

Working Toward a Drug-Free College Community

Distributed to Lafayette students, faculty and staff, in compliance with the Drug-Free Schools and Communities Act of 1989 and the Drug-Free Workplace Act of 1988.

Introduction

In September 1989 President Bush issued his *National Drug Control Strategy*, which proposed that the Congress pass legislation to require schools, colleges, and universities to implement and enforce firm drug prevention programs and policies as a condition of eligibility to receive Federal financial assistance.

In support of the national strategy, Congress enacted The Drug-Free Schools and Communities Act Amendments of 1989, which require that, "...as a condition of receiving funds or any other form of financial assistance under any Federal program, an institution of higher education, State educational agency, or local educational agency must certify that it has adopted and implemented a program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees." This legislation was passed in addition to the Drug-Free Workplace Act of 1988, which requires that as a condition of receiving Federal grants or contracts in excess of \$25,000, an institution of higher education must notify employees who work on such projects of the institution's policy of maintaining a drug-free workplace.

This statement was developed to inform the College community of the seriousness of the use and abuse of illicit drugs and alcohol and to set forth the standards of conduct regarding such activity by employees and students of the College.

Community Responsibility

Lafayette College is committed to providing a safe, drug-free educational and work environment for all students and employees. Students and employees are both citizens and members of the academic community. As citizens they enjoy the same rights and obligations that other citizens enjoy, and, as members of the academic community, they are subject to the rights and obligations which accrue to them by virtue of this membership. Students and employees are expected to be honorable and ethical in every regard and to have consideration for the welfare of others as individuals and for the community as a whole.

Lafayette College Standards of Conduct

The unlawful possession, use or distribution of illicit drugs and alcohol on institutional property or at any other officially sanctioned College activity by any member of the Lafayette College community is strictly prohibited. Students and employees who violate this regulation are subject to severe disciplinary action by the College and may incur penalties prescribed by civil authorities.

For students, sanctions imposed by the College for violations of the above conditions may range from probation up to and including expulsion from the College and referral for prosecution.

All employees are required to abide by this policy as a condition of employment at Lafayette College and sanctions imposed by

the College for violation of the policy may range from mandatory participation in rehabilitation programs to termination of employment and referral for prosecution. Any employee who is convicted of any drug-related crime in the workplace must notify the College's Office of Human Resources within five (5) days of conviction. Notification of such conviction is also a mandatory condition for continued employment at the College. Any employee convicted of a drug-related crime in the workplace will be subject to discipline including, but not limited to, immediate dismissal.

Substance Use Disorder

Drug addiction or substance use disorder is a dependence on a legal (alcohol, nicotine) or illegal drug (cocaine, heroine) or medication. Addiction is defined as the inability to control one's drug use and the perpetual use of the drug despite harmful consequences. Drug addiction can result in intense cravings for the drug. Drug addiction can cause serious, long-term consequences, including problems with physical and mental health, relationships, education, employment, and the law.

Drug Use

As defined by Lafayette College, is the illegal and/or improper use of drugs, drug paraphernalia, and prescription medications including: the possession or use of illegal drugs as defined by the laws of the Commonwealth of Pennsylvania; the manufacture, distribution, or intended distribution of illegal drugs as defines by the laws of the Commonwealth of Pennsylvania; the possession or use of prescription medication in a manner other than is described on the prescription label including, but not limited to, being in possession of or using prescription medication without a prescription; the distribution or intended distribution of prescription medication; and the possession or use of drug paraphernalia including those that are homemade.

Alcohol Use

Alcohol, the shortened term for ethyl alcohol, is a depressant that slows the activity of the central nervous system and the brain. Each year alcohol is attributed to 1,825 deaths of college students, 599,000 unintentional injuries, 696,000 assaults, and 97,000 sexual assaults or date rapes (National Institute on Alcohol Abuse and Alcoholism). The negative implications of high-risk drinking on campus pose a serious threat to our College community now and the lives of our students beyond their college years.

Alcohol is a substance regulated by local, state and federal agencies with respect to the purchase, transportation, consumption and possession by individuals under age 21.

Legal Sanctions

Easton

Please refer to the [Pennsylvania Drug and Alcohol Abuse Control Act](#) for more information.

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including the following but not limited to:

Alcohol - A person less than 21 years of age commits a summary offense if he or she attempts to purchase, consume, possess, or knowingly and intentionally transport any liquor or malt or brewed beverage. Violation of this law is punishable by fines up to \$500, as well as mandatory loss of driving privileges in the State of Pennsylvania. Misrepresentation of age to purchase alcohol is also punishable by fines up to \$500 and loss of driving privileges. Altering, selling, or manufacturing false identification is punishable by a fine of \$1,000 (first offense) \$2,500 (second offense) plus loss of driving privileges. Selling or furnishing alcoholic beverages to those under 21 is punishable by a mandatory fine of not less than \$1,000 for the first offense and \$2,500 for each subsequent violation. All persons, while in the Commonwealth of Pennsylvania, are subject to the Pennsylvania Liquor and Penal Code.

Drugs - Pennsylvania State law prohibits, among other things, the unauthorized manufacture, sales, delivery and possession of controlled substances. Penalties and sentences range from a misdemeanor subject to 30 days imprisonment and a \$500 fine for simple possession of a small amount of marijuana, to a felony subject to a maximum of 15 years imprisonment and a \$250,000 fine for manufacture, delivery or possession of a Schedule I or II controlled narcotic drug such as cocaine, PCP, and LSD.

A more complete summary of penalties related to illicit drugs may be found in the Office of the Dean of Students and the Office of Human Resources. Individuals seeking legal advice regarding drug or alcohol related laws should consult legal counsel.

Federal

Drugs - Federal law prohibits the manufacturing, distribution, dispensing for possession with intent to manufacture, distribute or dispense a controlled substance. Penalties range from imprisonment for one year and a \$100,000 fine for a first conviction involving a Schedule V controlled substance, to imprisonment for 20 years to life and a \$4,000,000 fine for convictions involving large amounts of heroin, coca leaf derivatives (such as cocaine), PCP, LSD, marijuana and certain other drugs, where death or serious bodily injury results from the use of the substance. The penalty for simple possession of a controlled substance (i.e., possession without intent to manufacture, distribute or dispense), excluding cocaine-containing substances, is punishable by a maximum of one year imprisonment and a \$1,000 fine or both for the first conviction with increased imprisonment and fines for subsequent convictions. A civil penalty of up to \$10,000 may be imposed in lieu of criminal prosecution for simple possession of small amounts of certain controlled substances by persons with no prior convictions. Distribution within 1,000 feet of a school, college or university is also subject to double penalties.

Health Risks

All drugs, including alcohol, can produce serious side effects. At the least, drug and alcohol use may limit the normal process of experiencing the breadth of life. Because drugs impair the mind, they increase the likelihood of accidents and violent behavior.

The many health risks associated with alcohol are well documented. Small amounts may affect judgment and coordination, impairing an individual's performance of even simple, routine tasks. The repeated use of alcohol can lead to dependence, with myriad physical, emotional and psychological complications. Effects of the prolonged use of alcohol may include the following: (1) damage to the central nervous system; (2) malnutrition and anemia; (3) damage to heart, lungs and liver; (4) mental disorders; (5) death.

Counseling and Treatment

Students or employees who use controlled substances or who abuse alcohol are encouraged to seek the assistance of the medical and counseling staff at the **Lafayette College Bailey Health Center**, (610) 330-5001 or **Lafayette College Counseling Center** (610) 330-5005. Employees will be provided an appropriate referral. Individual treatment is provided by the physician and/or psychologists for short-term intervention in acute alcohol or drug induced crises. Planning for continued treatment considers the situational context and individual needs and may include referral to off-campus agencies. Many options are available in the Lehigh Valley and surrounding areas for employees and students in need of substance-abuse counseling; several are noted below.

Alcoholics Anonymous, Easton

24-hour hotline (610) 882-0558 or www.aalv.org.

Caron Foundation, PA

Gender-separate, residential, primary and extended care rehab for teens, young adults, adults and older adults with drug or alcohol addiction including: assessments, primary relapse, and extended residential treatment programs, as well as programs for families. (800) 854-6023 or www.caron.org.

Lehigh Valley Drug and Alcohol Intake Unit, Easton

Intervention, assessment, referral, case management and information services. 24-hour support line 1-855-284-2494 or www.lvintake.org

Mid-Atlantic Rehabilitation Services, Bethlehem

Outpatient substance abuse treatment services providing comprehensive, person-centered, quality addiction treatment services in a supportive environment, through individual goal driven treatment in a cost-effective manner.

(610) 419-3101 x277 or www.marsatp.com

Pyramid Healthcare Rehabilitation Center provides treatment for adults and teens suffering from addiction or substance abuse.

Program offerings include detoxification, inpatient treatment, outpatient treatment and halfway and transitional housing where individuals learn and practice recovery and coping skills. (888) 694-9996 or www.pyramidhealthcarepa.com.

N.E.T. NorthEast Treatment Centers specializes in the treatment of alcoholism, opioid addiction, substance abuse, dual diagnosis, mental health and substance abuse. (610) 253-6760 or www.netcenters.org.

Safe Harbor Easton is dedicated to empowering and educating homeless men and women, and to helping them to achieve a better way of life through fulfillment and recovery. (610) 258-5540 or <https://safeharboreaston.wordpress.com>.

Should the above agencies prove unsuitable, additional options may be explored with Bailey Health Center staff.

Office of Human Resources and AODSC September 2020

FEDERAL TRAFFICKING PENALTIES—

DRUG/SCHEDULE	QUANTITY	PENALTIES	QUANTITY	PENALTIES
Cocaine (Schedule II)	500–4999 grams mixture	<p>First Offense: Not less than 5 yrs, and not more than 40 yrs. If death or serious injury, not less than 20 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 injury, life imprisonment. Fine of not more than \$8 million if an individual, \$50 million if not an individual.</p>	5 kgs or more mixture	<p>First Offense: Not less than 10 yrs, and not more than life. If death or serious injury, not less than 20 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 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>
Cocaine Base (Schedule II)	28–279 grams mixture		280 grams or more mixture	
Fentanyl (Schedule II)	40–399 grams mixture		400 grams or more mixture	
Fentanyl Analogue (Schedule I)	10–99 grams mixture		100 grams or more mixture	
Heroin (Schedule I)	100–999 grams mixture		1 kg or more mixture	
LSD (Schedule I)	1–9 grams mixture		10 grams or more mixture	
Methamphetamine (Schedule II)	5–49 grams pure or 50–499 grams mixture		50 grams or more pure or 500 grams or more mixture	
PCP (Schedule II)	10–99 grams pure or 100–999 grams mixture		100 gm or more pure or 1 kg or more mixture	
PENALTIES				
Other Schedule I & II drugs (and any drug product containing Gamma Hydroxybutyric Acid)	Any amount	<p>First Offense: Not more than 20 yrs. If death or serious injury, not less than 20 yrs, or more than life. Fine \$1 million if an individual, \$5 million if not 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 not an individual.</p>		
Flunitrazepam (Schedule IV)	1 gram			
Other Schedule III drugs	Any amount	<p>First Offense: Not more than 10 years. If death or serious injury, not more than 15 yrs. Fine not more than \$500,000 if an individual, \$2.5 million if not an individual.</p> <p>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.</p>		
All other Schedule IV drugs	Any amount	<p>First Offense: Not more than 5 yrs. Fine not more than \$250,000 if an individual, \$1 million if not an individual.</p> <p>Second Offense: Not more than 10 yrs. Fine not more than \$500,000 if an individual, \$2 million if other than an individual.</p>		
Flunitrazepam (Schedule IV)	Other than 1 gram or more			
All Schedule V drugs	Any amount	<p>First Offense: Not more than 1 yr. Fine not more than \$100,000 if an individual, \$250,000 if not an individual.</p> <p>Second Offense: Not more than 4 yrs. Fine not more than \$200,000 if an individual, \$500,000 if not an individual.</p>		

FEDERAL TRAFFICKING PENALTIES—MARIJUANA—

DRUG	QUANTITY	1st OFFENSE	2nd OFFENSE *
Marijuana (Schedule I)	1,000 kg or more marijuana mixture; or 1,000 or more marijuana plants	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 life. Fine not more than \$10 million if an individual, \$50 million if other than an individual.	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.
Marijuana (Schedule I)	100 kg to 999 kg marijuana mixture; or 100 to 999 marijuana plants	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 life. Fine not more than \$5 million if an individual, \$25 million if other than an individual.	Not less than 10 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.
Marijuana (Schedule I)	More than 10 kgs hashish; 50 to 99 kg marijuana mixture More than 1 kg of hashish oil; 50 to 99 marijuana plants	Not less 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.	Not less than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if other than an individual.
Marijuana (Schedule I)	Less than 50 kilograms marijuana (but does not include 50 or more marijuana plants regardless of weight) marijuana plants; 1 to 49 marijuana plants;	Not less than 5 yrs. Fine not more than \$250,000, \$1 million if other than an individual	Not less than 10 yrs. Fine \$500,000 if an individual, \$2 million if other than individual
Hashish (Schedule I)	10 kg or less		
Hashish Oil (Schedule I)	1 kg or less		

*The minimum sentence for a violation after two or more prior convictions for a felony drug offense have become final is a mandatory term of life imprisonment without release and a fine up to \$20 million if an individual and \$75 million if other than an individual.