

A Report to the Campus Community

DRUGS and ALCOHOL

Striving for a Drug-Free Environment for Students and Employees at Lehigh University

The Drug-Free Workplace Act of 1988 (P.L. 100-690) and the Drug-Free Schools and Communities Act Amendments of 1989 (P.L. 101-206) require that each college and university receiving federal financial assistance provide annually the following information in writing to all students and employees:

- A. Standards of conduct that clearly prohibit, at a minimum, the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees on its property or as part of its activities.
- B. A description of the applicable legal sanctions under local, state, or federal law for the unlawful possession or distribution of illicit drugs and alcohol.
- C. A description of the health risks associated with the use of illicit drugs and the abuse of alcohol.
- D. A description of the four major areas to reduce prescription drug abuse.
- E. A description of any drug or alcohol counseling, treatment, or rehabilitation or re-entry programs that are available to employees or students.
- F. A clear statement that the institution will impose disciplinary sanctions on students and employees (consistent with local, state and federal law), and a description of those sanctions, up to and including expulsion or termination of employment and referral for prosecution, for violations of the standards of conduct. A disciplinary sanction may include the completion of an appropriate rehabilitation program.

Accordingly, this report is distributed annually, and the following information is presented for your knowledge.

A. Standards of Conduct

1. **Students:** The unauthorized use, distribution, or possession of any controlled substance or illegal drug or alcohol in violation of local, state, and/or federal laws on Lehigh premises or at activities sponsored by or affiliated with the University is in violation of the Student Code of Conduct.
2. **Employees:** The sale, purchase, transfer, use or possession of illegal drugs by employees on University premises or while on University business is prohibited. Further, the use of any legally obtained drug, including alcohol, to the point where such use adversely affects the employee's job performance, is prohibited.

B. Criminal Sanctions Under Local, Pennsylvania, and Federal Law

The following description is a summary only and is not a substitute for legal advice. Anyone wishing legal advice should consult an attorney.

1. **City of Bethlehem:** Public consumption of alcoholic beverages and possession of open containers of alcoholic beverages in a public place or in an automobile is illegal and punishable by law. Punishment includes a \$100 fine or thirty days imprisonment (or both) for the first offense; a \$300 fine or sixty days imprisonment (or both) for the second offense; and a \$600 fine or ninety days imprisonment (or both) for the third and each subsequent offense.

Because Marijuana is considered a controlled substance under Pennsylvania Law, it is illegal in the city of Bethlehem for any person to possess a small amount of Marijuana, and/or Marijuana paraphernalia. Persons who possess Marijuana and/or Marijuana paraphernalia are subject to fines up to \$150.

More information regarding Bethlehem's Alcohol and Marijuana Ordinances can be found on the City's website at:

<https://www.bethlehem-pa.gov/CityOfBethlehem/media/Ordinance-PDFs/ARTICLE0723.pdf?ext=.pdf> and <https://www.bethlehem-pa.gov/CityOfBethlehem/media/Ordinance-PDFs/ARTICLE0744.pdf?ext=.pdf>

2. Commonwealth of Pennsylvania:

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 transports any liquor or malt or brewed beverage. Violation of this law is punishable by fines up to \$500 or imprisonment up to 90 days. Misrepresentation of age to purchase alcohol is also punishable by fines up to \$500, imprisonment up to one year. Altering, selling, or manufacturing false identification is punishable by a fine of up to \$1,000 (first offense) and up to \$2,500 (second and subsequent offense). Selling or furnishing alcoholic beverages to those under 21 is punishable by a mandatory fine of up to \$1,000 (first offense) and \$2,500 (second and each subsequent offense). All persons, while in the Commonwealth of Pennsylvania, are subject to the Pennsylvania Liquor Code and Crimes Code.

Pennsylvania law provides that a person with a blood alcohol content (BAC) of .08% or greater who operates a motor vehicle is considered driving under the influence and is subject to prosecution under Pennsylvania law.

A more complete summary of Pennsylvania laws and penalties related to alcohol may be found on the *Pennsylvania Liquor Control Board's* website at:

http://www.lcb.state.pa.us/portal/server.pt/c/ommunity/pennsylvania_liquor_control_board/17476

Drugs: *The Controlled Substance, Drug, Device and Cosmetic Act*, 35 Pa. C.S.A. 780-101 et seq., establishes five schedules of controlled substances based on dangerousness and medical uses. It prohibits the manufacture, distribution, sale or acquisition of controlled substances except in accordance with the Act as well as acquisition by misrepresentation or forgery or the knowing possession of controlled substances unlawfully acquired.

Penalties for first-time violators of the Act range from 30 days imprisonment, \$500 fine, or both for possession or distribution of a small amount of marijuana or hashish, not for sale, to 15 years or \$250,000 or both for the manufacture or delivery of a Schedule I or II narcotic. A person over eighteen years of age who is convicted for violating the 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 a university is located, the person shall be sentenced to an additional minimum sentence of at least two years total confinement.

The Pharmacy Act of 1961, 63 Pa. C.S.A. 390-8 makes it unlawful to procure or attempt 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.

The Vehicle Code, 75 Pa. C.S.A. 3802 et seq., which was amended effective July 1, 1977, prohibits driving under the influence of alcohol or a controlled substance, or both, if the driver thereby is rendered incapable of safe driving. A police officer is empowered to arrest without a warrant any person whom he or she has probable cause to believe has committed a violation, even though the officer may not have been present when the violation was committed. A person so arrested is deemed to have consented to a test of breath or blood for the purpose of determining alcoholic content, and if a violation is found it carries the penalties of a misdemeanor of the second degree, which includes imprisonment for a maximum of 3 days.

3. Federal: The Federal drug laws, *The Controlled Substances Act*, 21 U.S.C. 801 et seq., are similar to the *Pennsylvania Controlled Substance, Drug, Device, and Cosmetic Act*, but contain, for the most part, more severe penalties. Schedules of controlled substance are established, and the law prohibits the knowing or intentional manufacture, distribution, dispensing, or possession with intent to distribute or dispense a controlled substance. If the quantity of controlled substance is large (e.g. 1,000 kg. of a mixture or substance containing marijuana), the maximum penalties are life imprisonment, a \$4,000,000 fine, or both.

Lesser quantities of controlled substance (e.g. 100 kg. of a mixture or substance containing marijuana) result in maximum penalties of life imprisonment, a \$2,000,000 fine, or both. The distribution of small amounts of marijuana for no remuneration or simple possession of a controlled substance carries a maximum of one year's imprisonment, a \$5,000 fine, or both, with the penalties for the second offense doubling. Double or triple penalties are imposed against persons 18 or older who distribute to persons under the age of 21. Double penalties also apply to the distribution or manufacture of a controlled substance in or on or within 1,000 feet of the property of a school or college.

Please see the *U.S. Drug Enforcement Administration* website at: <https://www.dea.gov/index.shtml> for the most recent and complete information about Federal drug trafficking penalties.

Violations of local, state, and federal laws may, at the discretion of the appropriate authorities, subject the offender to criminal prosecution. Independent of any criminal sanctions, violators are also subject to University Sanctions as discussed in Section F, below.

C. Health Risks

ALCOHOL

The following information pertaining to alcohol is from *What Works: Schools Without Drugs*, U.S. Department of Education (1992) Revised 2005:

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.

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.

Women 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.

PRESCRIPTION STIMULANT MEDICINES

Short-term effects: Increased alertness, attention, energy; increased blood pressure and heart rate; narrowed blood vessels; increased blood sugar; opened-up breathing passages. In high doses: dangerously high body temperature and irregular heartbeat; heart failure; seizures.

Long-term effects: Heart problems, psychosis, anger, paranoia.

Examples: Commercial names: Adderall, Benzedrine, Concerta, Ritalin. Street names: Bennies, Black Beauties, Crosses, Hearts, LA Turnaround, Speed, Truck Drivers, Uppers, JIF, MPH, R-ball, Skippy, Vitamin R.

DEPRESSANTS

Short-term effects: Small amounts can produce calmness and relaxed muscles, while larger doses can cause slurred speech, staggering gait, and altered perception.

Long-term effects: Confusion; depression; loss of coordination; tolerance (physical and psychological); overdose may cause coma or death; can be lethal when combined with alcohol.

Examples: Alcohol, prescription drugs like Valium and Xanax, sleeping pills.

HALLUCINOGENS

Short-term effects: Unpredictable, depending upon dosage and user's personality, mood and expectations. Hallucinations; panic; irrational behaviors since drug blocks pain receptors (which can lead to increased risk of accidents and injuries); muscular condition worsens; senses dulled; speech blocked and incoherent.

Long-term effects: Flashbacks (certain aspects of LSD experience recur even though user is not taking drug); tolerance; overdose can lead to convulsions, coma and death.

Examples: LSD, PCP, DMT, STP, mescaline.

INHALANTS

Short-term effects: Act directly on central nervous system to produce mind-altering effect; slows down body functions; alcohol-like effects such as slurred speech, loss of coordination; euphoria, dizziness; hallucinations and delusions.

Long-term effects: Kidney abnormalities; liver damage; memory impairment; attention deficits; diminished non-verbal intelligence; death resulting from heart failure, asphyxiation, or aspiration; addiction.

Examples: Glue, lighter fluid, cleaning fluids, and paint products.

MARIJUANA

Short-term effects: Sensory distortion; Increase in heart rate with possible anxiety/panic; decreased reaction time; poor coordination of movement.

Long-term effects: Respiratory and lung problems; immune system suppression personality and mood changes; and lower levels of the sex hormone testosterone and an increase in abnormal sperm count in men.

OPIOIDS

Short-term effects: Initial feeling of euphoria followed by drowsiness, nausea, and vomiting; constricted pupils; watery eyes and itching.

Long-term effects: Malnutrition; collapsed veins; liver disease; use of contaminated syringes may result in diseases such as AIDS, endocarditis, and hepatitis; addiction; tolerance; overdose leading to convulsions, coma and death.

Examples: Heroin, opium, morphine, codeine and prescription pain pills like Percocet.

Heroin has become headline news. According to the Centers for Disease Control and Prevention (CDC), the number of heroin-related deaths rose nearly 300 percent in a recent ten year period. People who were not normally considered "at-risk" are falling victim to the drug, with some of the greatest increase of abuse occurring in women and those with higher income.

The Lehigh community has resources for individuals dealing with narcotics addiction. See section E. Drug and Alcohol Counseling Opportunities.

ILLICIT STIMULANTS

Short-term effects: Increase alertness, attention, and energy as well as elevate blood pressure, heart rate, and respiration. When taken non-medically can induce a feeling of euphoria and increase blood glucose.

Long-term effects: Non-medical cognitive enhancement poses potential health risks, including addiction, dangerously high body temperature and an irregular heartbeat, cardiovascular failure or seizures, feelings of hostility or paranoia and even psychosis.

Examples: Cocaine, crystal meth, speed, over the counter cold remedies, prescriptions such as Ritalin and diet drugs.

SYNTHETIC/DESIGNER DRUGS

Bath Salts:

Short-term effects: Increase in heart rate; elevated blood pressure; agitation; anxiety; hallucinations; extreme paranoia; delusions; agitation; suicidal thoughts; irregular heartbeat; chest pain; headaches; trouble sleeping; loss of appetite; depression; changes in personality; and disturbed speech or behavior.

Long-term effects: Not yet known; however, Bath Salts are believed to cause damage to neurotransmitters in the brain and cause mental health problems (including psychosis).

Common Street Name(s): “Bath salt” stimulant products are sold in powder form in small plastic or foil packages of 200 and 500 milligrams under various brand names including: Bliss, Blue Silk, Cloud Nine, Drone, Energy-1, Ivory Wave, Lunar Wave, Meow Meow, Ocean Burst, Pure Ivory, Purple Wave, Red Dove, Snow Leopard, Stardust, Vanilla Sky, White Dove, White Knight, and White Lightening.

Club Drugs:

Short-term effects: May interfere with body’s ability to regulate temperature; many of same risks as users of stimulants and amphetamines, such as increases in heart rate and blood pressure; muscle tension, involuntary teeth clenching; nausea; blurred vision; faintness and chills or sweating.

Examples: MDMA (Ecstasy), GHB, GBL.

Smiles or 2C-I:

In July 2012, a synthetic drug often called, “Smiles” was added as a Schedule I substance under the Synthetic Drug Abuse Prevention Act of 2012, marking it as a dangerous and illegal substance.

Common Street Name(s): Isabel, Izzy

Much of the above information is drawn from the *U.S. Department of Justice’s* website. For more detailed information about the street names, short-term effects, long-term effects, trafficking trends, treatment resources and other information pertaining to these and other illicit drugs, please refer to the website at: <https://www.drugabuse.gov/drugs-abuse>.

D. Abuse of Prescription Drugs

The Centers for Disease Control and Prevention has classified prescription drug abuse as an epidemic. The 2011 Prescription Drug Abuse Prevention Plan expands upon the Obama Administration’s National Drug Control Strategy and includes action in four major areas to reduce prescription drug abuse:

- **Education.** A crucial first step in tackling the problem of prescription drug abuse is to educate parents, youth, and patients about the dangers of abusing prescription drugs, while requiring prescribers to receive education on the appropriate and safe use, and proper storage and disposal of prescription drugs.
- **Monitoring.** Implement prescription drug monitoring programs (PDMPs) in every state to reduce “doctor shopping”

and diversion, and enhance PDMPs to make sure they can share data across states and are used by healthcare providers.

- **Proper Medication Disposal.** Develop convenient and environmentally responsible prescription drug disposal programs to help decrease the supply of unused prescription drugs in the home.
- **Enforcement.** Provide law enforcement with the tools necessary to eliminate improper prescribing practices and stop pill mills.

E. Drug and Alcohol Counseling Opportunities

1. **Students:** University Counseling and Psychological Services (UCPS) is located on the fourth floor of Johnson Hall at 36 University Drive. Services are offered free of charge for a wide range of issues revolving around substance abuse, misuse, abuse, and dependency. The staff provides services that span prevention, intervention, treatment and referral. Help is offered through individual and group sessions and can be in the form of therapy, referral, consultation and/or education. Additional information about the services provided by UCPS can be found at <https://studentaffairs.lehigh.edu/content/ucps-services>

Any contact with the staff of the UCPS is held in the strictest confidence. No information is reported to anyone except with written permission of the student, or in an emergency whereby the clinician is acting in order to protect the welfare of another. Appointments are easy to make by calling 610-758-3880, or emailing incso@lehigh.edu Monday through Friday from 8:00 am to 5:00 pm.

2. **Employees:** Employees who have a substance abuse problem are strongly encouraged to use the Employee Assistance Program (EAP) available to all Lehigh faculty and staff. The EAP is

a confidential assessment, brief counseling, and referral service managed by Health Advocate. Employees may contact Health Advocate by telephone at 866-799-2728. There are also valuable resources available to employees at healthadvocate.com. To obtain a user ID and password for healthadvocate.com, please contact Human Resources.

Supervisors or managers who are faced with an employee substance abuse problem may consult with the Office of Human Resources to determine an appropriate course of action.

3. Other Resources:

[University Health and Wellness Center](#)
36 University Drive
Bethlehem, PA 18015
Phone: 610-758-3870
Email: inluhc@lehigh.edu
Website: <http://www.lehigh.edu/health/>

[GET INCLUSIVE](#) is an interactive, online program designed to inform students about how alcohol affects the body, mind, perceptions, and behaviors. All incoming first-year students are expected to complete this course prior to coming to campus.

<https://studentaffairs.lehigh.edu/node/3076>

[Alcoholics Anonymous \(AA\)](#)
<http://www.aalv.org/>

[Narcotics Anonymous](#)
<http://www.na.org/>

[Northampton County Drug & Alcohol](#)
2801 Emrick Boulevard
Bethlehem, PA 18020
Phone: 610-829-4725 (non-emergency)
Phone: 610-252-9060 (emergency)
Office Hours: 8:00 a.m. – 4:30 p.m.

[American Psychiatric Association](#)
<https://www.psychiatry.org>

[SMART Recovery](#)
<http://smartrecovery.org/>

F. University Sanctions

The University will thoroughly investigate and, when appropriate, impose sanctions on students or employees who violate the standards of conduct as set forth in Sections A.1 and A.2 above.

termination, termination of employment or revocation of tenure, and referral for prosecution.

1. **Students:** Violations of the standards of conduct in Section A.1 above will result in
 - (a) disciplinary action as outlined in the University Student Conduct System section of the Lehigh University Student Handbook, and
 - (b) legal action consistent with local, state and federal laws. Possible disciplinary actions include warning, probation, suspension or expulsion, and other sanctions as deemed appropriate, including referral for prosecution. Please refer to the current version of the [Code of Conduct](http://studentaffairs.lehigh.edu/content/code-conduct), located on the University's website at: <http://studentaffairs.lehigh.edu/content/code-conduct> for a description of applicable sanctions.

As permitted by the Family Educational Rights and Privacy Act (FERPA), the Office of Student Conduct will notify parents/guardians of a student who is under the age of 21 any time he or she is found responsible for violating the University's Code of Conduct relating to alcohol or drug offenses.

In addition, in disciplinary cases involving drugs or alcohol in which the student is not suspended or expelled, the Conduct Officer may impose a mandatory interaction with the University Counseling and Psychological Services (UCPS).

2. **Employees:** Violations of the Standards of Conduct in Section A.2 above will result in
 - (a) disciplinary action as set forth in Rules and Procedures of the Faculty and the Lehigh University Staff Guides, and
 - (b) legal action consistent with local, state, and federal laws. Violations are subject to disciplinary action up to and including suspension from work without pay during an investigation, a period of provisional employment, which may result in