obey all federal, state and local laws. UConn Health has established the following policy requirements that define illegal alcohol use (including being under the influence), possession, sale or distribution of alcoholic beverages that violate this policy.

UConn Health standards regarding alcohol include but are not limited to the following:

- 1a. *Illegal consumption, possession, proximity.* Possession of alcohol on or in any of the UConn Health facilities is limited to persons 21 years of age or older. If an individual is under 21 years of age that person is not permitted to consume alcohol or carry alcohol on their person. Alcohol paraphernalia (which includes but is not limited to empty beer cans or bottles, shot glasses, etc.) being owned displayed or in the possession of a person is considered a violation of this policy.
- 1b. *Strength of alcohol.* Any alcohol that is stronger than 80 proof is not permitted at UConn Health facilities except where approved for academic, clinical, or research purposes of the institution.
- 1c. *Serving, distributing or obtaining alcohol.* Serving to, distributing to or obtaining alcohol for any individual who is under 21 years of age is prohibited. Allowing a person under the age of 21 to consume alcohol is prohibited. Providing alcohol to a person who is visibly intoxicated and or pressuring others to use alcohol is a violation of this policy.
- 1d. *Public Consumption.* Alcohol may not be consumed anywhere on UConn Health property except in designated locations where the permittee assumes all liability of properly monitored events or when the event or location is specifically approved by UConn Health. UConn Health officiated events require proper responsible beverage server training as required by the state of Connecticut of all personnel providing alcohol.
- 1e. *Location for Consumption.* Alcohol can only be consumed on UConn Health property where there is a liquor permit or pursuant to item 1d above. A consumer can only ingest alcohol at the event location.

- 1f. *Alcohol Service at UConn Health Facilities and Off-site* – See Policy titled [Alcoholic Beverage Sales and Service](#)
- 1g. *Tap Systems*. No tap systems to administer alcohol may be used on UConn Health property except by a licensed permittee.
- 1h. *Drinking games and paraphernalia*. Drinking games are prohibited. Paraphernalia used to administer drinking games or assist the user in ingesting alcohol at a fast rate are a violation of UConn Health policy. This includes, but is not limited to, funnels and beer pong. Such paraphernalia may not be maintained on UConn Health property and will be confiscated if discovered.
- 1i. *Common Source Containers*. Common source containers containing alcohol are prohibited. This includes but is not limited to, kegs, beer balls, and/or punch bowls being used to serve alcohol.
- 1j. *Operating a Motor Vehicle under the influence*. Operating a motor vehicle under the influence of alcohol on campus or off-campus is prohibited.

Drugs

As members of the UConn Health community, students have an obligation to uphold *applicable Student Codes* as well as obey all federal, state and local laws. UConn Health has established the following policy requirements that define drug and medication use (including being under the influence), possession, sale, distribution or manufacturing of controlled substances and/or drugs, or drug paraphernalia, except as expressly permitted by law and UConn Health policy. UConn Health requirements regarding drug and medication use by students include but are not limited to the following (employees must abide by a separate policy regarding alcohol and other drugs identified in the General Rules of Conduct):

- 2a. *Illegal Drugs* - Illegal drugs are not permitted on UConn Health property.
- 2b. *Medications* - Prescription drugs held by individual students are permitted on University of Connecticut campuses if accompanied by an authentic medical prescription. However, medical marijuana is not permitted on UConn Health property. Use of legal medication outside the parameters of the medical authorization is prohibited.
- 2c. *Contraband* - Substance abuse paraphernalia, use, possession, sale, distribution and manufacturing except as permitted by law and UConn Health's AOD Policy is prohibited.
- 2d. *Operating a motor vehicle under the influence* - Operating a motor vehicle under the influence of drugs on campus or off-campus is prohibited (exception: the use of medication prescribed by a doctor for whom physician recommendations are followed).

Alcohol and Drugs: Standards for Faculty, Staff, and Residents/Fellows

UConn Health operates a highly structured academic and clinical program that is designed in part to help students internalize such structures. Consequently, it is vital that all UConn Health employees act in a manner that provides a model for personal organization and responsible behavior. This standard extends beyond UConn Health facilities to any educational or social activity in which UConn Health employees interact with students. Residents and fellows, while not paid employees of UConn Health, must abide by UConn Health policies and procedures while engaged in a UConn Health-sponsored residency/fellowship program.

Faculty, staff, and residents/fellows should exercise good judgment and discretion when involved in any educational or social activity with of-age students, when alcohol is present. In addition, UConn Health is a drug-free work place.

Drug-Free Work Place

The State of Connecticut is committed to fighting the problem of substance abuse. Substance abuse jeopardizes a stable family structure, increases crime, impacts worker productivity, and presents a continuing and growing drain of government funds. For our youth, substance abuse is an especially serious threat. Drugs destroy their hopes and dreams and, all too often, their very lives. The workplace is not immune to the influence of substance abuse. Worker safety, health and efficiency are adversely affected. Therefore, in harmony with Connecticut's three-pronged strategy of education, treatment and enforcement to combat substance abuse and in accordance with federal legislation, this Drug-Free Workplace Policy has been adopted.

Effective March 18, 1989, the federal government enacted the "Drug-Free Workplace Act" (41 U.S. Code §§701 et seq.) This act requires that any employer receiving federal funding must certify that it will maintain a drug-free workplace. Among other things, the act requires that a policy be published notifying employees that the unlawful manufacture, distribution, possession, or use of controlled substances is prohibited in the workplace. It also requires that certain actions be taken if this policy is broken.

General Policies

It is the policy of the State of Connecticut that each employee has a right to come to work and perform his or her job in an environment that is free from the illegal use of drugs. It is also in the interest of the State and the public that employees be able to perform their duties safely and efficiently. The State is firmly committed to promoting high standards of health, safety, and efficient service. Thus, our goal is to maintain a work environment free from the effects of drug abuse. It is the policy of the State of Connecticut that employees shall not unlawfully manufacture, distribute, dispense, possess or use a controlled substance while on the job or in the workplace, or be under the influence of a controlled substance, not prescribed for him/her by a physician, while on the job or in the workplace. Any employee violating this policy will be subject to discipline, up to and including termination. It is the policy of the State of Connecticut that employees with substance abuse problems are encouraged to participate in a counseling or rehabilitation program prior to being in a disciplinary situation. Employees should be advised of the Employees Assistance Program provided by the agency and any available drug counseling or rehabilitation programs.

Employee Requirements

Employees shall not unlawfully manufacture, distribute, dispense, possess, or use alcohol, drugs, or other controlled substances in the workplace, during UConn Health-sponsored activities, or while employees are on the job or subject to duty. Any employee violating this policy will be subject to discipline, up to and including termination. “Controlled substances” are specifically defined in federal law and consist of two classes of drugs: (1) those commonly thought of as “illegal” drugs; and (2) certain medications if not being taken under a physician’s prescription or according to a physician’s orders, which the federal government has determined have a potential for abuse, or are potentially physically or psychologically addictive.

Employees must give notification in writing to their agency’s human resources director (or other official serving in that role for the agency) within five (5) calendar days of any conviction for violation of a criminal drug statute if the violation occurred in the workplace. A conviction means a finding of guilt (including a plea of *nolo contendere*) and/or the imposition of a sentence by a judge or jury in any federal or state court. This reporting requirement is in addition to any agency work rules that require notice of arrests and/or convictions. An employee who is so convicted or who fails to report such a conviction is subject to discipline, up to and including termination.

“Workplace” includes any locations owned, operated or controlled by the State, whether the employee is on or off duty, and any other locations while on duty where State business is conducted, including traveling on State time to or from such work locations. The agency must notify the appropriate federal agency in writing, as well as the Office of Labor Relations, within ten (10) calendar days of receiving notice that one of its employees funded under a federal grant or contract has been convicted for a violation of a state or federal drug statute occurring in the workplace.

Employees who have substance abuse problems are encouraged to participate in a rehabilitation program and should be notified of the Employee Assistance Program and available drug counseling or rehabilitation programs including HAVEN (Health Assistance Invention Education Network) for State of Connecticut licensed health care professionals. The federal act requires that an employer take action within 30 calendar days of receiving notice of a workplace drug conviction to impose discipline upon and/or to require satisfactory participation in a substance abuse rehabilitation program by the convicted employee.

Since it is a federal certification requirement that employees be notified of this policy, each employee will receive a copy of it. The policy will also be available at Agency Human Resources Offices.

Legal Sanctions

Federal Penalties and Sanctions for Illegal Trafficking of a Controlled Substance

The Controlled Substances Act (1970) places all substances regulated under federal law into one of five schedules based on the substance's medical use, potential for abuse, and safety or dependence liability.

Federal Trafficking Penalties (Source: [DEA 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	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. 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.	Cocaine 5 kilograms or more mixture	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. 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. 2 or More Prior Offenses: Life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.
II	Cocaine Base 28-279 grams mixture		Cocaine Base 280 grams or more mixture	
II	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. 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.		
Any Drug Product Containing Gamma Hydroxybutyric Acid				
Flunitrazepam (Schedule IV) 1 Gram or less		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 Other Schedule III Drugs				
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 – Marijuana

Federal Trafficking Penalties for Marijuana, Hashish and Hashish Oil, Schedule I Substances	
Marijuana 1,000 kilograms 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 kilograms marijuana mixture or 100 to 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, \$50 million if other than an individual.</p>
Marijuana 50 to 99 kilograms marijuana mixture, 50 to 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>
Hashish More than 10 kilograms	<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 Oil More than 1 kilogram	<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>
Marijuana less than 50 kilograms marijuana (but does not include 50 or more marijuana plants regardless of weight) 1 to 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 kilograms or less	
Hashish Oil 1 kilogram or less	

Federal Penalties and Sanctions for Illegal Possession of a Controlled Substance

Sentencing Provisions (21 U.S.C. 844(a))

- 1st conviction: Up to 1 year imprisonment and fined at least \$1,000 but not more than \$100,000, or both.
- After 1 prior drug conviction: At least 15 days in prison, not to exceed 2 years and fined at least \$2,500 but not more than \$250,000, or both.
- After 2 or more prior drug convictions: At least 90 days in prison, not to exceed 3 years and fined at least \$5,000 but not more than \$250,000, or both.
- Special sentencing provision for possession of crack cocaine: Mandatory at least 5 years in prison, not to exceed 20 years and fined up to \$250,000, or both, if:
 - o 1st conviction and the amount of crack possessed exceed 5 grams.
 - o 2nd crack conviction and the amount of crack possessed exceeds 3 grams
 - o 3rd or subsequent crack conviction and the amount of crack possessed exceeds 1gram.

Forfeitures

- 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 1 year imprisonment. (See special sentencing provisions re: crack) 21 U.S.C. 853(a)(2) and 881(a)(7)
- Forfeiture of vehicles, boats, aircraft or any other conveyance used to transport or conceal a controlled substance. 21 U.S.C. 881(a)(4)

Denial of Federal Benefits

- Denial of Federal benefits, such as student loans, grants, contracts, and professional and commercial licenses, up to one year for first offense, up to five years for second and subsequent offenses. 21 U.S.C. 853a

Miscellaneous

- Ineligible to receive or purchase a firearm. Revocation of certain Federal licenses and benefits, e.g., pilot licenses, public housing tenancy, etc., are vested within the authorities of individual Federal agencies. Note: These are only Federal penalties and sanctions.

Summary of Relevant Provisions of Connecticut Law

Connecticut law controls the possession and sale of alcoholic beverages and illicit drugs within the State of Connecticut. Violations of these laws may result in criminal sanctions. Involvement with the criminal justice system is a serious matter even if maximum fines or prison sentences do not result. A criminal record can adversely affect job opportunities, admission to graduate or professional schools, and eligibility for training and financial aid opportunities. Some of the specific laws and criminal sanctions are described below:

Alcohol

It is a crime for a person under 21 years old (minor) to procure, possess, or transport alcohol. Penalties for procuring, possessing, or transporting alcohol are an infraction for a first offense and up to \$500 for a second offense. It is a crime to sell or furnish alcohol to a minor. Penalties for selling or furnishing alcohol to a minor include a fine up to \$1,000 and/or imprisonment up to one year. It is a crime to misrepresent one's age, possess a false identification card, use someone else's identification card, forge or alter an identification card, or loan an identification card to another for the purpose of obtaining alcohol. For more information please see Connecticut General Statute §30.

Marijuana

It is a crime to knowingly cultivate, deliver, or sell marijuana. Penalty for a first violation of possession includes a fine up to \$150 and for a second violation be fined up to \$500. Also, those under the age of 21 will incur a 60-day license suspension. Penalties for a first offense for delivering or selling marijuana include a fine up to \$25,000 and/or imprisonment up to seven years. Subsequent violations include fines up to \$100,000 and imprisoned up to 15 years. For more information please see Connecticut General Statute §21a-279. See also Connecticut General Statute §21a-279a for Penalty for illegal possession of small amount of cannabis-type substance.

Medical Marijuana

Medical marijuana is not permitted on UConn Health property. Marijuana is a schedule I drug and is therefore prohibited at any university or college, including for medicinal purposes. For more information on medical marijuana in Connecticut please see Conn. Gen. Stat. §21a-408.

Cocaine

It is a crime to knowingly possess, deliver, or sell cocaine. Penalties for possession include a fine up to \$50,000 and/or imprisonment up to seven years for a first offense. Penalties for delivering or selling up to a one-half ounce of cocaine include imprisonment up to 20 years. Penalties for selling cocaine include life imprisonment. For more information please see Connecticut General Statute §21a-279.

Heroin

It is a crime to knowingly possess, deliver, or sell heroin. Penalties for possession include a fine up to \$50,000 and/or imprisonment up to seven years for a first offense. Penalties for delivering or selling up to one ounce of heroin include imprisonment up to 20 years. Penalties for delivering or selling heroin over one ounce include life imprisonment. It is a crime to knowingly possess, deliver, or sell depressants, stimulants, and narcotic drugs other than heroin or cocaine. Penalties are very similar to those for heroin or cocaine. For more information please see Connecticut General Statute §21a-279.

Health Risks

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 is correlated to an increase in 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. Repeated use of alcohol can lead to tolerance and dependence. Sudden cessation of alcohol intake is likely to produce withdrawal symptoms, including severe anxiety, tremors, hallucinations, and convulsions. 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 have irreversible physical abnormalities and mental retardation. In addition, research indicates that children of alcoholic parents are at greater risk than other youngsters of becoming alcoholics.

Other Drugs

There is significant health risks associated with the use of illegal substances. Illicit drugs used in excess over time can produce illness, disability, and death. The health consequences of substance abuse may be immediate and unpredictable, such as cardiac arrest with cocaine use. In addition to health related problems, other concerns relating to substance abuse include the following:

- Regular users of alcohol and other drugs often have erratic life styles which interfere with sleep, nutrition, and exercise.
- Substance use and abuse may lead to financial difficulties, domestic violence, deterioration of the family structure, motor vehicle accident injuries, and reduced job performance.
- Repeated use of a drug can lead to dependence.

Health Risks Associated with the Use of Illicit Drugs²

Narcotics

Drugs	Physical Dependence	Psychological Dependence
Heroin	High	High
Morphine	High	High
Codeine	Moderate	Moderate
Hydrocodone	High	High
Hydromorphone	High	High
Oxycodone	High	High
Methadone and LAAM	High	High
Fentanyl and Analogues	High	High
Other Narcotics	High-Low	High-Low
Possible Effects	Effects of Overdose	Withdrawal Symptoms
<ul style="list-style-type: none"> • Euphoria • Drowsiness • Respiratory depression • Constricted pupils 	<ul style="list-style-type: none"> • Slow and shallow breathing • Clammy skin • Convulsions • Coma • Possible death 	<ul style="list-style-type: none"> • Yawning • Loss of appetite • Irritability • Tremors • Panic • Cramps

Depressants

Drugs	Physical Dependence	Psychological Dependence
Chloral Hydrate	Moderate	Moderate
Barbiturates	High-Moderate	High-Moderate
Benzodiazepines	Low	Low
Glutethimide	High	Moderate
Other Depressants	Moderate	Moderate
Possible Effects	Effects of Overdose	Withdrawal Symptoms
<ul style="list-style-type: none"> • Slurred speech • Disorientation • Drunken behavior without odor of alcohol 	<ul style="list-style-type: none"> • Shallow respiration • Clammy skin • Dilated pupils • Weak and rapid pulse • Coma • Possible death 	<ul style="list-style-type: none"> • Anxiety • Insomnia • Tremors • Delirium • Convulsions • Possible death

² Source: [The University of Chicago Common Sense Table D](#)

Stimulants

Drugs	Physical Dependence	Psychological Dependence
Cocaine	Possible	High
Amphetamine/ Methamphetamine	Possible	High
Methylphenidate	Possible	High
Other Stimulants	Possible	High
Possible Effects	Effects of overdose	Withdrawal Symptoms
<ul style="list-style-type: none"> • Increased alertness • Euphoria • Increased pulse rate and blood pressure • Excitation • Insomnia • Loss of appetite 	<ul style="list-style-type: none"> • Agitation • Increased body temperature • Hallucinations • Convulsions • Possible death 	<ul style="list-style-type: none"> • Apathy • Long periods of sleep • Irritability • Depression • Disorientation

Cannabis

Drugs	Physical Dependence	Psychological Dependence
Marijuana	Unknown	Moderate
Tetrahydrocannabinol	Unknown	Moderate
Hashish and Hashish Oil	Unknown	Moderate
Possible Effects	Effects of overdose	Withdrawal Symptoms
<ul style="list-style-type: none"> • Euphoria • Relaxed inhibitions • Increased appetite • Disorientation 	<ul style="list-style-type: none"> • Fatigue • Paranoia • Possible psychosis 	<ul style="list-style-type: none"> • Occasional reports of insomnia • Hyperactivity • Decreased appetite

Hallucinogens

Drugs	Physical Dependence	Psychological Dependence
LSD	None	Unknown
Mescaline and Peyote	None	Unknown
Amphetamine Variants	Unknown	Unknown
Phencyclidines and Analogues	Unknown	High
Other Hallucinogens	None	Unknown
Possible Effects	Effects of Overdose	Withdrawal Symptoms
<ul style="list-style-type: none"> • Illusions and hallucinations • Altered perception of time and distance 	<ul style="list-style-type: none"> • Longer, more intense “trip” episodes • Psychosis • Possible death 	<ul style="list-style-type: none"> • Unknown

Anabolic Steroids

Drugs	Physical Dependence	Psychological Dependence
Testosterone (Cypionate, Enanthate)	Unknown	Unknown
Nandrolone (Decanoate, Phenpropionate)	Unknown	Unknown
Oxymethalone	Unknown	Unknown
Possible Effects	Effects of Overdose	Withdrawal Symptoms
<ul style="list-style-type: none"> • Virilization • Acne • Testicular atrophy • Gynecomastia • Aggressive behavior • Edema 	<ul style="list-style-type: none"> • Unknown 	<ul style="list-style-type: none"> • Possible depression

Additional reference for drugs of abuse:

[Drugs of Abuse 2011 Edition US Department of Justice Drug Enforcement Administration](#)

Support Systems and Resources For Students

Professional students at UConn Health are encouraged to utilize the **Confidential Help for Impaired Professional Students (CHIPS) program**. This resource is available to all UConn Health students (Schools of Dental Medicine, Medicine and Graduate School) to provide the following:

- Education and increased awareness of substance abuse
- Evaluation and treatment of persons having problems with alcohol or other drugs
- On-going support and follow up
- Advocacy for continuing professional education without stigma or penalty

Students with alcohol or drug-related problems may also seek the help of Student Mental Health Services and/or EAP. The staff of these programs are experienced in working with issues of substance use and abuse and can provide direct assistance, as well as provide information about off-campus assessments, treatment facilities, and area support groups.

While UConn Health will hold students accountable for violations of the AOD Policies noted below, it is also committed to supporting any student who makes the responsible decision to address his or her substance use. Students should feel confident in knowing that advisors, faculty and staff will support any student who is struggling to address his or her substance use. This support may include referrals to above mentioned resources and/or educational programming or intervention plans off campus, to assist a student in meeting his or her goals.

These resources may be contacted as follows:

UConn Health Resources
CHIPS: CHIPS Hotline (860) 679-4485 CHIPS Director (860) 679-4485 Email: CHIPS@uchc.edu CHIPS Website: http://sdm.uchc.edu/studentlife/chips.html http://medicine.uchc.edu/current/chips/index.html
Student Mental Health Services Contact: Ted Lawlor, MD Director, Student Mental Health 880-679-4151 tlawlor@uchc.edu Debra Johnson, APRN Student Mental Health Practitioner 860-679-5435 dvjohnson@uchc.edu
Employee Assistance Program (available to all professional students) Elizabeth Robinson, LMFT, CEAP Phone: 860-679-2877 Fax: 860-679-0130 Email: robinson@uchc.edu or uchc_eap@uchc.edu

Support Systems and Resources For Employees

UConn Health recognizes that employees may have difficulties with substance abuse which are not immediately obvious in their job performance, but which they wish to find help in controlling. EAP (Employee Assistance Program), a confidential counseling and referral service is available for UConn Health Employees.

To speak with an EAP counselor on the UConn Health campus contact:

Elizabeth Robinson, LMFT, CEAP

Phone: 860-679-2877

Fax: 860-679-0130

Email: robinson@uchc.edu or uchc_eap@uchc.edu

To make a confidential appointment call:

860-679-2877 or 800-852-4392 (Connecticut toll-free)

We encourage you to call between 8:00 a.m. and 5:00 p.m., Monday through Friday. If office hours are inconvenient, leave a voice message or send an email at any time about when and how to reach you. You will be contacted as soon as possible.

Online Resources

Employee Assistance Program uchc_eap@uchc.edu

UConn Health Confidential Help and Information for Professional Students Program:

- <http://sdm.uchc.edu/studentlife/chips.html>
- <http://medicine.uchc.edu/current/chips/index.html>

Health Assistance InterVention Education Network for licensed healthcare professionals:

//haven-ct.org/

Connecticut General Statutes: <http://www.cga.ct.gov/current/pub/titles.htm>

United States Code: <http://uscode.house.gov/>

National Institute on Alcohol Abuse and Alcoholism: <http://www.niaaa.nih.gov/>

Center for Disease Control: <http://www.cdc.gov/>

Andrew Agwunobi (Signed)

1/5/16

Andrew Agwunobi, M.D., M.B.A.
Executive Vice President for Health Affairs

Date

New Policy: 12/8/15

Replaces portions of Policy 2003-39 Alcohol Abuse and Drug-Free Workplace