University Students, Faculty, and Staff:

In continuing efforts to maintain a safe and healthy environment for its students, employees, and visitors, Auburn University has adopted and implemented policies and programs that address the illegal and improper use of alcohol and other drugs by members of the university community. The Board of Trustees has adopted a drug-free campus and workplace policy, and the administration has implemented a smoking policy.

The following online information is provided annually to all students and employees of Auburn University in compliance with our policies and the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act Amendments of 1989. More information can be found at the following websites:

- **The Faculty Handbook**
  [http://www.auburn.edu/academic/provost/handbook.html](http://www.auburn.edu/academic/provost/handbook.html)
- **The A&P Handbook**
- **The University Staff Handbook**
- **Student Policy eHandbook**
  [http://www.auburn.edu/student_info/student_policies/](http://www.auburn.edu/student_info/student_policies/)

I urge you to read this information carefully and assist the university in achieving a drug-free campus and environment.

Sincerely,

Jay Gogue
President

January 26, 2016

**FEDERAL DRUG-FREE WORKPLACE ACT REQUIREMENTS**

Any employee receiving a criminal drug statute conviction for a violation occurring in the workplace shall notify the provost, or the chief Student Affairs officer of such conviction no later than (5) days after such conviction, and such offices will immediately report this information to the Vice President for Research. If the employee reporting such a conviction is employed under a contract or grant, Auburn University, through the Office of the Vice President for Research, will notify the appropriate granting or contracting agencies within ten (10) days after receiving such notice of a criminal drug statute conviction. The same procedure will be followed at Auburn Montgomery, with reporting to counterpart offices on the Montgomery campus.

**IMPLEMENTATION OF THE UNIVERSITY’S DRUG PREVENTION PROGRAM**

The president has appointed an advisory committee for a drug-free campus and workplace to:

1. Establish procedures and develop informational materials to annually distribute to students and employees.
2. Provide recommendations to promote and further develop the university’s drug prevention program.
3. Evaluate the university’s drug prevention program biennially to determine its effectiveness and ensure that disciplinary sanctions are consistently enforced.

**FURTHER INFORMATION**

Inquiries concerning matters described in this brochure should be directed to: Eric Smith, Director Health Promotion and Wellness Services, Division of Student Affairs, Auburn University, ecs0012@auburn.edu  • 334-844-4650  • Follow us @auburnhealth
### Standards of Conduct

The unlawful manufacture, distribution, dispensing, possession, or use of illegal drugs by students or employees of Auburn University is prohibited at any time on any university property or at any university activity. Any employee who is employed by an illegal drug or alcohol will be refused access to the workplace and will not be allowed to perform any duty or represent the university in any capacity. Any student who is employed by the illegal drug or alcohol will not be allowed to attend any classes or university activity.

### Disciplinary Sanctions

The university will impose sanctions (consistent with local, state, and federal law) on all employees and students who violate these standards of conduct. Such sanctions may include, but are not limited to: 1) referral for probation; 2) probation, suspension, or expulsion of students; or 3) suspension or termination of employees.

### Types of Drugs

#### I. Depressants
- **A. Barbiturates** (sleeping pills, roach), dextroamphetamine, methamphetamine (speed, meth), methylphenidate (Ritalin), and amphetamine sulfate (Adderall) cause increased alertness, trouble sleeping, (uppers, speed), change in mood, paranoia, and loss of coordination. Tolerance, psychological, and physical dependence develop. Permanent damage to large, small, and liver, immune system may occur.
- **B. Phencyclidine (PCP)** causes hallucinations and panic. Effects may recur (“flashbacks”) even after use in combination with other drugs. Regular use causes changes in behavior and/or personality. Tolerance, physical, and psychological dependence develop. Respiratory failure and death may occur if used in combination with other depressants.
- **C. Inhalants** (solvent products, liquid glue, paint thinner, amyl nitrite, glue, and other volatile substances) can cause loss of coordination, loss of bowel control, convulsions, hallucinations. Overdoses cause convulsions, cardiac arrest, and death. Psychological dependence develops. Permanent damage to lungs, brain, and liver, immune system may occur.

#### II. Stimulants
- **A. Amphetamines** (laxatives, pain, speed, dextroamphetamine, methamphetamine (speed, meth), methylphenidate (Ritalin), and amphetamine sulfate (Adderall)) cause increased alertness, trouble sleeping, (uppers, speed), change in mood, paranoia, and loss of coordination. Tolerance, psychological, and physical dependence develop. Continuous high doses cause heart problems, high blood pressure, malnutrition, and death.
- **B. Cocaine or crack cocaine** causes confusion, depression, and hallucinations. Tolerance and physical dependence develop. Effects are unpredictable, convulsions, coma, cardiac arrest, and death are possible. Nasal membranes may be destroyed when inhaled. Smoking cocaine causes toxicosis in the lungs. Brain damage may occur.
- **C. Cathinone in large doses (>250 mg) results in cerebral agitation, anxiety, headache, insomnia, tremors.** Larger doses, or if mixed with other substances, may result in delirium, high blood pressure, heart rhythm disturbances, convulsions, and respiratory arrest.

#### III. Hallucinogens (Psychedelics)
- **A. Lysergic Acid Diethylamide (LSD)** causes hallucinations and panic. Effects may recur (“flashbacks”) even after use in combination with other drugs. Regular use causes changes in behavior and/or personality. Tolerance, physical, and psychological dependence develop. Respiratory failure and death may occur if used in combination with other depressants.
- **B. Phencyclidine (PCP)** causes hallucinations and panic. Effects may recur (“flashbacks”) even after use in combination with other drugs. Regular use causes changes in behavior and/or personality. Tolerance, physical, and psychological dependence develop. Respiratory failure and death may occur if used in combination with other depressants.

### Federal Trafficking Penalties

<table>
<thead>
<tr>
<th>Schedule</th>
<th>Substance/Substance/Quantity</th>
<th>Penalty</th>
</tr>
</thead>
<tbody>
<tr>
<td>I</td>
<td>Cocaine</td>
<td>Not less than 5 yrs. and not more than 10 yrs. or more than life. Fine of not more than $250,000 if an individual, not more than $5 million if other than an individual.</td>
</tr>
<tr>
<td>II</td>
<td>Cocaine Base</td>
<td>Not less than 5 yrs. and not more than 10 yrs. or more than life. Fine of not more than $250,000 if an individual, not more than $5 million if other than an individual.</td>
</tr>
</tbody>
</table>

**Schedule II Substances: (1) Drugs with a high potential for abuse, having a currently recognized medical use in treatment in the United States, and a currently accepted standard of medical practice for the medical use of this drug in the treatment of patients with severe, life-threatening medical conditions.**

**Schedule III Substances: (1) Drugs with a moderate to high potential for abuse, with a currently accepted medical use in the treatment of severe, painful medical conditions, recognized standard of medical practice and accepted safety for use under medical supervision.**

**Schedule IV Substances: (1) Drugs with a relatively low potential for abuse, with a currently accepted medical use in the treatment of severe, painful medical conditions, recognized standard of medical practice and accepted safety for use under medical supervision.**

**Schedule V Substances: (1) Drugs with a low potential for abuse, with a recognized medical use in the treatment of severe, painful medical conditions, recognized standard of medical practice and accepted safety for use under medical supervision.**

### Marijuana
- **1,000 kilograms or more marijuana**
  - **First Offense:** Not less than 10 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine of not more than $250,000 if an individual, not more than $5 million if other than an individual.

- **5 - 49 grams mixture**
  - **First Offense:** Not less than 20 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine of not more than $250,000 if an individual, not more than $5 million if other than an individual.

- **50 - 499 grams mixture**
  - **First Offense:** Not less than 10 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine of not more than $250,000 if an individual, not more than $5 million if other than an individual.

- **100 - 999 grams mixture**
  - **First Offense:** Not less than 5 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine of not more than $250,000 if an individual, not more than $5 million if other than an individual.

- **1,000 - 9,999 grams mixture**
  - **First Offense:** Not less than 5 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine of not more than $250,000 if an individual, not more than $5 million if other than an individual.

- **10,000 - 99,999 grams mixture**
  - **First Offense:** Not less than 5 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine of not more than $250,000 if an individual, not more than $5 million if other than an individual.

- **100,000 - 999,999 grams mixture**
  - **First Offense:** Not less than 10 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine of not more than $250,000 if an individual, not more than $5 million if other than an individual.

- **5 - 49 marijuana plants**
  - **First Offense:** Not less than 20 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine of not more than $250,000 if an individual, not more than $5 million if other than an individual.

- **50 - 499 marijuana plants**
  - **First Offense:** Not less than 10 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine of not more than $250,000 if an individual, not more than $5 million if other than an individual.

- **100 - 999 marijuana plants**
  - **First Offense:** Not less than 5 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine of not more than $250,000 if an individual, not more than $5 million if other than an individual.

- **500 - 9999 grams mixture**
  - **First Offense:** Not less than 5 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine of not more than $250,000 if an individual, not more than $5 million if other than an individual.

- **100 grams or more pure or 1 kilogram or more mixture**
  - **First Offense:** Not less than 5 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine of not more than $500,000 if an individual, not more than $1 million if other than an individual.

- **5 - 49 grams mixture or 1,000 or more marijuana plants**
  - **First Offense:** Not less than 5 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine of not more than $500,000 if an individual, not more than $1 million if other than an individual.

- **50 grams or more pure or 100 grams or more mixture**
  - **First Offense:** Not less than 5 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine of not more than $2,500,000 if an individual, not more than $5 million if other than an individual.

- **10 grams or more mixture**
  - **First Offense:** Not less than 5 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine of not more than $1,000,000 if an individual, not more than $2 million if other than an individual.

- **1 kilogram or more mixture or 1,000 or more marijuana plants**
  - **First Offense:** Not less than 5 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine of not more than $500,000 if an individual, not more than $1 million if other than an individual.
### Controlled Substances

<table>
<thead>
<tr>
<th>Violation</th>
<th>Penalties</th>
<th>Code Section</th>
</tr>
</thead>
<tbody>
<tr>
<td>Engages in a criminal enterprise, in connection with possession of a person, in violation of illegal drugs</td>
<td></td>
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</tr>
<tr>
<td>Manufactured controlled substance or more of following conditions are present: possession of bong, use of body bite, use of dissimilar lab with source of residence, the presence of someone under 17 years of age during the manufacturing process</td>
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<td></td>
</tr>
<tr>
<td>Manufactured a controlled substance</td>
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</tr>
<tr>
<td>Distribution of controlled substances (furnished, sold, given away, manufactured, delivered, or distributed)</td>
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<tr>
<td>Possession of a controlled substance</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Possession of controlled substances (furnished, sold, given away, manufactured, delivered, or distributed)</td>
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</tr>
<tr>
<td>Possession of marijuana in first degree (other than personal use of primarily convicted of possession of second degree)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Possession of marijuana in second degree (for personal use only)</td>
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<td></td>
</tr>
<tr>
<td>Possession of controlled substances (furnished, sold, given away, manufactured, delivered, or distributed)</td>
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</tr>
</tbody>
</table>

### MARIJUANA & DRUG PARAPHERNALIA

<table>
<thead>
<tr>
<th>Violation</th>
<th>Penalties</th>
<th>Code Section</th>
</tr>
</thead>
<tbody>
<tr>
<td>False Driver's License/ID: State: Person under age of 21 who knowingly seeks or attempt to use a false, forged, or otherwise obtain alcoholic beverages’ license to obtain or attempt to obtain alcoholic beverages within this state.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>False Driver’s License/ID: State: Person under age of 21 who knowingly seeks or attempt to use a false, forged, or otherwise obtain alcoholic beverages’ license to obtain or attempt to obtain alcoholic beverages within this state.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Underage Presence in Licensed Premises: City: It is unlawful for any person under 21 to knowingly possess a false, forged, or otherwise obtain or possess a false instrument of identification which misrepresents the age of that person.</td>
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<tr>
<td>Open House Party: State: No adult having control of any residence, who has authorized an open house or party at the residence, and in attendance at this party, shall allow the party to continue if any alcohol is present, or if alcohol is available or controlled substances are illegally possessed or consumed at the residence by a person under the age of 21 and the adult knows this and fails to take reasonable action to prevent it.</td>
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<tr>
<td>Driving Under the Influence (DUI): State: A person shall not drive or be in actual physical control of any vehicle (or sit therein) while there is 0.08 percent or more by weight of alcohol in his/her blood unless the age of 21, in which the amount is 0.02 percent, under the influence of alcohol, or under the influence of any controlled substance which impairs his/her ability to drive safely, or under the combined influence of alcohol and a controlled substance to a degree which renders him/her incapable of safely driving, or under the influence of any substance which impairs the mental or physical faculties of such person to a degree which renders him/her incapable of safely driving.</td>
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</tbody>
</table>

### Drug Alcohol Penalties

<table>
<thead>
<tr>
<th>Violation</th>
<th>Penalties</th>
<th>Code Section</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fine: Not more than $500</td>
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<tr>
<td>Min. 5 days</td>
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<td>Fine: Not more than $600</td>
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<tr>
<td>Fine: Not more than $15,000</td>
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<td></td>
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<tr>
<td>Fine: Not more than $10,000</td>
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<td></td>
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<tr>
<td>Fine: Not more than $50,000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fine: Not more than $100,000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Maximum suspension of driver’s license for 90 days</td>
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<tr>
<td>Confidential: Phone: 911-Day, 10 yrs.</td>
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<tr>
<td>Fine: $4,00 - $10,000</td>
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<tr>
<td>Mandatory revocation of driver’s license for 5 yrs.</td>
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</tbody>
</table>
**Violation**  
State Offenses:
Any individual committing an offense (misdemeanor, felony or violation) against the state automatically commits an offense against the city.

**Penalties**  
Unless otherwise provided:  
**City:**  
Jail: Not more than 6 months.  
Fine: Not more than $500.

**City Code § 17-1, § 1-8**

<table>
<thead>
<tr>
<th>Violation</th>
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<th>Code Section</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alabama Civil Damages Act.</td>
<td>Civil cause of action - compensatory and punitive monetary damages determined by a jury</td>
<td>AL Code § 6-5-70</td>
</tr>
<tr>
<td>Alabama Dram Shop Act.</td>
<td>Civil cause of action - compensatory and punitive monetary damages determined by a jury</td>
<td>AL Code § 6-5-71 &amp; § 6-5-72</td>
</tr>
</tbody>
</table>

**Employees:**  
Employees who violate this policy will be held accountable for their behavior and will be subject to appropriate disciplinary action, consistent with the Faculty Handbook, Mediation and Grievance System (to the extent applicable), other applicable University policy and with local, state and federal law. Such action may include mandatory counseling, mandatory participation in an appropriate rehabilitation program, a warning, a reprimand, strict probation, unpaid suspension from employment, termination or employment, and/or referral to the proper law enforcement authorities for prosecution.

**VIII. Evaluation**  
The University, through its Alcohol and Other Drug Biennial Work Group, conducts a biennial review of its drug abuse prevention program to determine its effectiveness, implement needed changes, and ensure that disciplinary sanctions are enforced consistently. Certain parameters which may be evaluated and reviewed on a biennial basis include:

- a. the number of disciplinary actions issued,
- b. the number of students involved in classes and counseling session,
- c. the number of drug and alcohol arrests by the University Police,
- d. the number of recorded violations of housing regulations for drug and alcohol violations,
- e. the amount of vandalism in the residence halls,
- f. the number of incidents of violence (rapes, assaults, etc.), and
- g. the outcomes of treatment, assessed at prescribed follow-up intervals.