University of Pittsburgh Drug-Free Schools Annual Notification – Faculty and Staff on All Campuses

To implement its commitment to provide a drug-free environment for its students, faculty, and staff, the University of Pittsburgh prohibits the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance on University property or as part of any University activity. Faculty, staff, and students of the University must also comply with Commonwealth of Pennsylvania law on the possession and consumption of alcohol and other drugs. Any University employee paid from federally funded grants or contracts, or any student participating in any federally funded or guaranteed Student Loan Program, must notify the University of any criminal drug statute conviction for a violation occurring at the University or while engaged in University activities. Upon request, the Vice Chancellor for Human Resources must provide a copy of this notification to the Secretary of Education and members of the general public.

Drug-Free Schools and Communities Act of 1989

The Drug-Free Schools and Communities Act requires 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 possession, use, or distribution of illicit drugs and alcohol by students and employees. As set forth in the statute, the University of Pittsburgh's program is required to provide at a minimum:

A. An annual distribution, in writing, to each employee and student (regardless of the length of the student's program of study), including:

1. Standards of conduct that clearly prohibit, at a minimum, unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on its property or as part of any of its activities
2. A description of applicable legal sanctions under local, state, or federal law
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 the University may impose on students and employees

B. A biennial review by the University of its programs to determine the program's effectiveness, implement needed changes, and help ensure that disciplinary sanctions are consistently enforced.

Faculty and Staff Member Sanctions – Alcohol and Drugs

Faculty and staff members who violate the University's Drug-Free Workplace Policy will be subject to disciplinary action, including but not limited to written reprimands, suspension, dismissal and/or mandatory participation in and successful completion of a drug abuse assistance or rehabilitation program.

As members of the University community, staff and faculty members are also subject to city ordinances, state, and federal law. Arrest and prosecution for alleged violations of criminal law or city ordinances may result from that incident and may also violate the University's policies, and, thus, there may be times when staff and faculty members must address alleged violations through both the criminal and University processes.

Health Effects

Substance use can contribute to a number of problems, including negative impacts on health and well-being. These can include both short-term and long-term effects, as well as direct and indirect effects. Possible impacts may include, but are not limited to, developing a substance use disorder, organ damage, increased risk of

accidents or injury, triggering or worsening psychiatric conditions, and health complications from using substances together or combined with other medications.

There are different classifications and types of substances, and they can have different impacts on the body, brain, and behavior. Please refer to the chart to learn more about the possible short- and long-term effects of substance use.

Substance	Possible short-term impacts can include:	Possible long-term impacts can include:
Alcohol	Impacts on mood and behavior; impact on inhibitions, judgment; coordination and reaction times; impact on thinking; increased risk of accident; risk of coma and death with larger quantities	Increased risk of cardiomyopathy, arrhythmias, stroke, high blood pressure; steatosis (fatty liver); cirrhosis (scarring of the liver); Alcoholic hepatitis; increased risk of pancreatitis
Synthetic Cathinone (Bath Salts)	Increased heart rate and blood pressure; euphoria; increased sociability and sex drive; paranoia, agitation, and hallucinations; violent behavior; sweating; nausea, vomiting; insomnia; irritability; dizziness; depression; panic attacks; reduced motor control; cloudy thinking	Death
Benzodiazepines (Xanax, etc.)	Drowsiness, slurred speech, poor concentration, confusion, dizziness, problems with movement and memory, lowered blood pressure, slowed breathing	Risk of seizures (during withdrawal)
Cocaine	Narrowed blood vessels; enlarged pupils; increased body temperature, heart rate, and blood pressure; headache; abdominal pain and nausea; euphoria; increased energy, alertness; insomnia, restlessness; anxiety; erratic and violent behavior, panic attacks, paranoia, psychosis; heart rhythm problems, heart attack; stroke, seizure, coma	Loss of sense of smell, nosebleeds, nasal damage and trouble swallowing (snorting); infection and death of bowel tissue from decreased blood flow; poor nutrition and weight loss; lung damage (smoking); risk of blood born infectious diseases (IV use)
Dextromethorphan (DXM)	Euphoria; slurred speech; increased heart rate and blood pressure; dizziness; nausea; vomiting	Unknown
GHB	Euphoria, drowsiness, nausea, vomiting, confusion, memory loss, unconsciousness, slowed heart rate and breathing, lower body temperature, seizures, coma, death	Unknown
Heroin	Euphoria; dry mouth; itching; nausea; vomiting; analgesia; slowed breathing and heart rate	Collapsed veins; abscesses (swollen tissue with pus); infection of the lining and valves in the heart; constipation and stomach cramps; liver or kidney disease; pneumonia; risk of blood born infectious diseases (IV use)

Ketamine	Problems with attention, learning, and memory; dreamlike states, hallucinations; sedation; confusion; loss of memory; raised blood pressure; unconsciousness; dangerously slowed breathing	Ulcers and pain in the bladder; kidney problems; stomach pain; depression; poor memory
LSD	Rapid emotional swings; distortion of a person's ability to recognize reality, think rationally, or communicate with others; raised blood pressure, heart rate, body temperature; dizziness; loss of appetite; tremors; enlarged pupils	Frightening flashbacks (called Hallucinogen Persisting Perception Disorder [HPPD]); ongoing visual disturbances, disorganized thinking, paranoia, and mood swings
Marijuana (including edibles, concentrates, wax, etc.)	Enhanced sensory perception and euphoria followed by drowsiness/relaxation; slowed reaction time; problems with balance and coordination; increased heart rate and appetite; problems with learning and memory; anxiety	Mental health problems; chronic cough, frequent respiratory infections (smoking)
Synthetic Cannabinoids (Including K2, Spice, etc.)	Increased heart rate; vomiting; agitation; confusion; hallucinations, anxiety, paranoia; increased blood pressure	Unknown
MDMA (Ecstasy/Molly)	Lowered inhibition; enhanced sensory perception; increase of heart rate and blood pressure; muscle tension; nausea; chills/sweating; nausea; risk of sharp increase of body temperature which can result in kidney failure and/or death	Long-lasting confusion, depression, problems with attention, memory, and sleep; increased anxiety, impulsiveness; less interest in sex
Methamphetamines	Increased wakefulness and physical activity; decreased appetite; increased breathing, heart rate, blood pressure, temperature; irregular heartbeat	Anxiety, confusion, insomnia, mood problems, violent behavior, paranoia, hallucinations, delusions, weight loss, severe dental problems ("meth mouth"), intense itching leading to skin sores from scratching
Opiates (prescription pain killers like Fentanyl, Oxycodone, etc.)	Pain relief, drowsiness, nausea, constipation, euphoria, slowed breathing, death	Increased risk of overdose or addiction if misused
PCP	Delusions, hallucinations, paranoia, problems thinking, a sense of distance from one's environment, anxiety. Low doses: slight increase in breathing rate; increased blood pressure and heart rate; shallow breathing; face redness and sweating; numbness of the hands or feet; problems with movement. High doses: nausea; vomiting; flicking up and down of the eyes; drooling; loss of balance; dizziness; violence; seizures, coma, and death	Memory loss, problems with speech and thinking, loss of appetite, anxiety

Psilocybin	Hallucinations; altered perception of time; inability to tell fantasy from reality; panic; muscle relaxation or weakness; problems with movement; enlarged pupils; nausea and vomiting; drowsiness	Risk of flashbacks and memory problems
Steroids (Anabolic)	Acne, fluid retention (especially in the hands and feet), oily skin, yellowing of the skin, infection	Kidney damage or failure; liver damage; high blood pressure, enlarged heart, or changes in cholesterol leading to increased risk of stroke or heart attack, even in young people; aggression; extreme mood swings; anger ("roid rage"); extreme irritability; delusions; impaired judgment
Tobacco (Nicotine)	Blood pressure, breathing, and heart rate	Increased risk of cancer (with tobacco use) especially lung cancer when smoked and oral cancers when chewed; chronic bronchitis; emphysema; heart disease; leukemia; cataracts; pneumonia

Information in this chart was adapted from The National Institute of Health: National Institute on Drug Abuse (https://nida.nih.gov/sites/default/files/cadchart.pdf) and The National Institute of Alcohol Abuse and Alcoholism (https://www.niaaa.nih.gov/).

To review a comprehensive list of information relating to the long and short term impacts of specific substances, please visit the National Institute of Health: National Institute on Drug Abuse website at https://nida.nih.gov/research-topics/drugs-a-to-z.

For more information on the effects of substance use, please visit the Drug Enforcement Agency website at https://www.dea.gov/factsheets

For more information about Fentanyl and its effects, please visit the Drug Enforcement Agency website at https://www.dea.gov/factsheets/fentanyl

In addition to complying with local, state and federal statutes and regulations, the University has a desire to identify and control, to the extent possible, environmental factors that influence the health and safety of members of the academic community. These factors include efforts to prevent and minimize possible problems related to alcohol and other substance use.

Prevention and Education

The University provides employees and students with resources and programs that focus on the risks of alcohol and other substance use. The University also provides programs that serve as sanctions that may follow when an alcohol or drug policy or law violation occurs. The University also distributes literature informing employees of the dangers of substance misuse in the workplace, and provides information on available services, including counseling, rehabilitation, and employee assistance programs.

The applicable legal sanctions under federal, state, and/or local laws include, but are not limited to, a monetary fine, suspension of driver's license, suspension of professional license, imprisonment, community service, counseling/treatment, and/or completion of a mandatory education program.

Alcohol and other substance programs on the University of Pittsburgh campus are delivered through three levels of prevention programming: primary, secondary, and tertiary prevention.

- **Primary prevention** is directed towards the entire campus population regardless of their decision to use or not use alcohol or other substances. These University programs incorporate materials on responsible decision-making and lifestyle choices. Efforts are directed toward creating a supportive campus

environment and establishing social norms that encourage employees and students to not use illicit substances, and to use alcohol in a legal and responsible manner. Additionally, these programs are aimed at preventing the misuse of substances.

- **Secondary prevention** is designed to identify and assist employees and students who exhibit possible problematic substance use and who are suitable for brief intervention strategies.
- **Tertiary prevention** is focused on assisting employees and students who may have a substance use concern and includes aiding these individuals in their treatment, relapse prevention, recovery, and maintaining recovery.

Program Administration

For further information regarding the Drug-Free Workplace/Drug-Free Schools Policy contact:

University of Pittsburgh - Pittsburgh Campus Office of Human Resources: 412-624-7000 Office of Student Affairs: 412-648-1006	**University of Pittsburgh at Bradford** Office of Human Resources: 814-362-0251 Office of Student Affairs: 814-362-7651
University of Pittsburgh at Greensburg Office of Human Resources: 724-836-9875 Office of Student Services: 724-836-9954	**University of Pittsburgh at Johnstown** Office of Human Resources: 814-269-7030 Office of Student Life: 814-269-7173
University of Pittsburgh – Titusville Education and Training Center Office of Human Resources: 814-362-0251 Office Executive Director: 814-827-4455	

Information and Assistance for Alcohol or Substance Use - By Campus

There are several resources available for employees and students to provide information, support, and treatment for concerns relating to alcohol and other substance use. Community programs and services may vary in terms of costs, but costs may be covered by health insurance or other health care benefits. Resources include:

Pittsburgh Campus

- **Western Psychiatric Institute and Clinic**
  3811 O'Hara Street
  Pittsburgh, PA 15213
  412-624-1000
- **Center for Psychiatric and Chemical Dependency Services**
  Suite #9
  3501 Forbes Avenue
  Pittsburgh, PA 15213
  412-246-5910

- **Gateway Rehabilitation Center**
  100 Moffett Run Road
  Aliquippa, PA 15001
  412-604-8900

Bradford Campus

- **Alcohol & Drug Abuse Services, Inc.**
  Marilyn Horne Hall, Suite 600
  2 Main Street
  Bradford, PA 16701
  804-362-6517
- **The Guidance Center**
  110 Campus Drive
  Bradford, PA 16701
  814-362-6535
- **Maple Manor**
  139 Minard Run Road
  Bradford, PA 16701
  814-642-9522
- **Alcoholics Anonymous**
  866-977-8193
- **Crossroads of Bradford**
  195 E. Main Street
  Bradford, PA 16701
  800-805-6989

Greensburg Campus

- **Southwest Behavioral Care, Inc**
  203 South Maple Avenue
  Greensburg, PA 15601
  724-834-0420
- **Center for Psychiatric and Chemical Dependency Services**
  Suite #9
  3501 Forbes Avenue
  Pittsburgh, PA 15213
  412-246-5910
- **Gateway Rehabilitation Center**
  212 Outlet Way Suite 1
  Greensburg, PA 15601
  724-853-7300

Johnstown Campus

- **University of Pittsburgh at Johnstown's Drug and Alcohol Helpline**
  814-269-7111
- **Cambria County Drug and Alcohol Program**
  Central Park Complex
  110 Franklin Street, Suite 300
  Johnstown, PA 15901
  814-536-5388
  814-243-9718 (24/7 helpline)

- **UPMC Western Behavioral Health at Twin Lakes Center**
  132 Walnut Street
  Johnstown, PA 15905
  814-535-8830
- **Alcoholics Anonymous**
  Johnstown - 814-283-4772 (24 hours)
  johnstownaa.com
- **Independent Family Services**
  636 Scalp Avenue
  Johnstown PA 15904
  844-625-7297
- **Peniel Drug and Alcohol Rehab**
  760 Cooper Avenue
  Johnstown, PA 15906
  814-536-2111
- **New Visions Chemical Dependency Program**
  315 Locust St
  Johnstown, PA 15901
  (814) 534-1627
- **Alliance Medical Services**
  1425 Scalp Avenue
  Suite 175
  Johnstown, PA 15904
  (814) 269-4700

Titusville Education and Training Center

- **Family Services & Children's Aid Society of Venango Country**
  119 East Mechanic Street, Suite A
  Titusville, PA 16354
  814-827-3472
- **Crawford County Drug and Alcohol Executive Commission, Inc.**
  814-724-4100

For faculty and staff, the Office of Human Resources offers the Life Solutions program with free personalized care for a variety of issues, including Drug and Alcohol Rehabilitation support which can be found at https://workpartners.personaladvantage.com/.

Federal Drug Laws

The possession, use, or distribution of illicit drugs is prohibited by federal law. Strict penalties are enforced for drug convictions, including mandatory prison terms for many offenses. The following information, although not complete, is an overview of federal penalties for first convictions. All penalties are doubled for any subsequent drug conviction. For more information on Federal Drug Laws, please visit the Drug Enforcement Agency website using the following links:

DEA Controlled Substances Act: https://www.dea.gov/drug-information/csa

DEA Drug Scheduling: https://www.dea.gov/drug-information/drug-scheduling

Federal regulations restrict the purchase of tobacco products, and certain flavors of vaping products for individuals under 21 years of age. More information can be found at this link: https://www.fda.gov/news-events/public-health-focus/lung-illnesses-associated-use-vaping-products

Denial of Federal Aid (20 USC 1091)

Under the Higher Education Act of 1998, students convicted under federal or state law for the sale or possession of drugs may have their federal financial aid eligibility suspended. This includes all federal grants, loans, federal work study programs, and more. Students convicted of drug possession will be ineligible for one year from the date of the conviction of the first offense, two years for the second offense, and indefinitely for the third offense. Students convicted of selling drugs will be ineligible for two years from the date of the first conviction, and indefinitely for the second offense. Those who lose eligibility may regain eligibility by successfully completing an approved drug rehabilitation program.

Forfeiture of Personal Property and Real Estate (21 USC 853)

Any person convicted of a federal drug offense punishable by more than one year in prison shall forfeit to the United States any personal or real property related to the violation, including houses, cars, and other personal belongings. A warrant of seizure is issued, and property is seized at the time an individual is arrested on charges that may result in forfeiture.

Federal Drug Trafficking Penalties (21 USC 841)

Penalties for federal drug trafficking convictions vary according to the quantity of the controlled substance involved in the transaction. The following list is a sample of the range and severity of federal penalties imposed for first convictions. Penalties for subsequent convictions are twice as severe.

- If death or serious bodily injury result from the use of a controlled substance which has been illegally distributed, the person convicted on federal charges of distributing the substance faces mandatory life sentence and fines ranging up to $8 million.
- Persons convicted on federal charges of drug trafficking within 1,000 feet of a University (21 USC 845a) face penalties of prison terms and fines which are twice as high as the regular penalties for the offense, with a mandatory prison sentence of at least 1 year.

For more information regarding drug trafficking penalties, please visit the Drug Enforcement Agency website at https://www.dea.gov/drug-information

Federal Drug Possession Penalties (21 USC 844)

Persons convicted on federal charges of possessing any controlled substance face penalties of up to 1 year in prison and a mandatory fine of no less than $1,000 up to a maximum of $100,000. Second convictions are punishable by not less than 15 days but not more than 2 years in prison and a minimum fine of $2,500. Subsequent convictions are punishable by not less than 90 days but not more than 3 years in prison and a minimum fine of $5,000. Possession of drug paraphernalia is punishable by a minimum fine of $750.

Special sentencing provisions for possession of crack cocaine impose a mandatory prison term of not less than 5 years but not more than 20 years and a fine up to $250,000, or both if:

a. It is a first conviction and the amount of crack possessed exceeds 5 grams;
b. It is a second conviction and the amount of crack possessed exceeds 3 grams;
c. It is a third or subsequent crack conviction and the amount exceeds 1 gram.

Civil penalties of up to $10,000 may also be imposed for possession of small amounts of controlled substances, whether or not criminal prosecution is pursued.

University Alcohol Use Policy (CS24)

Employees, students, and agents of the University must fully comply with all laws of the Commonwealth of Pennsylvania, including those regarding the possession and consumption of alcohol on University property.

The following are specific provisions:

- No one may provide alcohol to a person under the age of 21 or to anyone visibly intoxicated.
- No one may permit the possession or consumption of alcohol by a person under the age of 21 or by anyone visibly intoxicated.
- No one under the age of 21 may occupy licensed premises where alcohol is served, unless under supervision.
- No one under the age of 18 may dispense alcoholic beverages.
- At any University function, the host is the most senior official present from the school, department, or other segment of the University sponsoring the function. The host is responsible for ensuring that Pennsylvania law relating to alcoholic beverages is strictly observed and is responsible for compliance with these guidelines.

Commonly Cited Pennsylvania and City of Pittsburgh Alcohol and Drug Penalties

PA State Violations	Imprisonment (1st Offense)	Fine/Sanction
Underage drinking or possession of alcohol	0 to 90 days	Up to $500 (1st offense) Up to $1,000 (2nd offense)
Fake IDs used to obtain alcohol	0 to 90 days	Up to $500 for the 2nd and Subsequent Offenses
False ID to Law Enforcement	Up to 1 year	Up to $2,500
Marijuana possession 30 grams or less	0 to 30 days	Up to $500
Possession of a controlled substance	Up to 1 year	Up to $5,000
Manufacturing or selling marijuana or other controlled substances	1 to 15 years (depending on substance)	$5,000 to $250,000 depending on substance
Possession of drug paraphernalia	Up to 1 year	Up to $2,500
Public drunkenness and similar misconduct	0 to 90 days	Up to $500 (1st offense) Up to $1,000 (2nd offense)
Selling or furnishing liquor or malt or brewed beverages to minors	Up to 1 year	Minimum $1,000 (1st offense) Minimum $2,500 (2nd offense)
Minor (less than 21) operating a motor vehicle with any alcohol in their system	48 hours+	$500 to $5,000, alcohol safety school, and comply with alcohol/drug treatment requirements (1st offense)

For information regarding Driving Under the Influence, please see the Department of Motor Vehicles website at https://www.dmv.pa.gov/Information-Centers/Laws-Regulations/Pages/DUI-Legislation.aspx

City of Pittsburgh Ordinance Violations	Summary Citation	City Ordinance/Fine
Possession of a small amount of marijuana/smoking	Fine	Possession: $25 Smoking: $100 or community service
Public urination and defecation	Fine	$500 plus court costs
Alcohol consumption in public	Fine	Up to $300 or imprisonment up to 72 hours
Social hosts and underage drinking	Fine	Up to $500 or imprisonment up to 72 hours

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The Drug-Free Workplace/Drug-Free Schools Policy and Procedure (CS 04) can be found on the Policy Development and Management website.

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