

DRUG AND ALCOHOL POLICY

This policy is being distributed to all Chicago State University employees and students in compliance with the provisions of the Drug-Free Workplace Act of 1988 (41 U.S.C., Section 701, et.seq.) and the Drug-Free Schools Act of 1989 (34 C.F.R. 86, et seq.).

 Notify the Director of Human Resources of any conviction under a criminal drug statute for violations occurring on or off university premises while conducting university business, within 5 days after conviction.

When the Department Of Human Resources receive notice of such a conviction, it will coordinate efforts to comply with the reporting requirements of the Drug-Free Workplace Act of 1988.

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(1) Expulsion; (2) suspension; (3) mandatory participation in and satisfactory completion of a drug/alcohol abuse program or rehabilitation program; (4) referral for prosecution; (5) probation and restriction of privileges.

Ш **Criminal Penalties**

All employees and students are reminded that conviction under state and federal laws that prohibit alcohol and drug-related conduct can result in fines, confiscation of automobile and other property, and imprisonment. A conviction can also result in the loss of a license to drive or to practice in certain professions, and barred opportunities from employment.

Arrest and conviction of a drug law violation can result in the following:

- Fines (up to \$500,000 under state law and \$250,000 under federal law)
- Confiscation of automobiles and other property
- Imprisonment (up to 60 years under state law and life under federal law)

A person who exhibits the following alcohol

- Consumption of alcohol by a pregnant woman can damage the unborn child. A pregnant woman should consult her physician a about this risk.
- Regular and heavy alcohol consumption can cause serious health problems such as damage to the liver and to the nervous and circulatory systems.
- Drinking large amounts of alcohol in a short time may quickly produce unconsciousness, coma, and even death.

V Health Risks Associated with Drugs

The health risks associated with controlled substances are numerous and varied depending on the drug. Nonetheless, the use of drugs not prescribed by a physician is harmful to the health. For example, drug use can cause the following conditions:

Impaired short-term memory or