



To: CDU Students and Employees  
From: Department of Human Resources  
Subject: Drug Free Schools and Communities Act  
Date: April 14, 2015

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In response to former President George H. W. Bush's national drug control strategy, Congress passed legislation to require schools, colleges, and universities to implement and enforce drug prevention programs and policies as a condition of eligibility to receive federal financial assistance.

On December 12, 1989, President Bush signed the Drug-Free Schools and Communities Act Amendments of 1989 (Amendments) Public Law 101-226. Section 22 of the Amendments amends provisions for the Drug-Free Schools and Communities Act of 1986 and the Higher Education Act of 1965 to require that, as a condition of receiving funds or any other form of financial assistance under any federal program after Oct. 1, 1990, a university or college must submit certification that it has adopted and implemented a drug prevention program.

As set forth in the above referenced statute, Charles R. Drew University of Medicine and Science is required to provide at a minimum, an annual distribution in writing to each employee and student the following information.

1. Standards of conduct that clearly prohibit, at a minimum, the unlawful possession, use, or distribution of illicit drugs and alcohol by employees and students on its property or as part of its activities;
2. A description of applicable legal sanctions under local, state, or federal law for the unlawful possession or distribution of illicit drugs and alcohol;
3. A description of health risks associated with the use of illicit drugs and the abuse of alcohol;
4. A description of available drug or alcohol counseling, treatment, or rehabilitation or re-entry programs;
5. A clear statement of the disciplinary sanctions that Charles R. Drew University of Medicine and Science will impose on employees and students and a description of termination of employment and referral for prosecution for the unlawful possession, use, or distribution of illicit drugs and alcohol. Disciplinary sanctions may also include completing an appropriate rehabilitation program; and

6. A biennial review by Charles R. Drew University of Medicine and Science of its program to determine the effectiveness, implement needed changes, and ensure that disciplinary sanctions are consistently enforced.

**DRUG REGULATIONS and CONTROLLED SUBSTANCES LAWS**

The use, possession, sale, or transfer of narcotics, drugs or hallucinogens is prohibited on campus, except as permitted by law. Charles R. Drew University of Medicine and Science’s drug policy appears in the:

- 2014-2015 University Catalog (Students)  
[http://www.cdrewu.edu/assets/pdfs/\\_2014-15%20CATALOG\\_pub-20140804.pdf](http://www.cdrewu.edu/assets/pdfs/_2014-15%20CATALOG_pub-20140804.pdf)
- 2014-2015 Catalog Addendum (Students)  
<http://www.cdrewu.edu/assets/pdfs/2014-2015%20CDU%20Catalog%20Addendum.pdf>
- 2011 Faculty Manual  
<http://www.cdrewu.edu/assets/pdfs/FacultyManualFebruary2011/CDU%20Faculty%20Manual%2002-18-11.pdf>
- 2015 HR APM (Staff)  
<http://www.cdrewu.edu/hr/Policy>

**Alcohol**

Legal drinking age is defined by the State of California is 21 years of age or older. Additional penalties are noted in the California Codes.

<b>Activity</b>	<b>Classification</b>	<b>Penalty</b>
Any person who sells, provides, gives or causes to be sold an alcoholic beverage to any person under the age of 21.	Misdemeanor	Punishable by a fine of \$250 and/or no more than 32 hours of community service for first offense. Increased penalties for additional violations.
Any person under the age of 21 who purchases alcoholic beverages or consumes alcoholic beverages in on-sale premises.	Misdemeanor	Punishable by a fine of \$250 and/or no more than 32 hours of community service for first offense. Increased penalties for additional violations.

California Vehicle Code, Section 23152 makes it unlawful for a person to drive a vehicle while under the influence (DUI) of any alcoholic beverage and/or drug. Persons arrested for DUI who refuse to be tested per Section 13353 shall have their privileges to operate a vehicle suspended for 1 year or for 2 years for a second refusal within a period of 10 years.

At the time of the arrest, a driver who has 0.08 or more alcohol concentration in their blood, will, upon conviction, be sentenced to not less than 96 hours in county jail and a fine of not less than \$390, no more than \$1000. Driver’s license will be suspended and the court can require that a first time offender install a certified ignition interlock device on any vehicle that the person owns or operates.

For persons under the age of 21, Section 23140 makes it unlawful for a person to drive a vehicle who has 0.05 or more alcohol concentration in their blood.

Drug Alcohol Policy-CA

### Marijuana

**(defined by California Health and Safety Code, Sections 11357-11362.9)**

Except as provided by law under the California Compassionate Use Act of 1996, a person shall not knowingly possess or use, possess for sale, produce, transport, import into the state, sell, furnish, administer, or give away. Additional penalties are noted in Health and Safety Code, Sections 11357-11362.9.

Quantity/Activity	Classification	Penalty
Possession of any amount of concentrated cannabis	Felony	A fine of \$500 and/or 1 year Imprisonment
Possession of no more than 28.5 grams of marijuana	Misdemeanor	A fine of \$100. Additional penalties for multiple convictions
Possession of more than 28.5 grams of marijuana	Felony	A fine up to \$500 and/or 6 months imprisonment

### Controlled Substances (formerly classified Dangerous Drugs)

**(defined by California Health and Safety Code, Sections 11377-11382.5)**

Except as provided by law, a person shall not knowingly possess or use, possess for sale, produce, transport, import in the state, sell, furnish, administer, or give away. Additional penalties as noted in Health and Safety Code, Sections 11377-11382.5.

Activity	Classification	Penalty
A person who possesses or uses a dangerous drug.	Misdemeanor/Felony	Monetary fine, up to 1 year imprisonment.
A person who possesses a dangerous drug for the purpose of selling.	Felony	Imprisonment
A person who transports a dangerous drug.	Felony	Imprisonment up to 4 years.

### Controlled Substances (formerly classified Narcotics)

**(defined by California Health and Safety Code, Sections 111350-111356.5)**

Except as provided by law, a person shall not knowingly possess or use, possess for sale, produce, transport, import in the state, sell, furnish, administer, or give away. Additional penalties as noted in Health and Safety Code, Sections 111350-111356.5.

Activity	Classification	Penalty
A person who possesses or uses a narcotic drug.	Misdemeanor/Felony	A fine of \$1000 or community service. Additional penalties, including jail time, for multiple convictions.
A person who possesses a narcotic drug for the purpose of selling	Felony	Imprisonment up to 4 years.
A person who transports a narcotic drug	Felony	Imprisonment up to 5 years

### Federal Trafficking Penalties

DRUG/SCHEDULE	QUANTITY	PENALTIES	QUANTITY	PENALTIES
Cocaine (Schedule II)	500 - 4999 gms mixture	First Offense :	5 kgs or more mixture	First Offense :

Cocaine Base (Schedule II)	28-279 gms mixture	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	280 gms or more mixture	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.
Fentanyl (Schedule II)	40 - 399 gms mixture		400 gms or more mixture	
Fentanyl Analogue (Schedule I)	10 - 99 gms mixture	<b>Second Offense:</b> 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	100 gms or more mixture	<b>Second Offense:</b> 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.
Heroin (Schedule I)	100 - 999 gms mixture		1 kg or more mixture	
LSD (Schedule I)	1 - 9 gms mixture		10 gms or more mixture	<b>2 or More Prior Offenses:</b> Life imprisonment
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	<b>First Offense:</b> 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.
		<b>Second Offense:</b> Not more than 30 yrs. If death or serious injury, not more than 15 yrs. Fine \$2 million if an individual, \$10 million if not an individual
Other Schedule III drugs	Any amount	<b>First Offense:</b> 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.
		<b>Second Offense:</b> Not more than 20 yrs. If death or serious injury, not more than 30 yrs. Fine not more than \$1.5 million if an individual, \$5 million if not an individual

All other Schedule IV drugs	Any amount	<b>First Offense:</b> Not more than 5 years. Fine not more than \$250,000 if an individual, \$1 million if not an individual.
Flunitrazepam (Schedule IV)	Less than 1 gm	<b>Second Offense:</b> Not more than 10 yrs. Fine not more than \$500,000 if an individual, \$2 million if not an individual.
All Schedule V drugs	Any amount	<b>First Offense:</b> Not more than 1 yr. Fine not more than \$100,000 if an individual, \$250,000 if not an individual.
		<b>Second Offense :</b> Not more than 4 yrs. Fine not more than \$200,000 if an individual, \$500,000 if not an individual.

**Federal Trafficking Penalties - Marijuana**

<b>Federal Trafficking Penalties for Marijuana, Hashish and Hashish Oil, Schedule I Substances</b>	
Marijuana 1,000 kilograms or more marijuana mixture or 1,000 or more marijuana plants	<b>First Offense:</b> 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.  <b>Second Offense:</b> 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 100 to 999 kilograms marijuana mixture or 100 to 999 marijuana plants	<b>First Offense:</b> 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.  <b>Second Offense:</b> 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, \$50million if other than an individual.
Marijuana 50 to 99 kilograms marijuana mixture, 50 to 99 marijuana plants	<b>First Offense:</b> 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.  <b>Second Offense:</b> 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.
Hashish More than 10 kilograms	
Hashish Oil More than 1 kilogram	
Marijuana less than 50 kilograms marijuana (but does not include 50 or more marijuana plants regardless of weight)  1 to 49 marijuana plants	<b>First Offense:</b> Not more than 5 yrs. Fine not more than \$250,000, \$1 million if other than an individual.  <b>Second Offense:</b> Not more than 10 yrs. Fine \$500,000 if an individual, \$2 million if other than individual.
Hashish 10 kilograms or less	
Hashish Oil 1 kilogram or less	

## ***HEALTH RISKS***

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#### **Alcohol Abuse Health Risks**

According to the Centers for Disease Control and Prevention (CDC), excessive alcohol use has immediate effects that increase the risk of many harmful health conditions. These immediate effects are most often the result of binge drinking and include the following:

- Unintentional injuries, including traffic injuries, falls, drowning, burns, and unintentional firearm injuries.
- Violence, including intimate partner violence and child maltreatment. About 35% of victims report that offenders are under the influence of alcohol. Alcohol use is also associated with 2 out of 3 incidents of intimate partner violence. Studies have also shown that alcohol is a leading factor in child maltreatment and neglect cases, and is the most frequent substance abused among these parents.
- Risky sexual behaviors, including unprotected sex, sex with multiple partners, and increased risk of sexual assault. These behaviors can result in unintended pregnancy or sexually transmitted diseases.
- Miscarriage and stillbirth among pregnant women, and a combination of physical and mental birth defects among children that last throughout life.
- Alcohol poisoning, a medical emergency that results from high blood alcohol levels that suppress the central nervous system and can cause loss of consciousness, low blood pressure and body temperature, coma, respiratory depression, or death.

The CDC also indicates that over time, excessive alcohol use can lead to the development of chronic diseases, neurological impairments and social problems. These include but are not limited to:

- Neurological problems, including dementia, stroke and neuropathy.
- Cardiovascular problems, including myocardial infarction, cardiomyopathy, atrial fibrillation and hypertension.
- Psychiatric problems, including depression, anxiety, and suicide.
- Social problems, including unemployment, lost productivity, and family problems.
- Cancer of the mouth, throat, esophagus, liver, colon, and breast. In general, the risk of cancer increases with increasing amounts of alcohol.
- Liver diseases, including:
  - Alcoholic hepatitis.
  - Cirrhosis, which is among the 15 leading causes of all deaths in the United States.
  - Among persons with Hepatitis C virus, worsening of liver function and interference with medications used to treat this condition.
- Other gastrointestinal problems, including pancreatitis and gastritis.

### **Use of Illicit Drugs Health Risks**

The Controlled Substances Act (CSA) places all substances that are regulated under existing federal law into one of five schedules. Reference is made to these schedules in the tables within this program and a description of each schedule is indicated below:

#### **Schedule I Controlled Substances**

Substances in this schedule have a high potential for abuse, have no currently accepted medical use in treatment in the United States, and there is a lack of accepted safety for use of the drug or other substance under medical supervision.

Some examples of substances listed in schedule I are: heroin, lysergic acid diethylamide (LSD), marijuana (cannabis), peyote, methaqualone, and 3, 4-methylenedioxymethamphetamine (“ecstasy”).

#### **Schedule II Controlled Substances**

Substances in this schedule have a high potential for abuse which may lead to severe psychological or physical dependence.

Examples of single entity schedule II narcotics include morphine and opium. Other schedule II narcotic substances and their common name brand products include: hydromorphone (Dilaudid®), methadone (Dolophine®), meperidine (Demerol®), oxycodone (OxyContin®), and fentanyl (Sublimaze® or Duragesic®).

Examples of schedule II stimulants include: amphetamine (Dexedrine®, Adderall®), methamphetamine (Desoxyn®), and methylphenidate (Ritalin®). Other schedule II substances include: cocaine, amobarbital, glutethimide, and pentobarbital.

#### **Schedule III Controlled Substances**

Substances in this schedule have a potential for abuse less than substances in schedules I or II and abuse may lead to moderate or low physical dependence or high psychological dependence.

Examples of schedule III narcotics include combination products containing less than 15 milligrams of hydrocodone per dosage unit (Vicodin®) and products containing not more than 90 milligrams of codeine per dosage unit (Tylenol with codeine®). Also included are buprenorphine products (Suboxone® and Subutex®) used to treat opioid addiction.

Examples of schedule III non-narcotics include benzphetamine (Didrex®), phendimetrazine, ketamine, and anabolic steroids such as oxandrolone (Oxandrin®).

**Schedule IV Controlled Substances**

Substances in this schedule have a low potential for abuse relative to substances in schedule III.

An example of a schedule IV narcotic is propoxyphene (Darvon® and Darvocet-N 100®). Other schedule IV substances include: alprazolam (Xanax®), clonazepam (Klonopin®), clorazepate (Tranxene®), diazepam (Valium®), lorazepam (Ativan®), midazolam (Versed®), temazepam (Restoril®), and triazolam (Halcion®).

**Schedule V Controlled Substances**

Substances in this schedule have a low potential for abuse relative to substances listed in schedule IV and consist primarily of preparations containing limited quantities of certain narcotics. These are generally used for antitussive, antidiarrheal, and analgesic purposes.

Examples include cough preparations containing not more than 200 milligrams of codeine per 100 milliliters or per 100 grams (Robitussin AC® and Phenergan with Codeine®).



## ***CAMPUS RESOURCES***

There are several places on campus that can help you understand the health risk of drugs and alcohol or any other questions you have.

Here you will find a link to places on campus that can help you in a variety of ways.

### **Health, Alcohol and Drug Education**

The Alcohol and Drug Education Program is a part of the Office of Student Affairs. Students requiring assistance are encouraged to use Student Affairs services as appropriate. Students are also encouraged to utilize their health plan referral services as appropriate. These plans offer professional and confidential counseling and treatment.

### **Counseling**

For further information and/or to seek assistance for drug and alcohol related problems through confidential counseling, students should contact the Chief Student Services Officer. Substance abuse information is available on campus in the form of brochures, pamphlets and other handouts, and on the website.

### **Human Resources and Employee Assistance Program (EAP)**

The Department of Human Resources may be consulted for information to assist with referrals to the Employee Assistance Program (EAP) and or employee health insurance programs. These programs offer professional and confidential counseling and treatment.

### **Rehabilitation Program**

Where appropriate and at the sole discretion of the University, employees may be referred for mandatory treatment with the Employee Assistance Program (EAP) and enrollment in a substance abuse program as a condition of continued employment. These types of programs range from short to long-term counseling, with both in and out-patient treatment.

### **Academic Department Courses**

A number of academic departments offer courses and other opportunities for students to study the complex issues of drug abuse, the impact of society, as well as to prepare for careers in alcohol and drug counseling, patient care, and other related fields. The following units offer such courses and programs:

[HLS 401 Pharmacology](#)

[NUR 510 Pharmacology](#)

[NUR 610 Advanced Pharmacology](#)

## *DISCIPLINARY ACTIONS and SANCTIONS*

- a) The University does not accept or condone the inappropriate use of alcohol or controlled substances by students or employees. Therefore, the unlawful manufacture, distribution, dispensing, possession or use of alcohol or controlled substances is strictly prohibited. The Drug and Alcohol Free Workplace and University, Student Code of Conduct, and Employee applies to all students and employees who have a continuing relationship with Charles R. Drew University of Medicine and Science and the University retains the authority to address violations of these expectations both on and off campus.

Sanctions that may be imposed on students and employees could be a combination of any of the following:

- b) **Removal:** A student who, in the opinion of the instructor, is exhibiting impaired behaviors will be removed from any classroom or clinical setting. It is in violation of law, and of University regulations to obtain, possess, prescribe, administer to self or to another person any controlled substance or patient medications not prescribed by a physician.
- c) **Oral Warning:** An oral statement, not to appear in the student's file or oral warning to appear in employee file.
- d) **Written Reprimand:** For violation of specific University policies, including a notice to the student or employee that continued or repeated violations of University policies may be cause for further disciplinary action.
- e) **Probation:** A written notice that a student or employee is in danger of suspension or dismissal if specific conditions are not met by a certain time.
- f) **Suspension:** Termination of student or employment/academic status for a specific academic or employment term, with reinstatement thereafter. Violation of the conditions of suspension during the period of suspension may be cause for further disciplinary action.
- g) **Dismissal:** termination of student status, employment and/or faculty status.
- h) **Restitution:** Reimbursement by the student or employee for damage to any University affiliate property may be imposed either exclusively or in combination with other disciplinary action.
- i) **Rehabilitation:** An employee who violates this policy may, where appropriate and at the sole discretion of the University, be referred for mandatory treatment with the Employee Assistance Program (EAP) and enrollment in a substance abuse program as a condition of continued employment. The required rehabilitation program will vary depending on the nature of the substance used and the severity of the drug and/or alcohol dependency. These types of programs range from short to long-term counseling, with both in and out-patient treatment. Written documentation of enrollment is required, in addition to documented clearance to return to work. Failure to provide this information within a reasonable timeframe may result in further disciplinary action, including termination of employment.

- j) **Post-Rehabilitative Testing:** Following completion of a mandatory treatment program and release to return to work, the employee will be subject to mandatory, post-rehabilitative controlled substance/breath alcohol testing for a period of two (2) years after return to work. The employee will also be subject to a minimum of six (6) unannounced controlled substance/breath alcohol tests within the next 12 month period. The employee will be subject to immediate termination of employment following any subsequent, positive, on-duty tests results and/or failure to submit to a random test.
  
- k) **Legal Action:** Referral for prosecution, arrest and penal or probationary disposition under appropriate sections of the California Health and Safety Code, the California Penal Code and/or the United States Code.

The University has very high expectations for the behavior of our students and employees and the Drug and Alcohol Free Workplace and University Policies, Student Code of Conduct and Employee Code of Conduct are designed to help you understand the standards of the academic community. Charles R. Drew University of Medicine and Science is committed to providing a safe environment that is socially responsible and conducive to learning.

The inappropriate use of alcohol and other controlled substances is detrimental to our employees, students, and the public they serve. The University will attempt to help you if you are involved with inappropriate use of controlled substances by obtaining education and rehabilitation. However, the ultimate responsibility for overcoming a dependency or inappropriate use of controlled substances is yours. All students, faculty and staff have a responsibility to respect these policies and to encourage others to maintain safe and responsible habits.

The University will respond to all such violations quickly and severely in order to preserve these standards. While our primary goals are to educate you and support your growth through mistakes, you should be aware that violations of these policies could result in their suspension and expulsion from the University.

**BIENNIAL REVIEW**

Charles R. Drew University of Medicine and Science conducts a biennial review of the program's effectiveness, implement changes, if needed, and ensure that the disciplinary sanctions are consistently enforced. The University welcomes any feedback or suggestions students and employees may have to increase the effectiveness of this program.

As part of biennial review, the University will determine and review the following:

- the number of drug and alcohol-related violations and fatalities that occur on campus, as defined by section 485(f)(6) of the HEA, or as part of any of the institution's activities and are reported to campus officials; and
- the number and type of sanctions that are imposed by the institution as a result of drug and alcohol-related violations and fatalities on the institution's campus or as part of any of the institution's activities.

As part of our biennial review, Charles R. Drew University of Medicine and Science is required to determine the number of violations, fatalities, and sanctions imposed for drug and alcohol-related offenses that occurred on the campus or as part of any of the University's activities and have been reported to campus officials. This information is below

<b>Charles R. Drew University of Medicine and Science 2014 Drug &amp; Alcohol Related Violations, Fatalities &amp; Sanctions</b>		
	Drug Related	Alcohol Related
Violations	0	0
Fatalities	0	0
Sanctions Imposed	0	0
Type of Sanction Imposed	0	0