

UNIVERSITY OF
ILLINOIS
SPRINGFIELD

Alcohol and other Drugs

A policy and resource guide for students and
employees at the University of Illinois Springfield





The University of Illinois Springfield is committed to supporting and maintaining a safe and healthy environment for our students, faculty and staff. The unlawful possession, use or distribution of illicit drugs and alcohol presents both legal and health risks to the individual, which can have a significant adverse effect on the UIS community. Therefore, **campus standards of conduct for students and employees prohibit the unlawful or unauthorized possession, use, distribution, dispensation, sale and manufacture of controlled substances or alcohol on UIS property or as part of any UIS activity.** Employees and students who violate these standards may be disciplined in accordance with UIS policies, statutes, rules, regulations, employment contracts and labor agreements, up to and including dismissal and referral for prosecution.

Academic Handbook link:

https://www.uis.edu/academicstaffhandbook/university-policies/policy_program_for_drug_prevention/

Student Handbook link:

https://www.uis.edu/deanofstudents/wp-content/uploads/sites/193/2019/07/UIS_StudentHanbook_2020-2021.pdf

Alcohol and other Drugs

How does drug use affect health?

There are risks associated with the chronic use of all psychoactive drugs, including alcohol. Adverse health effects can range from nausea and anxiety to coma and death. When drugs are used in combination, their negative effects on the mind and body are often multiplied beyond the effects of the same drugs taken alone.

ALCOHOL

Alcohol is the drug most frequently abused on college campuses. Even small amounts of alcohol can significantly impair your judgment and coordination, and consumption of alcohol may be an interacting factor in the incidence of aggressive acts, including date rape and spouse and child abuse. Moderate to large amounts of alcohol severely impair your ability to learn and remember information. Because alcohol is a depressant, very large amounts can cause respiratory and cardiac failure, resulting in death.

CANNABIS

Cannabis impairs short-term memory and comprehension. It can cause confusion, anxiety, lung damage and abnormalities of the hormonal and reproductive system. Hours after the feeling of getting high fades, the effects of cannabis on coordination and judgment may remain, heightening the risks involved in driving or performing other complex tasks. Cannabis may remain in your system for weeks. An overdose may bring about paranoia, panic attacks or psychiatric problems.

DEPRESSANTS

Barbiturates, benzodiazepines (e.g., Valium), Quaaludes and other depressants cause disorientation, slurred speech and other behaviors associated with drunkenness. The effects of an overdose range from shallow breathing, clammy skin, dilated pupils and weak and rapid pulse to coma and death.

HALLUCINOGENS

Hallucinogens such as LSD, MDA, PCP (angel dust), mescaline and peyote can cause powerful

distortions in perception and thinking. Intense and often unpredictable emotional reactions can trigger panic attacks or psychotic reaction. An overdose can cause heart failure, lung failure, coma and death.

NARCOTICS

Heroin, codeine, morphine, methadone and opium are narcotics. There is a high likelihood of developing a physical and psychological dependence on these drugs. Health effects include anxiety, mood swings, nausea, confusion, constipation and respiratory depression. Overdose may lead to convulsions, coma and death. The risk of being infected with HIV, the virus that causes AIDS, or other diseases increases significantly if you inject drugs and share needles.

STIMULANTS

Cocaine, amphetamines and other stimulants can cause agitation, loss of appetite, irregular heartbeat, chronic sleeplessness and hallucinations. Cocaine and crack cocaine are extremely dangerous and psychologically and physically addictive. An overdose can result in seizures and death.

NICOTINE & TOBACCO

Nicotine, the active ingredient in tobacco and e-cigarettes, increases your heart rate and raises your blood pressure. The tar in cigarette smoke is a major cause of cancer and other respiratory problems. The carbon monoxide in cigarette smoke can promote arteriosclerosis. Long-term effects of smoking cigarettes may include emphysema, chronic bronchitis, heart disease and lung cancer.

What are the university's policies regarding drug use by students and employees?

UIS is committed to maintaining a drug-free environment for its students and employees in compliance with applicable federal and state laws. Students or employees who violate federal or state laws concerning drugs or alcohol are subject to criminal prosecution; those who violate university policies may also be subject to institutional sanctions.

No one younger than 21 may store, possess or consume alcoholic beverages on any property under the control of the university. Persons of legal drinking age—21 or older—may possess or consume alcoholic beverages only in areas or at functions specifically designated or approved for such use. The unlawful possession, use, distribution, dispensation, sale or manufacture of controlled substances or alcohol is prohibited on university property or as part of any university activity. Employees or students who violate this policy may be disciplined in accordance with university policies, statutes, rules, regulations, employment contracts and labor agreements, up to and including discharge and referral for prosecution.

Under the federal Controlled Substances Act, cannabis is classified as a Schedule 1 controlled substance and is illegal. Consistent with that Act and the federal Drug Free Schools and Communities Act and the Drug Free Workplace Act, the university prohibits the possession, use, distribution, dispensation, sale or manufacture of cannabis on university property or as part of any university activity. The passage of the Illinois Cannabis Regulation and Tax Act in 2019, which legalizes certain activities related to cannabis under Illinois state law effective Jan. 1, 2020, does not affect federal law or the university's cannabis prohibition.

The university's cannabis prohibition applies to both recreational and medical use. Having a medical cannabis registry identification card under the Illinois Compassionate Use of Medical Cannabis Pilot Program Act does not allow individuals to use or possess cannabis on university property or as part of any university activity.

For the full policies, please refer to the UIS Academic Handbook and/or Student Handbook.

Parental Notification Policy

The University of Illinois Springfield acknowledges the important role of parents in supporting and facilitating their child's success in college. In accordance with federal law, the UIS administration may notify a student's parents of the student's violation of federal, state or local law, or of any rule or policy of the university regarding the use or possession of alcohol or a controlled substance, if the student is under 21 at the time of the notification and if UIS has determined that the student has committed a disciplinary violation. The decision to give parental notification will be based on factors such as the student's prior judicial history, the severity of the alleged incident and other relevant circumstances.

For what actions may a university employee be disciplined?

Employees are subject to discipline, up to and including discharge, for the unlawful or unauthorized possession, use, distribution, dispensation, sale or manufacture of alcohol, cannabis or other controlled substances on university property or as part of any university activity or the inability to perform satisfactorily their assigned job duties as a result of impairment.

Are employees subject to drug and alcohol testing?

Applicants for certain positions are subject to pre-employment drug screening. If you are engaged in work under a federal contract, you may be required to submit to tests for illegal use of controlled substances as provided by the law or regulations of the contracting agency. If you perform safety-sensitive job functions that require you to possess a commercial driver's license as a condition of university employment, you will be subject to alcohol and controlled substances testing as mandated by Department of Transportation regulations. In addition, employees may be subject to reasonable suspicion testing pursuant to a collective

bargaining agreement or other applicable policies.

What if an employee is convicted of a drug or alcohol offense that took place at work?

You must notify UIS Human Resources within five days. If you are an employee working on a federal contract or grant and you are convicted of a drug or alcohol offense occurring in the workplace, the university will notify the granting or contracting federal agency within 10 days of receiving notice of your conviction. Within 30 days of receiving such notice, the campus will take appropriate personnel action against such an employee—with the range of possible sanctions including warnings, reassignment and/or demotion, paid or unpaid suspension, termination and/or loss of tenure. Employees convicted of a drug or alcohol offense involving the workplace may be required to complete a drug rehabilitation program and additional drug testing in order to continue employment at the university.

What happens if a student violates the university's drug policy?

The range of possible sanctions for students committing illicit drug- or alcohol-related violations includes warnings, written reprimands, restitution, community service, probation, suspension or dismissal. Students may also be required to participate in counseling and complete a program of treatment. Re-admission may be conditioned upon successful completion of an approved rehabilitation program.

What state and local laws apply to alcohol and drug use?

In Illinois, it is against the law to sell or deliver alcohol to anyone under 21 or to any intoxicated person [235 ILCS 5/6-16]. Illinois Criminal Code violations can result in fines of up to \$1,000 and one year in jail, while Springfield City Ordinance violations range between \$500 and \$1,000. It is also illegal for a person under 21 to present false identification in an attempt to purchase alcohol.

Substantial penalties exist in Illinois for the operation of a motor vehicle by a driver with a blood or breath alcohol concentration of .08 or greater. Arrests are also possible at lower alcohol levels if driving is impaired. The first offense can result in a \$1,000 fine, incarceration for up to one year and suspension or revocation of the offender's driver's license. Subsequent offenses entail penalties of significantly greater severity. Transporting open alcohol containers in a motor vehicle is also punishable under Illinois law.

Except as otherwise provided in the Illinois Cannabis Regulation and Tax Act [410 ILCS 705], the possession, sale and delivery of controlled substances is prohibited in Illinois under the Illinois Cannabis Control Act [720 ILCS 550/] and the Illinois Controlled Substances Act [720 ILCS 570/]. Under the Illinois Cannabis Control Act as amended by the Illinois Cannabis Regulation and Tax Act, courts can set penalties that increase in accordance with the amount of any substance containing cannabis in each case. In regard to both the Illinois Cannabis Control Act and the Illinois Controlled Substances Act, penalties vary with the amount of the drug confiscated, the type of drug found, the number of previous offenses held by the individual and whether the individual intended to manufacture, deliver or possess with the intent to deliver [720 ILCS 550/4 through 550/10] [720 ILCS 570/401 through 570/408].

The Springfield Code of Ordinances prohibits the possession of 10 grams or more of cannabis, or possession of drug paraphernalia. Anyone who commits an offense of this nature, shall be fined not less than \$300 and may be subject to community service. [Sections 131.07, 131.08, 131.999]

What federal laws apply?

In addition to prohibiting the unlawful possession of controlled substances [21 U.S.C. 844], the federal Controlled Substance Act [21 U.S.C. 801 and following] prohibits the manufacture, distribution or dispensation—or possession with intent to manufacture, distribute or dispense—of controlled substances [21 U.S.C. 841(a)]. The Act also prohibits the creation,

distribution or dispensation, or possession with intent to distribute or dispense, of counterfeit substances [21 U.S.C. 841(a)]. Individuals can be penalized on the quantity of confiscated drugs, the type of drug(s) found, the number of previous offenses by the individual and whether the individual intended to manufacture, sell or use the drug.

For additional information on federal drug trafficking penalties, visit the Drug Enforcement Administration website at https://www.dea.gov/sites/default/files/2020-04/Drugs%20of%20Abuse%202020-Web%20Version-508%20compliant-4-24-20_0.pdf#page=36.

Where can I seek help?

For medical emergencies, please call 9-1-1.

Several university and community-based services are available to help students and employees who have problems with alcohol or other drugs.

UNIVERSITY RESOURCES

- Human Resources (employees), HRB 30
217-206-6652
- Counseling Center (students), HRB 64
217-206-7122
- UIS Health Services (students), BSB 20
217-206-6676
- Employee Assistance Program,
866-659-3848

COMMUNITY RESOURCES

Be sure to check whether your health insurance, including student health insurance or your family's health insurance, covers any charges for private therapists.

- Triangle Center 217-544-9858,
120 N. 11th St., Springfield, IL 62702
- Gateway Foundation 217-303-8020,
2200 Lake Victoria Drive, Springfield, IL
62703
- St. John's Hospital Emergency Department
217-525-5610, 800 E. Carpenter St.,
Springfield, IL 62769
- Memorial Medical Center Emergency
Department 217-788-3030, 701 N. First St.,
Springfield, IL 62781

PEORIA COMMUNITY RESOURCES

- Illinois Institute for Addiction Recovery
800-522-3784, 5409 N. Knoxville Ave.,
Peoria, IL 61614
- Illinois Alcohol and Drug Evaluation Services
309-692-9236, 7501 University St., Suite
201, Peoria, IL 61614
- New Leaf 309-689-3078, 3500 New Leaf
Lane, Peoria, IL 61615
- OSF Saint Francis Medical Center
309-655-2000, 800 NE Glen Oak Ave.

SUPPORT GROUPS

There are no fees or dues for these groups, which meet anonymously to discuss and resolve problems common to members.

- Alcoholics Anonymous 217-525-5795
(24 hours)
- Alanon/Alateen 888-899-8341
- Narcotics Anonymous 800-539-0475
(24 hours)

This document was prepared in accordance with the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act Amendments of 1989. The University of Illinois Springfield is an equal opportunity, affirmative action institution.