

ALCOHOL AND DRUG POLICY

In compliance with the State of Louisiana's Policy on Alcohol and Other Drugs, the Drug-Free Workplace Act of 1988, and the Drug-Free Communities and Schools Act Amendments of 1989, McNeese State University has developed the following policy. A copy of the State of Louisiana's Policy on Alcohol and Other Drugs may be obtained from the McNeese State University Human Resources Office.

I. EMPLOYEES AND STUDENTS OF MCNEESE STATE UNIVERSITY ARE PROHIBITED FROM THE FOLLOWING ACTS:

- A. The unlawful or unauthorized manufacture, distribution, dispensation, possession, or use of alcohol and other drugs on the worksite or on university property or at any university function;**
- B. Impairment of employees or students on the worksite or on university property or at any university function from the use of alcohol or other drugs, except the use of drugs for legitimate medical purposes;
- C. Action which results in the criminal conviction for
 1. A violation of any criminal drug law, based upon conduct occurring either on or off the worksite; or
 2. A violation of any alcohol beverage control law or law which governs driving while intoxicated based upon conduct occurring on the worksite.
- D. Failure to report to their supervisors that they have been convicted of any offense, as defined in C above, within five calendar days of the conviction.

Included under this policy are all full-time and part-time employees and students of the university.

The worksite consists of any state-owned or leased property or any site where official duties are being performed by state employees.

The university prohibits the use or sale of any alcoholic beverages and the possession or consumption in any form on campus except in those areas where the president or his designee has authorized the serving or sale of legal beverages in accordance with the provisions of the state and local laws and ordinances and by prescribed university regulations.

Any employee who commits a prohibited act shall be subject to the full range of disciplinary actions, including discharge, and may be required to participate satisfactorily in an appropriate rehabilitation program.

II. EMPLOYEES

COUNSELING, TREATMENT AND REHABILITATION PROGRAMS

Employees with health care coverage in the Preferred Provider Organization (PPO), Exclusive Provider Organization (EPO), Managed Care Organization (MCO), and Health Maintenance Organization (HMO) plans have access to an Employee Assistance Program (EAP) and substance abuse services through Region V Office for Addictive Disorders

Outpatient Treatment Facilities of Louisiana. These include State Operated Outpatient and State Funded Outpatient Clinics, State Operated Inpatient Unit, State Operated Medical Detoxification Unit, State Contracted Halfway House, Substance Abuse and Gambling Treatment, multiple modalities and settings for treatment-ranging from educational programs, intensive outpatient programs to inpatient treatment. Services are provided on a sliding fee scale. Gambling Outpatient service is also being offered through a contract with McNeese State University and the Regional Coordinator's Office. Other agencies may provide assistance and referral information. The Counseling Center at McNeese may provide assistance and referral information. Contact Human Resources for more information.

SANCTIONS

In accordance with McNeese State University policies, when an employee is found to be in violation of the Drug-Free Policy Statement, he/she may be subject to penalties up to and including termination. Employees may also be required to satisfactorily participate, at their expense, in a drug abuse rehabilitation program before being allowed to return to work. Appropriate action will be taken within thirty (30) days of McNeese's notice of conviction or violation of the University's drug-free policy statement.

This policy statement is an integral part of McNeese's drug-free awareness program.

III. STUDENTS

Alcoholic Beverages

McNeese State University seeks to encourage and sustain an academic environment that both respects individual freedom and promotes the health, safety, and welfare of all members of its community. In keeping with these objectives, the university has established a policy and guidelines governing the possession, sale, and consumption of alcoholic beverages on the university campus that conform to the laws of the State of Louisiana.

Underage possession and /or consumption of alcoholic beverages is not permitted on property owned or controlled by the university. Intentionally or knowingly selling, or intentionally or knowingly "furnishing" alcoholic beverages to persons under the age of 21, or to persons obviously inebriated, is not permitted on property owned or controlled by the university. Legal consumption and possession of alcoholic beverages is limited to designated locations only. The university prohibits the use or sale of any alcoholic beverages and the possession or consumption in any form on campus except in those areas where the president or his designee has authorized the serving or sale of legal beverages in accordance with the provisions of the state and local laws and ordinances and by prescribed university regulations.

The complete policy and guidelines concerning alcoholic beverages is published annually in the university **Student Handbook**.

Illegal Drugs

The university does not condone the possession, use, or distribution of marijuana, LSD or other hallucinogens, narcotics, or any other illegal drugs by anyone in any campus facility. Any individual known to be possessing, using, or distributing such drugs is subject to campus disciplinary action and criminal arrest, imprisonment, and/or fine according to state law.

Drug and Alcohol Abuse Education Programs

Consistent with its educational mission, the university also assists its members in finding alternatives to alcoholic beverages for promoting social interaction and stress reduction, and it provides services and resources for community members who experience alcohol-related difficulties. Keeping informed is an important step in developing a healthy lifestyle and in knowing how to cope with problems as they arise.

McNeese State University provides useful and informative prevention education programs throughout the year.

A variety of departments sponsor workshops and lectures on alcohol and drug-related issues to support and encourage healthy, productive lifestyles.

These programs are made available through:

University Police	475-5711
Counseling Center	475-5136
Residential Life	475-5706
Student Health Center	475-5748
Athletics	562-4165

For students with substance abuse problems or concerns, assistance is available at the University's Counseling Center. The experienced professional counselor offers support for students in an atmosphere of understanding and confidentiality. The Counseling center offers individual assessment and referral to both on and off-campus resources.

If you are aware of problems with friends, roommates, or family members, we encourage you to act responsibly by consulting with the Counseling Center. Remaining silent or waiting until a situation has escalated is neither respectful nor responsible. The University will work with you and your fellow students to cooperatively solve alcohol and substance abuse problems as they occur.

FEDERAL TRAFFICKING PENALTIES

DRUG/SCHEDULE	QUANTITY	PENALTIES	QUANTITY	PENALTIES
Cocaine (Schedule II)	500 - 4999 gms mixture	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 \$2 million if an individual, \$5 million if not an individual Second Offense: Not less than 10 yrs, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$4 million if an individual, \$10 million if not an individual	5 kgs or more mixture	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 \$4 million if an individual, \$10 million if not an individual. Second Offense: Not less than 20 yrs, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$8 million if an individual, \$20 million if not an individual. 2 or More Prior Offenses: Life imprisonment
Cocaine Base (Schedule II)	5-49 gms mixture		50 gms or more mixture	
Fentanyl (Schedule II)	40 - 399 gms mixture		400 gms or more mixture	
Fentanyl Analogue (Schedule I)	10 - 99 gms mixture		100 gms or more mixture	
Heroin (Schedule I)	100 - 999 gms mixture		1 kg or more mixture	
LSD (Schedule I)	1 - 9 gms mixture		10 gms or more mixture	
Methamphetamine (Schedule II)	5 - 49 gms pure or 50 - 499 gms mixture		50 gms or more pure or 500 gms or more mixture	
PCP (Schedule II)	10 - 99 gms pure or 100 - 999 gms 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	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. Second Offense: Not more than 30 yrs. If death or serious injury, not less than life. Fine \$2 million if an individual, \$10 million if not an individual
Flunitrazepam (Schedule IV)	1 gm or more	
Other Schedule III drugs	Any amount	First Offense: Not more than 5 years. 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 not an individual
Flunitrazepam (Schedule IV)	30 to 999 mgs	
All other Schedule IV drugs	Any amount	First Offense: Not more than 3 years. Fine not more than \$250,000 if an individual, \$1 million if not an individual. Second Offense: Not more than 6 yrs. Fine not more than \$500,000 if an individual, \$2 million if not an individual.
Flunitrazepam (Schedule IV)	Less than 30 mgs	
All Schedule V drugs	Any amount	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 2 yrs. Fine not more than \$200,000 if an individual, \$500,000 if not an individual.

Federal Trafficking Penalties - Marijuana

DRUG	QUANTITY	1 st OFFENSE	2 nd OFFENSE
Marijuana	1,000 kg or more mixture; or 1,000 or more plants	<ul style="list-style-type: none"> • Not less than 10 years, not more than life • If death or serious injury, not less than 20 years, not more 	<ul style="list-style-type: none"> • Not less than 20 years, not more than life • If death or serious injury, mandatory life

		<p>than life</p> <ul style="list-style-type: none"> • Fine not more than \$4 million if an individual, \$10 million if other than an individual 	<ul style="list-style-type: none"> • Fine not more than \$8 million if an individual, \$20 million if other than an individual
Marijuana	100 kg to 999 kg mixture; or 100 to 999 plants	<ul style="list-style-type: none"> • Not less than 5 years, not more than 40 years • If death or serious injury, not less than 20 years, not more than life • Fine not more than \$2 million if an individual, \$5 million if other than an individual 	<ul style="list-style-type: none"> • Not less than 10 years, not more than life • If death or serious injury, mandatory life • Fine not more than \$4 million if an individual, \$10 million if other than an individual
Marijuana	<p>more than 10 kgs hashish; 50 to 99 kg mixture</p> <p>more than 1 kg of hashish oil; 50 to 99 plants</p>	<ul style="list-style-type: none"> • Not more than 20 years • If death or serious injury, not less than 20 years, not more than life • Fine \$1 million if an individual, \$5 million if other than an individual 	<ul style="list-style-type: none"> • Not more than 30 years • If death or serious injury, mandatory life • Fine \$2 million if an individual, \$10 million if other than individual
Marijuana	1 to 49 plants; less than 50 kg mixture	<ul style="list-style-type: none"> • Not more than 5 years • Fine not more than \$250,000, \$1 million other than individual 	<ul style="list-style-type: none"> • Not more than 10 years • Fine \$500,000 if an individual, \$2 million if other than individual
Hashish	10 kg or less		
Hashish Oil	1 kg or less		