

2018

**DRUG AND
ALCOHOL ABUSE
PREVENTION
HANDBOOK**



FOREWARD

Grayson College recognizes that the illicit use of drugs and/or the abuse of alcohol are a persistent health problem of major proportion affecting our society physically, mentally, and socially.

Illicit drug use and /or alcohol abuse can adversely affect an individual's personal life, safety, health, and mental and physical performance.

It is the intent of GC to provide employees and students pertinent information related to illicit drug use and/or alcohol abuse in an effort to prevent such harm.

GC is committed to promoting and maintaining a work and academic environment that is free from illegal alcohol and drug use and abuse, in accordance with all federal, state, and local laws.

Students, employees, and visitors are prohibited from possessing, consuming, manufacturing, dispensing, or being under the influence of alcohol/illegal drugs or engaging in improper self-medication while on college property or college business.

Any member of the college community who violates this policy is subject to both prosecution and punishment under federal, state, and local laws to disciplinary proceedings by the college.

This alcohol/drug policy is not designed to punish people for seeking rehabilitation. All information about those individuals who voluntarily avail themselves of drug or alcohol counseling or rehabilitation will not be used as a basis for disciplinary action or be used against an individual in any way.

College employees and students who violate the alcohol/drug policy shall be informed about and referred to services to assist them in determining whether they are abusing drugs and alcohol or are chemically dependent. If a problem is found to exist, the individual will be referred to resources to assist him/her in overcoming the drug or alcohol abuse pattern.

The college will review its Drugs and Alcohol Abuse Prevention Program every two years to determine its effectiveness and implement changes to the program as needed and to ensure that the disciplinary sanctions applied by the college consistently enforced.

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GRAYSON COLLEGE
ALCOHOL AND DRUG ABUSE PREVENTION PROGRAM
Alcohol and Drug-Free Environment

Alcohol and Other Drug-Free Prevention and Policy Statement

It is the policy of Grayson College Board of Regents to comply with the Drug-Free Workplace Act of 1988. Grayson College is committed to maintaining a safe, healthy, lawful, and productive working and educational environment for its students and employees. Studies have shown that excessive use of alcohol and use of illegal drugs and controlled substances increases the potential for accidents, absenteeism, tardiness, unsatisfactory performance, inefficiency, poor employee morale, and damage to the College's reputation.

The intent of this policy is to make Grayson College a better place to study and work through upgrading the mental and physical health of the total College community. It acknowledges the freedom of choice for those individuals who require or seek assistance and/or referral. The intent is not to restrict individual freedom but rather to encourage students and employees, principally through education and information efforts, to make intelligent choices about drugs, controlled substances, and alcohol use and abuse. As caring and concerned educational leaders, administrators, faculty, and supervisors must exercise sound and reasonable judgment when administering this policy. The appropriate Vice President is expected to supervise the enforcement of this policy while protecting the rights of individual students, employees, and other personnel.

The National Drug Control Strategy, issued in September 1989, proposed that the US Congress pass legislation requiring schools, colleges, and universities to implement and enforce firm drug prevention and education programs as a condition of eligibility to receive federal financial assistance. In keeping with the requirements of the US Department of Education's Drug-Free Schools and Communities Act Amendments of 1989, and Drug-Free Workplace of 1988, Grayson College presents the following information to all of its students and employees:

1. The Grayson College standards of conduct regarding the possession, use, and distribution of alcohol and drugs.
2. The Grayson College disciplinary sanctions for students and employees in violation of the standards of conduct.
3. A description of the legal sanctions under local, state, and/or federal law.
4. A description of the health risks associated with drug and alcohol abuse.
5. A description of the drug and alcohol counseling and treatment resources available to Grayson College students and employees.

STANDARD OF CONDUCT: STUDENT

GC Policy FLBE (Local)

Alcohol

A student shall be prohibited from using or being under the influence of intoxicating beverages in classroom buildings, laboratories, auditoriums, library buildings, museums, faculty and administrative offices, intercollegiate and intramural athletic facilities, and all other public campus areas. With the consent of the Board or the Board's designee, the provisions herein may be waived with respect to any specific event that is sponsored by the College District. State law shall be strictly enforced at all times on all property controlled by the College District in regard to the possession and consumption of alcoholic beverages.

Controlled Substance

No student shall possess, use, transmit, or attempt to possess, use, or transmit, or be under the influence of, any of the following substances on College District premises or off premises at a College District-sponsored activity, function, or event:

1. Any controlled substance or dangerous drug as defined by law, including but not limited to marijuana, any narcotic drug, hallucinogen, stimulant, depressant, amphetamine or barbiturate.
2. Any abusable glue, aerosol paint or other volatile chemical substance for inhalation.
3. Any performance-enhancing substance, including steroids.
4. Any designer drug.
5. Any other intoxicant or mood-changing, mind-altering, or behavior-altering drug.

The transmittal, sale or attempted sale of what is represented to be any of the above-listed substances shall also be prohibited under this policy.

Exception

A student who uses a drug authorized by a licensed physician through a prescription specifically for that student's use shall not be considered to have violated this rule.

Violations

Students who violate this policy shall be subject to appropriate disciplinary action. [See FM and FMA] Such disciplinary action may include referral to drug and alcohol counseling or rehabilitation programs or student assistance programs, suspension, expulsion, and referral to appropriate law enforcement officials for prosecution.

Notice

Each student taking one or more classes for any type of academic credit except for continuing education units shall be given a copy of the College District's policy prohibiting the unlawful possession, use, or distribution of illicit drugs and alcohol, a description of the applicable legal sanctions under local, state, or federal law, and a description of the health risks associated with the use of illicit drugs and the abuse of alcohol.

EMPLOYEE WELFARE

GC POLICY DI (Local)

Drug-Free Awareness Program

The College District shall maintain a drug-free environment and shall establish, as needed, a drug-free awareness program complying with federal requirements. [See DH] The program shall provide applicable information to employees in the following areas:

- The dangers of drug use and abuse in the workplace.
- The College District's policy of maintaining a drug-free environment. [See DH(LOCAL)]
- Drug counseling, rehabilitation, and employee assistance programs that are available in the community, if any.
- The penalties that may be imposed on employees for violation of drug use and abuse prohibitions.

Employee Responsibility

All fees or charges associated with drug/alcohol abuse counseling or rehabilitation shall be the responsibility of the employee.

STANDARD OF CONDUCT: EMPLOYEE

GC Policy DH (Local)

All College District employees shall perform their duties in accordance with state and federal law, College District policy, and ethical standards.

All College District personnel shall recognize and respect the rights of students, other employees, and members of the community and shall work cooperatively with others to serve the best interest of the College District.

Employees wishing to express concern, complaints, or criticism shall do so through appropriate channels. (See DGBA)

Violations

Employees shall comply with the standards of conduct set out in this policy and with any other policies, regulations, and guidelines that impose duties, requirements, or standards attendant to their status as College District employees. Violation of any policies, regulations, or guidelines may result in disciplinary action, including termination of employment. [See DCC and DM series]

Alcohol and Drugs

A copy of this policy, the purpose of which is to eliminate drug abuse from the workplace, shall be provided to each employee at the beginning of each year or upon employment.

The use, possession, and/or distribution of controlled substances that are not medically necessary and prescribed by a licensed physician shall be prohibited on campus. Furthermore, it is the policy of the College District that employees shall not unlawfully manufacture, distribute, dispense, possess, use, or be under the influence of any of the following substances during working hours while at the College District or at College District-related activities during or outside of usual working hours:

1. Any controlled substance, illegal drug, or dangerous drug as defined by law, or this policy, including but not limited to marijuana, hashish, any narcotic drug, hallucinogen, stimulant, depressant, amphetamine, cocaine, PCP, LSD, heroin, dilaudid, quaaludes, or methamphetamines.
2. Alcohol or any alcoholic beverage.
3. Any abusable glue, aerosol paint, or any other chemical substance for inhalation.
4. Any other intoxicant, or mood-changing, mind-altering, or behavior-altering drugs.

An employee need not be legally intoxicated to be considered “under the influence” of alcohol, a controlled substance, or an illegal drug.

The College District recognizes that alcoholism and drug and/or controlled substance dependency are illnesses and disorders. The College District shall seek to provide channels of referrals for help, but it shall be the student’s or employee’s responsibility to seek help.

An employee shall be prohibited from reporting to work under the influence of alcohol, illegal drugs, or controlled substances.

Exceptions

An employee who manufactures, possesses, or dispenses a substance listed above as part of the employee's job responsibilities, or who uses a drug authorized by a licensed physician prescribed for the employee's personal use shall not be considered to have violated this policy.

The College President is authorized by the Board to permit the possession and consumption of alcoholic beverages in accordance with state and federal laws at special events and/or golf tournaments. The use of College District facilities for this purpose shall require the completion of an application, as well as written approval from the College President prior to the event. The Board designates the T.V. Munson Viticulture and Enology Center, the Grayson County College Foundation Ivanhoe Winery, and other facilities as locations where, in conjunction with instructional purposes associated with the Viticulture/Enology curriculum, possession and consumption of alcoholic beverages is approved only in the form of partially fermented grape juice and wine in accordance with state and federal laws.

Notice

Each employee shall be given a copy of the College District's notice regarding a drug-free workplace. [See DI(EXHIBIT)]

**EMPLOYEE STANDARDS OF CONDUCT
SEARCHES AND ALCOHOL/DRUG TESTING
*GC Policy DHB (Local)***

Reasonable Suspicion Searches

The College District reserves the right to conduct searches when the College District has reasonable cause to believe that a search will uncover evidence of work-related misconduct. The College District may search the employee, the employee's personal items, work areas, lockers, and private vehicles parked on College District premises or worksites or used in College District business. Searches that reveal a violation of the College District's standards of conduct may result in disciplinary action. [See DH]

For more information on the provisions that applied to employees who are covered by the Federal Department of Transportation, see the complete GC Policy DHB (Local)

ALCOHOL AND DRUG USE POLICY

Grayson College complies with the Federal Drug-Free Schools and Communities Act Amendment of 1989 and the Drug-Free Work Place Act of 1988. The statement provided below represents the Grayson College policy with regard to the abuse and/or distribution of alcohol, drugs, and chemicals by students, faculty, and staff.

Grayson College is committed to maintaining a safe, healthy, lawful and productive working and educational environment for its students and employees. Studies have shown that excessive use of alcohol and use of illegal drugs and controlled substances increases the potential for accidents, absenteeism, tardiness, unsatisfactory performance, inefficiency, poor employee morale, and damage to the College's reputation. The intent of this policy is to make Grayson College a better place to study and work through upgrading the mental and physical health of the total College community. It acknowledges the freedom of choice for those individuals who require or seek assistance and/or referral. The intent is not to restrict individual freedom but rather to encourage students and employees, principally through education and information efforts, to make intelligent choices about drugs, controlled substance, and alcohol use and abuse. As caring and concerned educational leaders, administrators, faculty, and supervisors must exercise sound and reasonable judgment when administering this policy. The appropriate vice president is expected to supervise the enforcement of this policy while protecting the rights of individual students, employees, and other personnel. Reason and common sense must be guidelines in the execution of the policy.

1. Definition of legal drugs: A "legal drug" is a prescribed drug or over-the-counter drug which has been legally obtained and is being used for the purpose for which it was prescribed or manufactured.
2. Definition of illegal drugs: An "illegal drug or controlled substance" is any drug or controlled substance which is (1) not legally obtainable or (2) is legally obtainable but was not legally obtained. Illegal drugs include, but are not limited to marijuana, hashish, cocaine, PCP, LSD, heroin, Dilaudid, Quaaludes, and methamphetamine.

Please visit the links below for further details and outlines of discipline and penalties.

- Student Handbook: http://www.grayson.edu/_files/documents/Student%20Handbook%202016.pdf
- Annual Security Report: <http://www.grayson.edu/campus-life/campus-police/ASR%202016.pdf>
- Residence Hall Handbook: http://www.grayson.edu/campus-life/housing/Residence%20Hall%20Handbook_2016.pdf

GC STUDENT DISCIPLINE AND PENALTIES

GC Policy FM (Local)

Grayson College will impose sanctions for failure to maintain standards of conduct regarding illicit drug use and/or alcohol abuse as may apply to students and/or employees consistent with local, state and federal laws, up to and including expulsion from school or termination of employment and referral for violations of the standard of conduct.

Penalties for Student Misconduct

A student shall be subject to discipline for violations of College District policies and procedures, including the rules outlining expectations for student conduct [see FLB]. If a student commits an infraction or engages in misconduct, the College District may impose one or more of the following penalties:

- Reprimand - A verbal or written warning to the student following a rule violation. Repetition of such misconduct may result in more severe disciplinary action.
- Restitution - Reimbursement for damage to or misappropriation of property. Reimbursement may take the form of appropriate service to repair or otherwise compensate for damage.
- Conditional Probation - The placing of a student on notice that continued infraction of regulations may result in suspension or expulsion from the College District. Conditional probation may include restrictions on a student's rights and privileges or specified community service. The probation may be for a specified length of time or for an indefinite period according to the relative severity of the infraction or misconduct. Failure to fulfill the terms of the probation may lead to suspension or expulsion.
- Suspension - Forced withdrawal from the College District for either a definite period of time or until stated conditions have been met. Normally, the suspension shall extend through a minimum of one regular long semester (with summer sessions not counting in the one-semester minimum time lapse). However, the suspension may exceed the one-semester minimum.
- Expulsion - Permanent forced withdrawal from the College District. A student receiving disciplinary expulsion shall have the action noted in the student's permanent record.

Suspended or Expelled Students

No former student who has been suspended or expelled from the College District for disciplinary reasons shall be permitted on the campus, or other facilities of the College District initiated into an honorary or service organization or permitted to receive credit for academic work done in residence or by correspondence or extension during the period of suspension or expulsion without the prior written approval of College President or a designated representative.

Disciplinary Record

The College District shall maintain for every student alleged or determined to have committed misconduct at the College District, a disciplinary record that shall reflect the charge, the disposition of the charge, the sanction assessed, if any, and any other pertinent information. The disciplinary record shall be separate from the student's academic record and shall be treated as confidential; the contents shall not be revealed except on request of the student or in accordance with applicable state or federal laws.

The disciplinary record shall be maintained permanently in the event that a student is expelled or subject to an extended suspension. In all other cases, the disciplinary record shall be maintained in accordance with the College District's record retention schedule

CONSEQUENCE OF ABUSE ASSOCIATED WITH THE USE OF ILLICIT DRUGS AND ALCOHOL

Type	Most Common Drug of Abuse	General Consequences of Abuse
STIMULANTS	Caffeine, Cocaine, Nicotine, Some Dietary Products, Amphetamines, Methamphetamines	Moderate dosages caused increased alertness, excitation, euphoria, increased pulse rate and blood pressure, insomnia, and loss of appetite. Overdoses can cause agitation, increase in body temperatures, hallucinations, convulsions and possibly death.
MARIJUANA	Hashish	Moderate dosages cause euphoria, relaxed inhibitions, increased appetite and disoriented behavior. Overdoses can cause fatigue, paranoia and possible psychosis. Sudden withdrawal can cause insomnia, hyper-activity and decreased appetite.
SYNTHETIC CANNABIS	Spice, Amazing J's, Herbal Incense	Moderate dosages can cause negative effects that are not noted in marijuana users such as agitation and vomiting. Use can also cause psychosis in a higher manner than with use of cannabis. Adverse health effects associated with its use include seizures, hallucinations, paranoid behavior, agitation, anxiety, nausea, vomiting, racing heartbeat and elevated blood pressure. Users can also suffer from effects of withdrawal symptoms similar to those associated with withdrawing from the use of narcotics.
DEPRESSANTS NARCOTICS AND OPIATES	Codeine, Heroin, Methadone, Opium, Barbiturates, Tranquilizers	Moderate dosages cause euphoria, drowsiness, respiratory depression, constricted pupils and nausea. Overdose can cause slow and shallow breathing, clammy skin, convulsions, coma and possible death. Sudden withdrawal results in watery eyes, runny nose, yawning, loss of appetite, irritability, tremors, panic, chills, sweating, cramps and nausea. NOTE: Depressants combined with alcohol can result in magnified negative effects.
INHALANTS	Gasoline & Kerosene, Glues & Organic Cements, Lighter Fluid, Lacquer & Varnish, Thinners, Aerosol, Propellants, Nitrous Oxide	Moderate dosages cause excitement, euphoria, giddiness, loss of inhibitions, aggressiveness, delusions, depression, drowsiness, headache and nausea. Overdoses can cause loss of memory, confusion, unsteadiness. Sudden withdrawal results in insomnia, decreased appetite, depression, irritability and headache. Death can result from suffocation.
ALCOHOL	Beer, Wine, Liquors	Alcohol depresses the central nervous system. Initial effect may relax and give mild feelings of euphoria. It also impairs judgment and reduces reaction time and coordination. Prolonged abuse may produce brain atrophy and dysfunction. Very large quantities and/or prolonged abuse may result in death. Sudden withdrawal by an alcoholic may produce serious problems such as delirium and tremors. NOTE: Alcohol in combination with other depressants can result in magnified negative effects.

LEGAL SANCTIONS: ALCOHOL, TEXAS STATUES

Underage Drinking Laws

Minors who purchase, attempt to purchase, possess, or consume alcoholic beverages, as well as minors who are intoxicated in public or misrepresent their age to obtain alcoholic beverages, face the following consequences:

- Class C misdemeanor, punishable by a fine up to \$500
- Alcohol awareness class
- 8 to 40 hours community service
- 30 to 180 days loss or denial of driver's license

If a minor is seventeen years of age or older and the violation is the third offense, the offense is punishable by a fine of \$250 to \$2,000, confinement in jail for up to 180 days or both, as well as automatic driver's license suspension.

A minor with previous alcohol-related convictions will have his or her driver's license suspended for one year if the minor does not attend alcohol awareness training that has been required by the judge.

Penalties for Providing Alcohol to a Minor

Adults and minors who give alcohol to a minor also face a stiff penalty. The punishment for making alcoholic beverages available to a minor is a class A misdemeanor, punishable by a fine up to \$4,000, confinement in jail for up to a year, or both. Additionally, the violator will have his or her driver's license automatically suspended for 180 days upon conviction.

Persons 21 or older (other than the parent or guardian) can be held liable for damages caused by intoxication of a minor under 18 if the adult knowingly provided alcoholic beverages to a minor or knowingly allowed the minor to be served or provided alcoholic beverages on the premises owned or leased by the adult.

Sale to a minor is a class A misdemeanor, punishable by a fine up to \$4,000, confinement up to a year in jail, or both.

Zero Tolerance Law

In Texas, it is illegal for a person under 21 to operate a motor vehicle in a public place while having ANY detectable amount of alcohol in their system. On September 1, 2009, this law was expanded to include watercraft in addition to motor vehicles.

1. The consequences for the minor on the first offense of driving under the influence of alcohol:
 - Class C misdemeanor, punishable by a fine up to \$500
 - Attendance at an alcohol awareness class
 - 20 to 40 hours of mandatory community service
 - 60 days driver's license suspension. The minor would not be eligible for an occupational license for the first 30 days.
2. A second offense increases the consequences too:
 - Class C misdemeanor, punishable by a fine up to \$500

- Attendance at an alcohol awareness class at the judge's discretion
 - 40 to 60 hours of mandatory community service
 - 120 days driver's license suspension. The minor would not be eligible for an occupational license for the first 90 days.
3. A third offense is not eligible for deferred adjudication. The minor's driver's license is suspended for 180 days, and an occupational license may not be obtained for the entire suspension period. If the minor is 17 years of age or older, the fine increases from \$500 to \$2,000, confinement in jail for up to 180 days, or both.

LEGAL SANCTIONS: ILLICIT DRUGS, TEXAS STATUTES

Texas Drug Statutes

Texas Health and Safety Code: Title 6 Food, Drugs, Alcohol, and Hazardous Substances

PENALTY GROUP	OFFENSES/PENALTIES	ENHANCEMENTS/BENEFIT RESTRICTIONS
<p>481.102 Penalty Group 1 (1) Opiates (2) Opium derivatives: e.g., codeine compounds, morphine compounds, heroin (3)(A) other opium and opiates not listed elsewhere; (B) chemical equivalents of opium; (C) opium poppy and poppy straws; (D) cocaine; (E) poppy straw concentrate (4) other opiates not listed in (1) or (2) (5) flunitrazepam (Rohypnol) (6) Methamphetamine (7) phenylacetone & methylamine together w/ into to manufacture meth (8) PCP; (9) GHB; (10) Ketamine</p>	<p>481.112 Manufacture or Delivery of Penalty 1 Substance</p>	<p>481.140 Use of Child in Commission of Crime: punishment increased 1 degree. If force used, degree felony</p>
	<p>(b) <1g: state jail felony; 180days-2yrs; <\$10,000</p>	<p>481.1122 Manufacture in presence of child (1) punishment increased by 1 degree</p>
	<p>(c) 1-4g: degree felony: life or 5-99yrs; <\$10,000</p>	<p>481.1122 Manufacture in presence of child (1) punishment increased by 1 degree</p>
	<p>(d) 4-200g: degree felony: life or 5-99yrs; <\$10,000</p>	
	<p>(e) 200-400g: life or 10-99yrs; <\$100,000</p>	<p>481.1122 In Presence of child (2) 15yr min; <\$150,000</p>
	<p>(f) >400g: life or 15-99yrs; <\$250,000</p>	<p>481.1122 In Presence of child (3) 20yrs min; <\$300,000</p>
	<p>481.115 Possession of Penalty 1 Substance</p>	
	<p>(b) <1g: state jail felony: 180days-2yrs; <\$10,000</p>	
	<p>(c) 1-4g: degree felony: 2-10yrs; <\$10,000</p>	
	<p>(d) 4-200g: degree felony: 2-20yrs; <\$10,000</p>	
	<p>(e) 200-400g: degree felony: life or 5-99yrs; <\$10,000</p>	
	<p>(f) >400g: life or 10-99yrs; <\$100,000</p>	
	<p>481.1021 Penalty Group 1A LSD</p>	<p>481.1121 Manufacture or Delivery of Penalty 1A Substance</p>
<p>(b)(1) <20 units (u): state jail felony: 180days-2yrs;<\$10,000</p>		
<p>(b)(2) 20-80u: degree felony: 2-20yrs; <\$10,000</p>		
<p>(b)(3) 80-4,000u: degree felony: life or 5-99yrs; <\$10,000</p>		
<p>(b)(4) >4,000u:</p>		

Texas Drug Statutes

Texas Health and Safety Code: Title 6 Food, Drugs, Alcohol, and Hazardous Substances

	life or 15-99yrs; <\$250,000	
	481.1151 Possession of Penalty IA substance	
	(1) <20u: state jail felony: 180days-2yrs;<\$10,000	
	(2) 20-80u: degree felony: 2-10yrs; <\$10,000	
	(3) 80-4,000u: degree felony: 2-20yrs; <\$10,000	
	(4) 4,000-8,000u: degree felony: life or 5-99yrs; <\$10,000	
	(5) >8,000u: life or 15-99yrs; <\$250,000	
481.103 Penalty Group 2 (1) Hallucinogenic substances: e.g., DMT, synthetic THC, MDMA, BZP, psilocybin, mescaline (2) Phenylacetone (3) depressant/stimulant compounds not listed elsewhere: e.g., amphetamine, Vyvanse, Qualuude (4) Compounds derived from 2-aminopropanal: e.g., MDPV, mephedrone	481.113 Manufacture or Deliver of Penalty 2 or 2a substance	481.140 Use of Child in Commission of Crime: punishment increased 1 degree. If force used, degree felony
	(b) <1g: state jail felony: 180days-2yrs;<\$10,000	
	(c) 1-4g: degree felony: 2-20yrs; <\$10,000	
	(d) 4-400g: degree felony: life or 5-99yrs; <\$10,000	
	(e) >400g: life or 10-99yrs; <\$100,000	
	481.116 Possession of Penalty 2 substance	
(b) <1g: state jail felony: 180days-2yrs;<\$10,000		
(c) 1-4g: degree felony: 2-10yrs; <\$10,000		
(d) 4-400g: degree felony: 2-20yrs; <\$10,000		
(e) >400g: life or 5-99yrs; <\$50,000		
481.1031 Penalty Group 2A Synthetic chemical compounds mimicking the pharmacological effect of naturally occurring cannabinoids	481.1161 Possession of Penalty 2A substance	
	(b)(1) <2oz: Class B misdemeanor: <\$2,000 and/or <180days	
	(b)(2) 2-4oz: Class A misdemeanor: <\$4,000 and/or <1yr	
	(b)(3) 4oz-5lbs: state jail felony: 180days-2yrs;<\$10,000	

Texas Drug Statutes

Texas Health and Safety Code: Title 6 Food, Drugs, Alcohol, and Hazardous Substances

	<p>(b)(4) 5-50lbs: 3rd degree felony: 2-10yrs; <\$10,000</p> <p>(b)(5) 50-2,000lbs: 2nd degree felony: 2-20yrs; <\$10,000</p> <p>(b)(6) >2,000lbs: life or 5-99yrs; <\$50,000</p>			
<p>481.104 Penalty Group 3</p> <p>(1) compounds containing stimulants: e.g., Ritalin and Preludin</p> <p>(2) compounds containing depressants: e.g., Xanax, Ativan, Klonopin</p> <p>(3) Nalorphine</p> <p>(4) compounds containing limited quantities of narcotics: e.g., codeine, morphine, difenoxin</p> <p>(5) compounds containing other substances: e.g., barbiturates, chloral hydrates</p> <p>(6) peyote</p> <p>(7) compounds containing stimulants not listed elsewhere: e.g., appetite suppressants</p> <p>(8) Dextropropoxyphene</p> <p>(9) anabolic steroids not exempted</p>	<p>481.114 Manufacture or Delivery of Penalty 3 or 4 substance</p> <p>(b) <28g: state jail felony: 180days-2yrs; <\$10,000</p> <p>(c) 28-200g: degree felony: 2-20yrs; <\$10,000</p> <p>(d) 200-400g: degree felony: life or 5-99yrs; <\$10,000</p> <p>(e) >400g: life or 10-99yrs; <\$100,000</p>	<p>481.140 Use of Child in Commission of Crime: punishment increased 1 degree. If force used, degree felony</p>		
	<p>481.117 Possession of Penalty 3 substance</p> <p>(b) <28g: Class A misdemeanor</p> <p>(c) 28-200g: degree felony</p> <p>(d) 200-400g: degree felony</p> <p>(e) >400g: life or 5-99yrs; <\$50,000</p>			
	<p>481.105 Penalty Group 4</p> <p>(1) compounds containing limited quantities of narcotics that include nonnarcotic active medicinal ingredients: e.g., codeine, morphine, difenoxin</p> <p>(2) compounds containing Buprenorphine or Butorphanol</p> <p>(3) compounds containing pyrovalerone</p>		<p>481.118 Possession of Penalty 4 substance</p> <p>(b) <28g: Class B misdemeanor</p> <p>(c) 28-200g: degree felony</p> <p>(d) 200-400g: degree felony</p> <p>(e) >400g: life or 5-99yrs; <\$50,000</p>	
	<p>481.106 Controlled Substance Analogue to Penalty Groups 1,1A & 2</p>			<p>481.123 Affirmative defense If analogue was not intended for human consumption; if</p>

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(1) substantially similar chemical structure of a controlled substance; or (2) specifically designed to produce substantially similar effect to controlled substance listed in the penalty group		there is approved new drug application; or if it was exempted for investigational use
Miscellaneous Substances	Penalties	Enhancements/ Benefit Restrictions
481.119(A) Manufacture or delivery of scheduled substance not listed in Penalty Groups	Class A misdemeanor	
481.119(b) Possession of scheduled substance not listed in Penalty Groups	Class B misdemeanor	
482.002 Unlawful delivery or manufacture w/ intent to deliver simulated controlled substance represented as a controlled substance	State jail felony	
Marihuana	Penalties	Enhancements/ Benefit Restrictions
481.120 Delivery of Marihuana	(1) <¼ oz & no remuneration Class B misdemeanor	481.140 Use of Child in Commission of Crime: punishment increased 1 degree. If force used, degree felony
	(2) < ¼ oz & remuneration Class A misdemeanor	
	(3) ¼ oz-5lbs state jail felony	
	(4) 5-50lbs: degree felony	
	(5) 50-2,000lbs: degree felon	
	(6) >2,000lbs: life or 10-99yrs; <\$100,000	
481.121 Possession of Marihuana	(1) <2oz: Class B misdemeanor	
	(2) 2-4oz: Class A misdemeanor	
	(3) 4oz-5lbs: state jail felony	
	(4) 5-50lbs: degree felony	
	(5) 50-2,000lbs: degree felony	
	(6) >2,000lbs: life or 5-99yrs; <\$50,000	
Enhancement Offenses	Penalties	
481.122 Delivery of Penalty 1, 1A, 2, 3 or marijuana to a child	degree felony; 481.140 Use of Child in Commission of Crime: punishment increased 1 degree. If force used,	

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	degree felony
481.134 Delivery of controlled substance in, on, or w/in 1,000ft of a “drug-free zone”	Either a felony 1 degree higher or an additional 5 years and doubled fine depending on the original punishment as defined by statute
481.141 Manufacture or Delivery of Controlled Substance Causing death or serious bodily injury	Punishment is increased by 1 degree
OTHER OFFENSES	
Offenses	Penalties/Enhancements/ Benefit Restrictions
481.124 Possession or Transport of anhydrous ammonia or chemical precursors w/ intent to manufacture controlled substance	(d)(1) Penalty 1/1A: degree felony (d)(2) Penalty 2: degree felony (d)(3) Penalty 3/4: state jail felony (d)(4) Scheduled substance not listed in Penalty group: Class A misdemeanor
481.1245 Possession or transport of anhydrous ammonia in improper container	(b) degree felony
481.136 Unlawful sale or receipt of chemical precursor w/o permit or in violation of requirements	(b) state jail felony; offense: degree felony
481.137 Transfer of precursor for unlawful manufacture	(b) degree felony; offense: degree
481.138 Unlawful transfer or receipt of chemical laboratory apparatus w/o permit or in violation of requirements	(b) state jail felony; offense: degree
481.139 Transfer of chemical laboratory apparatus w/ knowledge that recipient will use it to unlawfully manufacture a controlled substance/analogue	(b) degree felony
481.125(a) Possession of drug paraphernalia	(d) Class C misdemeanor
481.125(b) Delivery of drug paraphernalia	(e) Class A misdemeanor; offense: additional 90days-1yr (c) delivery to minor >3yrs younger: state jail felony
481.126(a)(2)&(4) Financial transactions derived from or intended to further drug offense	(b) degree felony
481.126(a)(1)&(3): Financial transactions derived from or intended to further drug offense punishable by life imprisonment	(b) degree felony
Prescription Drug Offense	
481.127 Unauthorized disclosure of prescription information	(b) state jail felony
481.128 Offenses of Commercial registrant	
(1) distribution of controlled substances in	(c) state jail felony

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violation of prescription program; (2) manufacture of unauthorized controlled substance; (3) refusal/failure to maintain required records; (4) possession of unauthorized official prescription form; (5) delivery/possession of counterfeit official prescription form; (6) refusal of entry into premises for inspection; (7) refusal/failure to return official prescription form; (8) refusal/failure to maintain required documentation; (9) refusal/failure to maintain required security	<p>(d) w/o culpable mental state: <\$1,000 additional penalty</p> <p>(b) intentional violation of (8)&(9): <\$5,000 additional penalty</p>
481.1285(b)(1) Conversion of controlled substance by registrant to their own use	(c) state jail felony
481.1285(b)(2) Diversion of controlled substance to unlawful use of another	(c) degree felony
481.129(a)(1) Distribution of Schedule I or II substance w/o required order form	<p>(1) Schedule I or II: degree felony</p> <p>(2) Schedule III or IV: degree felony</p> <p>(3) Schedule V: Class A misdemeanor</p>
481.129(a)(2) Use of an invalid registration number in course of manufacture, prescription or distribution of a controlled substance	
481.129(a)(3) Issue of a forged prescription	
481.129(a)(4) Use of Schedule II prescription issued to another person	
481.129(a)(5) Obtaining/attempting to obtain controlled substance by misrepresentation, fraudulent prescription	
481.129(a)(6) Furnishing false information in required documentation	
481.129(a-1) Obtaining/attempting to obtain from a practitioner a controlled substance not medically necessary	<p>(1) Schedule I or II: degree felony</p> <p>(2) Schedule III or IV: degree felony</p> <p>(3) Schedule V: Class A misdemeanor</p>
481.129(b) making, distributing or possessing a thing designed to reproduced a counterfeit substance	Class A misdemeanor
481.129(c)(1) delivery of a prescription or prescription form for invalid purpose;	<p>(1) delivery of prescription form or prescription for Schedule II substance: degree felony</p> <p>(2) Schedule III, IV, or V: degree felony</p>
481.129(c)(2) Possession of an invalid prescription or prescription form	<p>(1) delivery of prescription form or prescription for Schedule II or III substance: state jail felony</p> <p>(2) Schedule IV or V prescription: Class B misdemeanor</p>

SELF-ASSESSMENT
An Alcohol and Drug Abuse Questionnaire

- | YES | NO | |
|-----|-----|---|
| ___ | ___ | 1. Have you ever cut classes in order to drink or use drugs because of the after effects? |
| ___ | ___ | 2. Do you drink or use drugs while studying? |
| ___ | ___ | 3. Have you ever done poorly on an exam or assignment because of drinking or using drugs? |
| ___ | ___ | 4. Have friends or family ever told you that you drink too much or complained about your drug use? |
| ___ | ___ | 5. Have you ever lost a friend or has a relationship suffered from your drinking or drug use? |
| ___ | ___ | 6. Have you done or said anything while drinking or using drugs that you later regretted? |
| ___ | ___ | 7. Do you urge friends to drink or use drugs so that you won't stand out? |
| ___ | ___ | 8. Have you begun to associate with a heavier drinking group of friends or a group that uses drugs? |
| ___ | ___ | 9. Have you ever been hurt while drinking or using drugs? |
| ___ | ___ | 10. Have you ever awakened after drinking or using drugs and wondered what happened the night before? |
| ___ | ___ | 11. Do you ever feel guilty about your use of alcohol or other drugs? |
| ___ | ___ | 12. Do you drink or use drugs to forget your problems? |
| ___ | ___ | 13. Do you drink or use drugs to feel more confident? |
| ___ | ___ | 14. Have you ever been broke or gone into debt because you spent money on alcohol or other drugs? |
| ___ | ___ | 15. Have you ever destroyed or damaged property while drinking? |
| ___ | ___ | 16. Do you ever drive while drinking or using drugs? |
| ___ | ___ | 17. Have you ever been in trouble with College authorities because of alcohol or drug use, or because of something you did while under the influence? |
| ___ | ___ | 18. Do you use more than you planned? |
| ___ | ___ | 19. Do you ever have difficulty stopping once you've started drinking or using drugs? |
| ___ | ___ | 20. Do you find yourself drinking or using drugs when you first wake up? |
| ___ | ___ | 21. Do you drink or use drugs while alone? |

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RETHINKING DRINKING BOOKLET

Download the 16-page “Rethinking Drinking” Booklet
<http://pubs.niaaa.nih.gov/publications/RethinkingDrinking/OrderPage.htm>,
or stop by the Counseling and Advising Office located in the Administrative Services Building
for a free copy.

TOPICS IN THE BOOKLET INCLUDE:

- Alcohol use by adults in the United States
- What counts as a drink?
- What’s your drinking pattern?
- What’s “low-risk” drinking?
- What’s “heavy” or “at-risk” drinking?
- How much do U.S. adults drink?
- What are symptoms of an alcohol use disorder?
- Thinking about change?
- To cut down or to quit drinking
- Planning for change
- Strategies for cutting down
- Support for quitting
- Professional support
- Change Plan

HEALTH RISKS

Health risks associated with drug and alcohol abuse encompass physical and psychological effects, including but not limited to malnutrition, brain damage, paranoia, hepatitis, convulsions, coma, depression, heart disease, death, pancreatitis, cirrhosis of the liver, damage to the central nervous system, elevated blood pressure, respiratory failure, low birth weight babies, babies with drug/alcohol addictions, and an increased probability of intravenous drug users contracting AIDS. Additional health risks generally associated with alcohol and drug abuse can result in lowered immune system, damage to critical nerve cells, physical dependency, lung damage, physical and mental depression, increased infection, irreversible memory loss, personality changes and thought disorders. The use of alcohol and other drugs represents a serious threat to health and the quality of life. With most drugs, it is possible that users will develop psychological and physical dependence. It is recommended that anyone having specific questions relating to their health and drugs/alcohol should consult a physician.

Health Risks Associated with Alcohol and Other Drug Abuse

Alcohol abuse can lead to alcoholism, premature death, and complications of the brain, heart, liver and other body organs. It is a prime contributor to suicide, homicide, motor vehicle deaths and other so-called “accidental causes” of death. Alcohol interferes with psychological functions and disrupts occupational and educational effectiveness

Associated Health Risks with Illicit Drug Use and Tobacco Products

Health risks associated with the misuse and abuse of mind-altering drugs, including controlled substances and alcohol, include but are not limited to: physical and psychological dependence; damage to the brain pancreas, kidneys, liver, and lungs; high blood pressure, heart attacks, and strokes; ulcers; birth defects; diminished immune systems; and death. Illicit drug use can result in a wide range of health problems including drug addiction, death by overdose or withdrawal seizures, heart problems, infections, liver disease and chronic brain dysfunction (i.e. memory loss, hallucinations, paranoia). The use of tobacco products has been linked to coronary heart disease. Lung, oral, larynx, esophagus, bladder, pancreas and kidney cancers strike tobacco users at increased rates. *Further information may be found in the Advising & Counseling office located in Administrative Services Building.*

The general categories of drugs and their effects are as follows:

- Alcohol produces short-term effects that include behavioral changes, impairment of judgment and coordination, greater likelihood of aggressive acts, respiratory depression, irreversible physical and mental abnormalities in newborns (fetal alcohol syndrome) and death. Long-term effects of alcohol abuse include damage to the liver, heart, and brain; ulcers; gastritis; malnutrition; delirium tremens; and cancer. Alcohol combined with other drugs can have serious side effects.
- Methamphetamines/Stimulants (speed, uppers, crank, Adderall, caffeine, etc.) speed up the nervous system and can cause increased heart and breathing rates, higher blood pressure, decreased appetite, headaches, blurred vision, dizziness, sleeplessness, anxiety, hallucinations, paranoia, depression, convulsions and death due to stroke or heart failure.

- Anabolic Steroids seriously affect the liver, cardiovascular and reproductive systems. They can cause sterility in males and females as well as impotency in males. Benzodiazepines/Barbiturates/Depressants (Xanax, downers, Bars, Valium, etc.) slow down the central nervous system and can cause decreased heart and breathing rates, lowered blood pressure, slowed reactions, confusion, distortion of reality, convulsions, respiratory depression, coma, and death. Depressants combined with alcohol can be lethal.
- Cocaine/Crack stimulates the central nervous system and is extremely addictive, both psychologically and physically. Effects include dilated pupils, increased heart rate, and elevated blood pressure, and insomnia, loss of appetite, hallucinations, paranoia, seizures and death due to cardiac arrest or respiratory failure.
- Hallucinogens and Synthetic Chemical Drugs (PCP, synthetic cannabis (Spice, etc.) synthetic cathinone (Bath Salts, etc.), MDMA (ecstasy), LSD, etc.) interrupt the functions of the part of the brain that controls the intellect and instincts. May result in self-inflicted injuries, impaired coordination, dulled senses, incoherent speech, depression, anxiety, violent behavior, paranoia, hallucinations, increased heart rate and blood pressure, convulsions, coma, and heart and lung failure
- Cannabis (marijuana, hashish, hash, etc.) impairs short-term memory comprehension, concentration, coordination, and motivation. It may also cause paranoia and psychosis. Marijuana smoke contains more cancer-causing agents than tobacco smoke. The way in which marijuana is smoked - deeply inhaled and held in the lungs for a long period - enhances the risk of getting cancer.
- Opioids/Narcotics (heroin, oxycodone, hydrocodone, morphine, Demerol, Percodan, etc.) initially produce feelings of euphoria often followed by drowsiness, nausea, and vomiting. An overdose may result in convulsions, coma, and death. Tolerance develops rapidly, and dependence is likely. Using contaminated syringes to inject such drugs may result in AIDS.
- Tobacco/nicotine causes death among some 170,000 people in the United States each year due to smoking-related coronary heart disease. Some 30 percent of the 130,000 cancer deaths each year are linked to smoking. Lung, larynx, esophagus, bladder, pancreas and kidney cancers strike smokers at increased rates. Emphysema and chronic bronchitis are 10 times more likely among smokers.

Further information on the health risk of abusing drugs and alcohol can be found on the following websites:

- <http://www.drugabuse.gov/drugs-abuse>
- <http://www.utexas.edu/ssw/cswr/institutes/ari/announcements/>

COUNSELING, TREATMENT PROGRAMS AND RESOURCES

Employee/Student Prevention, Referrals and Resources

When personal or behavior problems begin to affect a student's academic performance or an employee's work as a result of substance and alcohol abuse, the individual should be referred to the Counseling and Academic Advising Office (students) or the Human Resources Office (employees) for assistance and /or referral to an outside agency. The following guidelines apply to all referrals:

1. The student or employee is responsible for any cost and/or fees incurred for professional services outside the Counseling and Academic Advising Office, which is located in the Administrative Services Building or you may call 903-463-8695.
2. Information concerning a student's or an employee's diagnosis, referral, treatment, and medical records will be kept strictly confidential.

Referral Services

Students: See Advising and Counseling Services Office

Employees: See Human Resources Office

Resources

Professional Help

Your regular doctor, primary care and mental health practitioners can provide effective alcoholism treatment by combining new medications with brief counseling visits.

Information Resources

National Institute on Alcohol Abuse and Alcoholism
www.niaaa.nih.gov/guide or call 301-443-3860

Specialists in Alcoholism

For specialty addiction treatment options, contact your doctor, health insurance plan, local health department, or employee assistance program. Other resources include:

Medical and Non-Medical Addiction Specialists

American Academy of Addiction Psychiatry
www.aaap.org or 401-524-3076

American Psychological Association 1-800-964-2000 (ask for your state's referral number to find psychologists with addiction specialties)
American Society of Addiction Medicine 301-656-3920 (ask for the phone number of your state's chapter)

NAADAC Substance Abuse Professionals
www.naadac.org 1-800-548-0497

National Association of Social Workers
www.helpstartshere.org (search for social workers with addiction specialties)

Treatment Facilities

Substance Abuse Treatment Facility Locator

www.findtreatment.samhsa.gov or 1-800-662-HELP

Mutual-Help Groups

Alcoholics Anonymous (AA)

www.aa.org 212-870-3400 or check your local phone directory under “Alcoholism”

Moderation Management

www.moderation.org 212-871-0974

Secular Organizations for Sobriety

www.secularsobriety.org 323-666-4295

SMART Recovery

www.smartrecovery.org or 440-951-5357

Women for Sobriety

www.womenforsobriety.org or 215-536-8026

Groups for Family and Friends

Al-Anon/Alateen www.al-anon.alateen.org or 1-888-425-2666 for meetings

Adult Children of Alcoholics

www.adultchildren.org or 310-534-1815

National Institute on Drug Abuse

www.nida.nih.gov or 301-443-1124

National Institute of Mental Health

www.nimh.nih.gov 1-866-615-6464

National Clearinghouse for Alcohol and Drug Information

www.ncadi.samhsa.gov 1-800-729-6686

Additional Resources

College Drinking

National Institute on Alcohol Abuse and Alcoholism:

<http://pubs.niaaa.nih.gov/publications/CollegeFactSheet/CollegeFactSheet.pdf>

A Sober College Experience?

<http://teens.drugabuse.gov/blog/post/sober-college-experience>

U.S. Department of Health & Human Services

<http://www.mentalhealth.gov/what-to-look-for/substance-abuse/>

The Science Behind Drug Abuse

<http://teens.drugabuse.gov/drug-facts>

Adult Children of Alcoholics

www.adultchildren.org or 310-534-1815

POLICY DISSEMINATION

The College will provide employees information on where to find the Drug and Alcohol Policy and the Drug and Alcohol Abuse Prevention Program Statement, and they will also be required to sign acknowledgment forms of these terms as part of the new employee on-boarding materials. A copy of the Drug and Alcohol Policy and the Alcohol and Other Drug Prevention Program Statement will also be posted on the Grayson College website.

The College will also make the Drug and Alcohol Policy and the Alcohol and Other Drug Prevention Program available in student publications and online. The College will also annually disseminate an email which includes the Drug and Alcohol Policy, and the Alcohol and Other Drug Prevention Program to all employees and students. Students will receive information about the Alcohol and Other Drug prevention program through College email and the Residence Hall Mandatory Meeting.

The Grayson College Student Clubs and Organizations Risk Management Program is available online under “The Scoop” in Canvas ([//tinyurl.com/TheGCscoop](http://tinyurl.com/TheGCscoop)).

The Biennial Review Report will be housed in the Office of the Vice President of Student Affairs and will be made available upon request. (Administrative Services Building, 903-463-8793).

DRUG AND ALCOHOL ADDICTION SOURCES
From the Grayson College Library

Addiction :Opposing viewpoints / Jennifer A. Hurley, book editor.	362.29 Add
Alcoholics Anonymous as a mutual-help movement :a study in eight societies /cKlaus Makela ... [et al]	362.29 Alc
Chemical dependency :opposing viewpoints /cCharles P. Cozic & Karin Swisher, book editors ; Stacey L. Tipp, assistant editor.	362.29 Che
Drug abuse :opposing viewpoints / Tamara L. Roleff, book editor.	362.29 Dru
Drug abuse :origins & interventions / edited by Meyer D. Glantz and Christine R. Hartel.	362.29 Dru
Encyclopedia of drugs and alcohol / Jerome H. Jaffe, editor-in-chief.	362.29 Enc
Drugs in perspective :causes, assessment, family, prevention, intervention, and treatment / Richard Fields.	362.29 Fie
Preventing alcohol abuse :alcohol, culture, and control / David J. Hanson.	362.29 Han
Alcohol :an opposing viewpoints guide / William Dudley, book editor.	362.292 Alc
Happy hours :alcohol in a woman's life / Devon Jersild.	362.292 Jer
Dying to drink :confronting binge drinking on college campuses / Henry Wechsler and Bernice Wuethrich.	362.292 Wec
Prescription drug addiction :the hidden epidemic / Rod Colvin.	362.299 Col
Beautiful boy :a father's journey through his son's meth addiction / David Sheff.	362.299 She
Tweak :(growing up on methamphetamines) / Nic Sheff.	362.299092 She
Addiction :why can't they just stop? : new knowledge, new treatments, new hope /edited by John Hoffman and Susan Froemke ; foreword by Sheila Nevins ; afterword by Susan Cheever ; [text by] David Sheff... [et al.]	616.86 Add
Concise guide to treatment of alcoholism and addictions / Avram H. Mack, John E. Franklin, Jr., Richard J. Frances. 2 nd . Ed.	616.86 Con
The heart of addiction : Lance M. Dodes.	616.86 Dod
Handbook of clinical alcoholism treatment / [edited by] Bankole Johnson, Pedro Ruiz, Marc Galanter.	616.86 Han
Treating alcohol dependence :coping skills training guide / Peter M. Monti ... [et al.].	616.86 Tre
The essential handbook of treatment and prevention of alcohol problems / edited by Nick Heather and Tim Stockwell.	616.861Int
Treatment matching in alcoholism / edited by Thomas F. Babor and Frances K. Del Boca.	616.861Tre

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WE ARE WELLNESS.



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