

Alcohol and Substance Abuse Policy

According to established Oklahoma City University policy, the use, possession, or sale of alcoholic beverages (including under-age drinking), tobacco, illegal drugs, firearms, or other dangerous weapons on University-owned or controlled property is strictly prohibited. Any student or employee found to be in violation of this policy is subject to University discipline, up to and including suspension or expulsion from the University. Criminal charges may also be filed with the Oklahoma County District Attorney if violations are applicable for prosecution. Oklahoma City University provides drug and alcohol abuse education, awareness programs, and counseling through the University Counseling Center. Current campus drug and alcohol policies related to University students are available in the Oklahoma City University Student Handbook (<http://issuu.com/okcu/docs/studenthandbook-14-15>) and Student Code of Conduct (<http://www.okcu.edu/students/conduct/>). Current campus drug and alcohol policies related to University employees are available on Oklahoma City University's website as follows: <http://www.okcu.edu/policies/documents>.

Drug and Alcohol Policy Distribution

Oklahoma City University is actively involved in distributing this policy and providing education and training. This policy is distributed actively to 1) all newly hired employees and new students, during orientation, and 2) annually, in a manner designed to actively reach all students, and separate from the distribution of the Annual Security and Fire Report.

Statement of Compliance

The Drug-Free Workplace Act of 1988 requires recipients of federal grants and certain federal contracts to certify that they will provide a drug-free workplace. Employees (including Work Study students) who are engaged in projects relating to federal grant awards, must abide by Oklahoma City University drug-free policy to avoid loss of the federal grant or contract. As part of this policy, Oklahoma City University has also adopted a drug-free awareness program and a drug testing program as noted below.

Oklahoma City University has developed this policy not only in response to the federal drug-free legislation, but also to attempt to provide a healthy environment by preventing the use of illegal drugs or the abuse of alcohol within Oklahoma City University's community.

Oklahoma City University is committed to protecting the safety, health and well-being of all employees and other individuals in our workplace. We recognize that alcohol abuse and illegal drug use pose a significant threat to our goals. We have established a drug-free workplace program that balances our respect for individuals

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with the need to maintain an alcohol and drug-free environment. Oklahoma City University encourages employees to voluntarily seek help with drug and alcohol problems.

Standard of Conduct

Oklahoma City University prohibits the unlawful manufacture, distribution dispensation, possessions, or use of controlled substances and alcohol by Covered Individuals on Oklahoma City University's property or at any Oklahoma City University-sponsored function, whether on or off-campus, except as exempted. It is a violation of the OCU Student Code of Conduct and the OCU drug-free workplace policy to use, possess, sell, trade, and/or offer the of sale alcohol, illegal drugs, or intoxicants. However, this policy does not prohibit the lawful and non-excessive consumption of alcohol by persons of legal age at off-campus Oklahoma City University sponsored social events or when acting as the Oklahoma City University representative at a third-party event, or personal consumption unrelated to Oklahoma City University, as provided in the University's policy that can be accessed at the following link: <http://www.okcu.edu/policies/documents>.

Legal Sanctions

One of the goals of Oklahoma City University's drug-free workplace program is to encourage Covered Individuals to voluntarily seek help with alcohol and/or drug problems. If, however, a Covered Individual violates the policy, the consequences are serious. Any Covered individual who violates this policy, any city ordinances, state criminal laws, or federal laws relating to alcohol or drug use, or who does not cooperate with Oklahoma City University in its attempts to maintain a drug-free environment, will face appropriate disciplinary action up to and including dismissal from Oklahoma City University, cancellation of their contract, or other appropriate responsive action. In the case of applicants, the offer of employment can be withdrawn and the applicant may not reapply.

Nothing in this policy prohibits a Covered Individual from being disciplined or discharged for other violations and /or performance problems.

Covered Individuals violating any city ordinance, state criminal laws, or federal laws relating to alcohol or drug use also risk fines and imprisonments.

Federal law prohibits possession, use, distribution, manufacture, or dispensing of controlled substances. The ultimate punishment for drug crimes generally depends on the quantity, classification, and purpose of possession of the drug. The most serious drug crimes are producing, manufacturing or selling illegal drugs. Federal sanctions for drug felonies may include:

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Federal Drug Possession Penalties: (federal charges are not applicable unless it involves multi-state trafficking)

- First violation - a minimum fine of \$1,000 but not more than \$100,000, and a maximum jail term of one year.
- Second violation - a minimum fine of \$2,500 but not more than \$250,000, and/or minimum jail term of 15 days but not more than two years.
- Third or subsequent violation - a minimum fine of \$5,000 but not more than \$250,000 and/or a minimum jail term of 90 days but not more than three years.
- Federal penalties have special sentencing provisions for the possession of crack cocaine: a maximum fine of \$250,000 and/or a minimum jail term of five years but not more than 20 years, if it is a first conviction and the amount of crack cocaine possessed exceeds 5 grams; second crack cocaine conviction, and the amount possessed exceeds 3 gram; third conviction and the amount possessed exceeds 1 gram.

Available Counseling, Treatment, Rehabilitation and Re-Entry Programs for Employees

Oklahoma City University provides no treatment, rehabilitation or re-entry programs for employees with substance-abuse problems. The University does provide to Covered Individuals and their family members Employee Assistance Program (EAP) services. The EAP, which provides services for clinical, emotional and work-life issues, is voluntary and confidential. Privacy is guaranteed under the law when a Covered Individual self-refers. Covered Individuals can access the EAP services 24 hours a day, 365 days a year.

Additionally, Oklahoma City University, when economically feasible, provides a licensed professional counselor who is available to the Covered Individual and their immediate family members. Alcohol or drug abuse issues may be discussed or a referral may be asked for. By law, all conversations with the counselor are confidential.

Following a violation of the drug-free workplace policy, depending on the nature and severity of the violation, a Covered Individual may be offered an opportunity to participate in rehabilitation. In such cases, the Covered Individual must sign and abide by the terms set forth by Oklahoma City University as a condition of remaining on campus.

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Alcohol and Other Drug Policies

Oklahoma City University is to be a safe environment free from alcohol and other drugs. The University recognizes that the use of alcohol and illegal drugs diminishes the strength and vitality of human resources and the integrity of the institution. It is the intent of the University to educate and encourage students to abstain from alcohol and other drugs.

Alcohol and Drug Education

Oklahoma City University recognizes its responsibility to help educate its students concerning alcohol and other drug use, abuse, and addiction. The University will offer lectures, courses, workshops, and prevention programs. The University Counseling Center and Campus Health Clinic will provide literature on resources, referral services and educational material on the use, abuse, and addiction to all drugs and treatment options.

Alcohol and Other Drugs Committee

This Committee is comprised of members of Housing and Residence Life, University Counseling, and OCUPD to address issues surrounding the use and misuse of alcohol by students. The committee holds social and educational events each semester in an attempt to raise students' awareness of the consequences and dangers of alcohol consumption.

Drug and Alcohol Dependency Testing

The University may require any student who is reasonably suspected of drug use to undergo drug testing. Drug testing will be conducted in accordance with the Oklahoma Standards for Workplace Drug and Alcohol Testing Act. Any drug tests required will be conducted by a state certified laboratory during or immediately following regular working or classroom hours. The tests will be paid for by the University. Any student who requests a retest of a sample in order to challenge the results of a positive test is required to pay all costs of additional tests.

The University may require a drug and alcohol dependency evaluation with either an in-house or contracted program that provides substance abuse counseling, treatment, or rehabilitation. A "Release-Of-Information" form provided by the University must be signed by the student prior to any referral for testing or counseling. Students receiving sanctions requiring treatment may use any other certified program. In any case, a student must provide proof of treatment before consideration is given to his or her reinstatement.

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Disciplinary Action for Drug and Alcohol Use

Any student found using or distributing alcohol and other drugs on campus, in on-campus housing, or during campus-sponsored activities can face disciplinary action by the University. The disciplinary action may include a drug assessment, referral for counseling, and/or treatment as recommended by a University approved counselor or counseling service.

The University may take disciplinary action against a student who refuses to undergo drug and alcohol testing. The University will take no disciplinary action against a student, except for temporary suspension, until the first test result has been confirmed by an additional test. Any student has the right to an explanation, in confidence, of the test results and may obtain all information and records related to testing. Information related to drug and alcohol tests will be kept confidential and apart from other student records.

Notification to State and Federal Authorities

The University may refer individuals to applicable local, state, or federal law enforcement authorities for prosecution. Any student who is convicted under a criminal drug statute for a violation occurring in any campus owned or leased facility must notify the University within five working days of the conviction. Within ten working days, Oklahoma City University is required to notify the Department of Education of the disciplinary action. Within thirty days, the University will take appropriate disciplinary action. Any questions concerning this policy may be directed to the Vice President for Student Affairs.

A student who is convicted of a state or federal offense involving the possession or sale of an illegal drug that occurred while the student is enrolled in school and receiving Title IV aid is not eligible for Title IV funds. A borrower's eligibility is based on the student's self-certification on the Free Application for Federal Student Aid (FAFSA). Convictions that are reversed, set aside, or removed from the student's record, or a determination arising from a juvenile court proceeding do not affect eligibility and do not need to be reported by the student.

In compliance with federal law, Oklahoma City University will publish and distribute a report no later than October 1, outlining the number and types of alcohol/drug violations occurring on campus during the previous academic year.

Alcohol and Substance Abuse Information

Oklahoma City University is a safe environment free from alcohol and other drugs. It recognizes that the use of alcohol and illegal drugs diminishes the strength and vitality of human resources and the integrity of the institution. It is the intent of the University to educate and encourage students to abstain from alcohol and other drugs. Any student found using or distributing alcohol and other drugs on campus, in on-campus housing, or during campus-sponsored activities will face disciplinary action by the administration, including but not limited to a mandatory drug assessment, referral for counseling, and/or treatment as recommended by a University-approved counselor or counseling service.

The use of alcohol or drugs may lead to abuse or addiction, causing psychological and/or physical dependence. They present a danger to the campus community when someone is performing a task under the influence or distributing to others.

Oklahoma City University recognizes its responsibility to help educate its students concerning alcohol and drug use, abuse, and addiction. Educational activities will include:

- Lectures, courses, and workshops conducted by authorities in the fields of drug prevention and drug treatment. All students are encouraged to attend at least one event annually.
- The Campus Health Clinic and University Counseling Center will provide educational material on the use, abuse, and addiction to drugs and alcohol. Referrals to outside agencies and treatment options are also available.
- The Office of Student Development will periodically conduct programs and publish information pertaining to the use/abuse of drugs and alcohol.

Health Risks Associated with Drug or Alcohol Use

Drugs at work are a hidden habit, but they have visible effects on the user. Whether the drug of choice is alcohol, marijuana, a prescription drug or cocaine, the habit can lead to a change in work habits, too. Some people may believe that drugs are harmless or even helpful. The truth is that drugs can have very serious, long-term physical and emotional health effects. And if drugs are mixed, the impact is even more detrimental. The following is a partial list of drugs and some of the consequences of their use. Only some of the known health risks are covered, and not all legal or illegal drugs are included:

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- **Alcohol** is the most commonly abused substance in the work place. It produces short-term effects that include behavioral changes, impairment of judgment and coordination, greater likelihood of aggressive acts, respiratory depression, irreversible physical and mental abnormalities in newborns (fetal alcohol syndrome) and death. Long term effects include: damage to the liver, heart and brain; ulcers; gastritis; malnutrition; delirium tremens; and cancer.
- **Marijuana** is an addictive drug, although many still believe that it is harmless. It impairs short-term memory comprehension, concentration, reaction time, and motivation. It may also cause paranoia and psychosis. Marijuana smoke contains more cancer-causing agents than tobacco smoke. The way marijuana is smoked enhances the risk of contracting lung disease and cancer.
- While **cocaine** and **crack** can speed up performance, their effect is short-lived. More lasting risks are short attention span, irritability and depression, seizure and heart attack.
- **Prescription drugs** are often used to reduce stress. However, they are not safe, unless they are taken as directed. If abused, they can lead to sluggishness or hyperactivity, impaired reflexes, addiction, and brain damage.
- Other drugs, such as **PCP, LSD, heroin, mescaline, and morphine**, have a wide variety of negative health effects from hallucinations and mental confusion to convulsions and death.
- **Tobacco/nicotine** is Oklahoma's leading cause of preventable death killing 5,800 Oklahomans each year; more than alcohol, auto accidents, AIDS, suicides, murders, and illegal drugs combined. Secondhand smoke exposure kills an estimated 700 Oklahomans each year.

Off-Campus Resources

While Oklahoma City University strives to help members of the campus community learn about alcohol and other drugs, we realize that sometimes students may wish to seek off-campus help. Following is a list of contacts and resources:

Reachout Hotline 1-800-522-9054

Oklahoma Alcoholics Anonymous
<http://www.aaoklahoma.org>

Norman Alcohol and Drug Treatment Center
P.O. Box 151
Norman, OK. 73070-0151
405/573-6624

Alcohol and Substance Abuse Information

Oklahoma County Crisis Intervention Center
1200 N.E. 13th
P.O. Box 53277
OKC, OK. 73152
405/522-8100 or 1-800-522-9054

A Chance to Change
5228 Classen Circle
OKC, OK.
405/840-9000

Catalyst Behavioral Services (Inpatient and Outpatient)
3033 N. Walnut Ave.
OKC, OK.
405/232-9804

Jordan's Crossing, Inc. (Inpatient & Outpatient; Inpatient females only)
301 SW 74th
OKC, OK.
405/604-9644

North Care Center
4436 NW 50th
OKC, OK.
405/858-2700

Quapaw Counseling Services
1301 SE 59th Street
OKC, OK.
405/672-3033

The Referral Center (Medical Detox)
1215 NW 25th Street
OKC, OK.
405/525-2525

Specialized Outpatient Services, Inc.
5208 N. Classen Circle
OKC, OK.
405/810-1766

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Total Life Counseling
3000 United Founders Bvd. Suite 239
OKC, OK.
405/840-7040

Valley Hope (Outpatient)
6110 NW 63rd Street
OKC, OK.
405/946-7337

Law School Exceptions to Alcohol Policy

The Oklahoma City University School of Law does allow alcohol for limited purposes and events on its downtown OKC campus, administratively regulated and at the discretion of the Law School Dean.