

The Drug-Free Schools and Workplace Guide for Oakland University Employees and Students

Oakland University (**OU**) is committed to providing an environment that is free of the abuse of alcohol and the illegal use of alcohol, drugs and controlled substances. OU is required by law to adopt and implement a program ("Program") to prevent the use of illicit drugs and the abuse of alcohol by students and employees. The Program includes: the annual distribution of a statement to each student and employee which addresses certain risks associated with the use of illicit drugs and abuse of alcohol; standards of conduct prohibiting the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees on campus property or as part of any of its activities; the legal consequences for violations of local, state or federal laws related to illicit drugs and alcohol; a description of health-risks and other risks associated with the use of illicit drugs and the abuse of alcohol, a description of applicable counseling, treatment, or rehabilitation or re-entry programs; and a biennial review of the program. Pursuant to the law OU is issuing the statement set forth below.

Standards of Conduct at OU: The unlawful possession, use, or distribution, manufacture and dispensation of controlled substances, and illicit drugs and the unlawful use, or possession of alcohol by students or employees in the workplace, on OU property or as part of a University activity is specifically prohibited by OU Ordinances and/or by state or federal law. The OU Ordinances governing the use of alcohol and drugs are available in the Student Handbook (<http://www4.oakland.edu/?id=68&sid=75>) and University Administrative Policies and Procedures, Section # 600, Health and Safety.

University Sanctions: OU will impose sanctions for violations of this statement consistent with local, state and federal law and with applicable collective bargaining agreements, employee handbooks, student handbooks, and University ordinances. Violations by faculty, staff or students will result in disciplinary action up to and including termination of employment, expulsion and referral for prosecution. The discipline imposed will depend upon the seriousness of the offense. In addition to, or in lieu of, discipline, violators may be required to complete an appropriate rehabilitation program. Additional information is available in the Student Handbook (<http://www4.oakland.edu/?id=68&sid=75>), Academic Human Resources (<http://www2.oakland.edu/provost/web/acadhr/index.cfm>) and University Human Resources (<http://www2.oakland.edu/erd/>).

Legal Sanctions: There are legal sanctions under OU Ordinances, and under state and federal law, for the unlawful possession, use or distribution of illicit drugs and alcohol. Any violation of an OU Ordinance is a misdemeanor punishable by a fine of not more than \$100 or by imprisonment for not more than 90 days or both. Violations under state and federal law may result in punishment for a misdemeanor or felony, depending on the nature of the crime, including fines, imprisonment, and loss of certain licenses and forfeiture of real and/or personal property. Descriptions of the state and federal sanctions for illegal possession and distribution and, in some cases, use of a controlled substance are included in this guide. Sanctions may change from time to time.

Health Risks: The psychological and social consequences of controlled substance use, illicit drug use and alcohol abuse can be devastating. This can lead to various health and other risks including feelings of depression or anxiety; diminished or impaired work or academic performance; absenteeism; poor decision making; poor morale; low self esteem; financial problems; conflicts with co-workers, classmates, families, friends and others. Loss of job, friends, divorce and the creation of a dysfunctional family system are common consequences of substance abuse. Additional risks include; sexual assault or other unplanned sexual relationships; unwanted pregnancies; irreversible drug-induced psychotic state and/or delusions of omnipotence which trigger life-threatening behavior. Mothers who drink alcohol during pregnancy may give birth to infants with fetal alcohol syndrome. These infants have irreversible physical abnormalities and mental retardation. In addition, research indicates that children of alcoholic parents are at greater risk than other youngsters of becoming alcoholics.

Additional information is available at Graham Counseling Center (<http://www2.oakland.edu/GHC/>.)

Employees working on federal grants and contracts:

As a condition of employment all employees working on federal grants and contracts must abide by this statement. Such employees must notify their supervisor or department head of any criminal drug statute conviction occurring in the workplace no later than 5 days after the conviction. The supervisor or department head must then promptly report the violation to the Director of Grants and Contracts.

Drug & Alcohol Counseling, Treatment and Rehabilitation Contacts

NOTE: This is a partial list of substance abuse facilities. More programs and centers may be listed in local and other area telephone directories.

On-Campus

Counseling Center
(248) 370-3465
Graham Health Center
Oakland University
Rochester, MI 48309-4401

St. Joseph Mercy Hospital
(248) 858-3000
900 Woodward Ave
Pontiac, MI 48341

Local Facilities

AA of Oakland County
(248) 332-6116
168 University Drive
Pontiac, MI 48342

M.A.D.D. Oakland County
(248) 682-2220
3525 Elizabeth Lake Rd., Suite B
Waterford, MI 48328

National Hotline Numbers & Assistance Groups

Alcoholics Anonymous
(800) 252-6465

Food & Drug Administration
(301) 443-1240
(Consumer Complaints)

M.A.D.D.
(800) 438-6233

National Cocaine Hot Line
(800) 378-4435

S.A.D.D.
(508) 481-3588

Tough Love
(800) 333-1069

Narcotics Anonymous
(248) 543-7200
220 W. Nine Mile Rd
Ferndale, MI 48220

Oakland Family Services
(248) 858-7766
114 Orchard Lake Rd.
Pontiac, MI 48341

If treatment for substance abuse is needed, please contact your insurance carrier to obtain proper instructions for seeking treatment. Students covered by University health insurance should contact the Graham Health Center staff for benefit coverage.

If you have questions about any of the issues addressed in the guide, please contact one of the following departments:

Faculty:	Office of Academic Affairs	(248) 370-2190
Students:	Office of Dean of Students	(248) 370-3352
Staff:	Office of University Human Resources	(248) 370-3480

Controlled Substances Uses & Effects

	Drug CSA Schedule	Trade or Other Names	Medical Uses	Physical Dependence	Psychological Dependence	Tolerance	Duration (hours)	How Used	Possible Effects	Symptoms of Overdose	Withdrawal Syndrome
Narcotics	Opium II III V	Dover's Powder, Paregoric, Parepectolin	Analgesic, antidiarrheal	High	High	Yes	3-6	Oral, smoked	Euphoria, drowsiness, respiratory depression, constricted pupils, nausea	Slow and shallow breathing, clammy skin, convulsions, coma, possible death	Watery eyes, runny nose, yawning, loss of appetite, irritability, tremors, panic, cramps, nausea, chills and sweating
	Morphine II III	MS-Contin, Roxanol, Roxanol-SR	Analgesic, antitussive	High	High	Yes	3-6	Oral, smoked, injected			
	Codeine II III V	Tylenol w/ Codeine, Empirin w/ Codeine, Robitussin A-C, Fiorinal w/Codeine	Analgesic, antitussive	Moderate	Moderate	Yes	3-6	Oral, injected			
	Heroin I	Diacetylmorphine, Horse, Smack	None	High	High	Yes	3-6	Injected, sniffed, smoked			
	Hydromorphone II	Dilaudid	Analgesic	High	High	Yes	3-6	Oral, injected			
	Meperidine (pethidine) II	Demerol, Mepergan	Analgesic	High	High	Yes	3-6	Oral, injected			
	Methadone II	Dolophine, Methadose	Analgesic	High	High-Low	Yes	12-24	Oral, injected			
	Other Narcotics I III III IV V	Numorphan, Percodan, Percocet, Tylox, Tussionex, Fentanyl, Darvon, Lomotil, Talwin	Analgesic, antidiarrheal, antitussive	High-Low	High-Low	Yes	Variable	Oral, injected			
Depressants	Chloral Hydrate IV	Noctec	Hypnotic	Moderate	Moderate	Yes	5-8	Oral	Slurred speech, disorientation, drunken behavior without odor of alcohol	Shallow respiration, clammy skin, dilated pupils, weak and rapid pulse, coma, possible death	Anxiety, insomnia, tremors, delirium, convulsions, possible death
	Barbiturates II III IV	Amytal, Butisol, Fiorinal, Lotusate, Nembutal, Seconal, Tuinal, Phenobarbital	Anesthetic, anticonvulsant, sedative, hypnotic, veterinary euthanasia agent	High-Mod	High-Mod	Yes	1-16	Oral			
	Benzodiazepines IV	Ativan, Dalmane, Diazepam, Librium, Xanax, Serax, Valium, Tanxex, Verstan, Versad, Halcion, Paxipam, Restoril	Antianxiety, anticonvulsant, sedative, hypnotic	Low	Low	Yes	4-8	Oral			
	Methaqualone I	Quaalude	Sedative, hypnotic	High	High	Yes	4-8	Oral			
	Glutethimide III	Doriden	Sedative, hypnotic	High	Moderate	Yes	4-8	Oral			
	Other Depressants III IV	Equanil, Miltown, Noludar, Placidyl, Valmid	Antianxiety, sedative, hypnotic	Moderate	Moderate	Yes	4-8	Oral			
	Stimulants	Cocaine II	Coke, Flake, Snow, Crack	Local anesthetic	Possible	High	Yes	1-2			
Amphetamines II		Biphatamine, Deicobase, Decoxyn, Daxedrine, Overtrol	Attention deficit disorders, narcolepsy, weight control	Possible	High	Yes	2-4	Oral, injected			
Phenmetrazine II		Preludin	Weight control	Possible	High	Yes	2-4	Oral, injected			
Methylphenidate II		Ritalin	Attention deficit disorders, narcolepsy	Possible	Moderate	Yes	2-4	Oral, injected			
Other Stimulants III IV		Adipex, Cylert, Didrex, Ionamin, Melfiat, Plagine, Sanorex, Tenuate, Tepanil, Prelu-2	Weight control	Possible	High	Yes	2-4	Oral, injected			

	Drug CSA Schedule	Trade or Other Names	Medical Uses	Physical Dependence	Psychological Dependence	Toler- ance	Duration (hours)	How Used	Possible Effects	Symptoms of Overdose	Withdrawal Syndrome
Hallucinogens	LSD I	Acid, Microdot	None	None	Unknown	Yes	8-12	Oral	Illusions and hallucinations, poor perception of time and distance	Longer, more intense "trip" episodes, psychosis, possible Death	Withdrawal syndrome not reported
	Mesacaline and Peyote I	Mexc, Buttoris, Cactus	None	None	Unknown	Yes	8-12	Oral			
	Amphetamine Variants I	2.5-DMA, PMA, STP, MDA, MDMA, TMA, DOM, DOB	None	Unknown	Unknown	Yes	Variable	Oral, injected			
	Phencyclidine II	PCP, Angel Dust, Hog	None	Unknown	High	Yes	Days	Smoked, oral, injected			
	Phencyclidine Analogues I	PCE, PCPy, TCP	None	Unknown	High	Yes	Days	Smoked, oral, injected			
	Other Hallucinogens I	Butotene, Ibogaine, DMT, DET, Psilocybin, Psilocyn	None	None	Unknown	Possible	Variable	Smoked, oral, injected, sniffed			
Cannabis	Marijuana I	Pot, Acapulco Gold, Grass, Reefer, Sinsemila, Thai sticks	None	Unknown	Moderate	Yes	2-4	Smoked, oral	Euphoria, relaxed inhibitions, increased appetite, disoriented behavior	Fatigue, paranoia, possible psychosis	Insomnia, hyper-activity, and decreased appetite occasionally reported
	Tetrahydroc annabinol I II	THC, Marinol	Cancer, chemotherapy, antinauseant	Unknown	Moderate	Yes	2-4	Smoked, oral			
	Hashish I	Hash	None	Unknown	Moderate	Yes	2-4	Smoked, oral			
	Hashish Oil I	Hash Oil	None	Unknown	Moderate	Yes	2-4	Smoked, oral			

**MICHIGAN UNIFORM CONTROLLED SUBSTANCES
PENALTIES FOR DRUG OFFENSES**

Act 1 MCLA 333.7401 et seq.

NARCOTIC DRUG & Cocaine	Delivery and Possession with Intent to Deliver	Possession	Use
1000 gms. or more	Felony Maximum Penalty Life Imprisonment and/or fine not more than \$1,000,000	Felony Maximum Penalty Life Imprisonment and/or fine of not more than \$1,000,000	
Between 450 gms. and 999 gms.	Felony Not more than 30 yrs. and/or \$500,000 fine	Felony Not more that 30 yrs. and/or \$500,000 fine	
Between 50 gms. and 449 gms.	Felony* Not more than 20 yrs. and/or \$250,000 fine	Felony* Not more than 20 yrs. and/or \$250,000	
Less than 50 gms.	Felony Not more than 20 yrs. and/or \$25,000 fine.	Felony Not more than 4 yrs. and/or \$25,000 fine	
Many Schedule 1, 2, 3	Felony Not more than 7 yrs. and/or \$10,000 fine	Felony Not more than 2 yrs. and/or \$2,000 fine	Misdemeanor Not more than 1 yr. and/or varying fine, between \$1,000 or \$2000
Any amount of Ecstasy (MDMA) or Methamphetamine	Felony Not more than 20 years and/or \$25,000 fine	Felony Not more than 10 years and/or \$15,000 fine	Misdemeanor Not more than 1 year and/or \$2000 fine. Same penalty for cocaine use.
Schedule 4	Felony Not more than 4 yrs. and/or \$2,000 fine	Felony Not more than 2 yrs. and/or \$2,000 fine	Misdemeanor Not more than 1 yr. and/or \$1,000
Schedule 5	Felony Not more than 2 yrs. and/or \$2,000 fine	Misdemeanor Not more than 1 yr. and/or \$2,000 fine (and lysergic acid diethylamide, peyote, mescaline, dimethyltryptamine, psilocin and psilocybin)	Misdemeanor Not more than 6 mos. and/or \$500 (and lysergic acid diethylamide, peyote, mescaline, dimethyltryptamine, psilocin and psilocybin)
Marijuana	Felony 45 kilograms or more, or 200 plants or more, not more than 15 years and/or \$10,000,000 fine 5-44 kilograms or btw 20-199 plants, not more than 7 years and/or \$500,000 fine 1-4 kilograms and less than 20 plants, not more than 4 years and \$20,000 fine	Misdemeanor Not more than 1 yr. and/or \$2,000	Misdemeanor Not more than 90 days and/or \$100 fine
Marijuana (w/o remuneration)	Misdemeanor Not more than 1 yr. and/or \$1,000 fine	N/A	N/A
Prescription form (may include counterfeit prescription)	Felony Not more than 7 years and/or \$5000 fine	Misdemeanor Not more than 1 year and/or \$1000 fine	

These are only Michigan penalties and sanctions. Additional federal penalties and sanctions may apply. Penalties may change from time to time.

A listing of the drugs covered by Schedules 1-5, codified at MCLA 333.7401 et seq., is available for review in the Academic Affairs Office (for faculty), The Dean of Students Office (for students), and the University Human Resources (for staff).

Federal Trafficking Penalties

Drug	Quantity	1 st Offense	2 nd Offense	Quantity	1 st Offense	2 nd Offense
CSA I and II	Methamphetamine	5-49 gm pure or 50-499 gm mixture	1. Not less than 5 years. Not more than 40 years.	50 gm or more pure or 500 gm or more mixture	1. Not less than 10 years. Not more than life.	1. Not less than 20 years. Not more than life.
	Heroin	100-999 gm mixture	2. If death or serious injury, not less than 20 more than life.	1 kg or more mixture	2. If death or serious injury, not less than life.	2. If death or serious injury, not less than life.
	Cocaine	500-4,999 gm mixture		5 kg or more mixture		
	Cocaine Base	5-49 gm mixture	3. Fine of not more than \$2 million individual, \$5 million other than individual.	50 gm or more mixture	3. Fine of not more than \$4 million individual, \$10 million other than individual.	3. Fine of not more than \$8 million individual, \$20 million other than individual.
	PCP	10-99 gm pure or 100-999 gm mixture		100 gm or more pure or 1kg or more mixture		
	LSD	1-9 gm mixture		10 gm or more mixture		
	Fentanyl	40-399 gm mixture		400 gm or more mixture		
Fentanyl Analogue	10-99 m mixture	100 gm or more mixture				
Drug	Quantity	1 st Offense	2 nd Offense			
Other CSA I and II drugs (and any drug containing Gamma Hydroxybutyric Acid)	Any	1. Not more than 20 years. 2. If death or serious injury, not less than 20 years, not more than life. 3. Fine of \$1 million individual, \$5 million not individual.	1. Not more than 30 years. 2. If death or serious injury, life. 3. Fine of \$2 million individual, \$10 million not individual.			
All III	Any	1. Not more than 5 years. 2. Fine of \$250,000 individual, \$1 million not individual.	1. Not more than 10 years. 2. Fine of \$500,000 individual, \$2 million not individual.			
All IV	Any	1. Not more than 3 years. 2. Fine of \$250,000 individual, \$1 million not individual.	1. Not more than 6 years. 2. Fine of \$500,000 individual, \$2 million not individual.			
All V	Any	1. Not more than 1 year. 2. Fine of \$100,000 individual, \$250,000 not individual.	1. Not more than 2 years. 2. Fine of \$200,000 individual, \$500,000 not individual.			
Drug Description	Quantity	1 st Offense	2 nd Offense			
Marijuana (mixture containing detectable quantity)	1,000 kg or more; or 1,000 or more plants	1. Not less than 10 years, not more than life. 2. If death or serious injury, not less than 20 years, not more than life. 3. Fine of not more than \$4 million individual, \$10 million other than individual.	1. Not less than 20 years, not more than life. 2. If death or serious injury, not less than life. 3. Fine of not more than \$8 million individual, \$20 million other than individual.			
Marijuana (mixture containing detectable quantity)	100 kg to 999 kg mixture or 100-999 plants	1. Not less than 5 years, not more than 40 years. 2. If death or serious injury, not less than 20 years, not more than life. 3. Fine of not more than \$2 million individual, \$5 million other than individual.	1. Not less than 10 years, not more than life. 2. If death or serious injury, not less than life. 3. Fine if not more than \$4 million individual, \$10 million other than individual.			
Marijuana Hashish Hashish Oil	50 to 99 kg mixture or 50 to 99 plants More than 10 kg More than 1 kg	1. Not more than 20 years. 2. If death or serious injury, not less than 20 years, not more than life. 3. Fine of \$1 million individual, \$5 million other than individual.	1. Not more than 30 years. 2. If death or serious injury, life. 3. Fine of \$2 million individual, \$10 million other than individual.			
Marijuana Hashish Hashish Oil	Less than 50 kg mix Less than 10 kg Less than 1 kg	1. Not more than 5 years. 2. Fine not more than \$250,000 individual, \$1 million other than individual.	1. Not more than 10 years. 2. Fine \$500,000 individual, \$2 million other than individual.			

FEDERAL PENALTIES AND SANCTIONS FOR ILLEGAL POSSESSION OF A CONTROLLED SUBSTANCE

21 U.S.C 844 (a)

1st conviction: Up to one year imprisonment and fined at least \$1,000 or both.

After one prior drug conviction: Prison sentence not to exceed 2 years and fined at least \$2,500 or both

After two or more prior drug convictions: At least 90 days in prison, not to exceed 3 years and fined at least \$5,000 or both.

Special sentencing provisions for possession of crack cocaine: Mandatory at least 5 years in prison, not to exceed 20 years and fined a minimum of \$1,000 or both, if:

(a) 1st conviction and the amount of crack possessed exceeds 5 grams.

(b) 2nd crack conviction and the amount of crack possessed exceeds 3 grams.

(c) 3rd or subsequent crack conviction and the amount of crack possessed exceeds 1 gram.

21 U.S.C. 853 (a) (2) and 881(a) (7) Forfeiture of personal and real property used or intended to be used to facilitate the commission of a controlled substance if that offense is punishable by more than 1 year imprisonment.

(See special sentencing provisions re: crack)

21 U.S.C. 881(a) (4) Forfeiture of vehicles, boats, aircraft or any other conveyance used to transport or conceal a controlled substance.

21 U.S.C. 862 (a) Denial of federal benefits, such as student loans, grants, contracts, and professional and commercial licenses, up to 5 years for first offense, up to 10 years for second offense and permanently for third of subsequent offenses.

18 U.S.C. 922(g) Ineligible to receive or purchase a firearm.

These are only federal penalties and sanctions. Additional state penalties and sanctions may apply. Penalties may change from time to time.