

Drug Free School and Workplace Statement

The University of Florida is committed to providing a campus environment free of the abuse of alcohol and the illegal use of alcohol and other drugs. To enhance this commitment, the university has adopted and implemented programs that seek to prevent the illicit use of drugs and the abuse of alcohol by university community members. The following summary of the university's policies concerning the use of alcohol and other drugs is provided to you in response to the Drug-Free Schools and Communities Act Amendments of 1989.

Standard of Conduct

The unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance or the unlawful possession and use of alcohol are harmful and prohibited in and on property owned and controlled by the University of Florida or any other University of Florida facility. No employee or student is to report to work, class, or any university activity while under the influence of illegal drugs or alcohol.

The use of alcoholic beverages by members of the University of Florida community is at all times subject to the alcoholic beverage laws of the state of Florida, applicable county and city regulations, and the University Alcohol Policy, Rule 6C1-2.019, Florida Administrative Code.

The possession and use of controlled drugs by members of the University of Florida community must at all times be in accordance with the provisions of Florida law, the rules of the Board of Regents, and the rules of the University of Florida.

Under Florida law, no person may possess substances regulated under the provisions of Chapter 893, Florida Statutes (controlled substances) and "designer drugs", unless dispensed and used pursuant to prescription or otherwise authorized by law. Sale and delivery of such substances are prohibited unless authorized by law.

* Revised November 2002

Alcohol Consumption

Alcohol consumption causes a number of marked changes in behavior. Even low doses of alcohol significantly impair the judgment and coordination required to drive a car safely, increasing the likelihood that the driver will be involved in an accident. The use of small amounts of alcohol by a pregnant woman can damage the fetus. Low to moderate doses of alcohol also increase the incidence of a variety of aggressive acts.

Moderate to high doses of alcohol cause marked impairment in higher mental functions, severely altering a person's ability to learn and remember information.

Heavy use may result in chronic depression and suicide and also may be associated with the abuse of other drugs. Very high doses can cause respiratory depression and death. If combined with other depressants of the central nervous system, much lower doses of alcohol will produce the effects described.

Even occasional heavy drinking may be associated with the harmful effects described above. Binge drinking, which occurs over an extended period of time, involves repeated use of alcohol to the point of intoxication. A person may give up usual activities and responsibilities during this time in order to use the alcohol, and serious impairment in all areas of functioning may occur.

Long-term heavy alcohol use can cause digestive disorders, cirrhosis of the liver, circulatory system disorders, and impairment of the central nervous system—all of which may lead to early death. Repeated use of alcohol can lead to dependence, and at least 15 to 20 percent of heavy users eventually will become problem drinkers or alcoholics if

they continue drinking. Sudden cessation of alcohol intake is likely to produce withdrawal symptoms, including severe anxiety, tremors, hallucinations, and convulsions, which can be life threatening.

Drug Usage

The use of illegal drugs and the misuse of prescription and other drugs also pose a serious threat to health. The use of marijuana (cannabis) may cause impairment of short-term memory, comprehension, and ability to perform tasks requiring concentration. The use of marijuana also may cause lung damage, paranoia, and possible psychosis.

The use of narcotics, depressants, stimulants, and hallucinogens may cause nervous system disorders and possible death as the result of an overdose. Illicit inhalants can cause liver damage.

Other Risks

There are significant risks associated with the use of alcohol and drugs. These risks include impaired academic or work performance; lost potential; financial problems; poor concentration; blackouts; conflicts with friends and others; vandalism, theft, and murder; sexual assault and other unplanned sexual relationships; spouse and child abuse; sexually transmitted diseases; HIV/AIDS; and unusual or inappropriate risk taking which may result in physical or emotional injury or death.

Available Drug and Alcohol Counseling, Rehabilitation, Reentry Programs

By calling the university's *Employee Assistance Program (EAP) AT 392-5787*, employees can receive individual consultations sessions or be referred to community providers or agencies for assistance in dealing with drug and alcohol abuse. The EAP is free and confidential, and all university employees, including Other Personnel Services (OPS) employees, are eligible.

Students may seek assistance at the Campus Alcohol and Drug Resource Center, 302 Student Health Care Center, 392-1161 x4281, SC 622-1161 x4281; the Student Mental Health Center, 392-1171, SC 622-1171; and the University Counseling Center, P301 Peabody Hall, 392-1575, SC 622-1575. Many student organizations also provide an opportunity to become involved in alcohol and drug education projects. For general information about student organizations, call the Student Activities Center at 392-1671, SC 622-1671.

Help for all members of the university community is available through Alcoholics Anonymous at 372-8091 and Narcotics Anonymous at 376-8008. Additional places where one can get treatment are listed in the Gainesville telephone directory under the headings "Alcoholism Information and Treatment Centers" and "Drug Abuse and Addiction Information and Treatment."

For More Information

Detailed information about alcohol consumption, the use of illegal drugs, and the misuse of prescription and other drugs may be obtained by calling the Campus Alcohol and Drug Resource Center at 392-1161 x4281, SC 622-1161 x4281 or by checking out its web site: Campus Alcohol and Drug Resource Center.

Faculty and faculty OPS, including "post-docs," may call the *the Employee Assistance Program at 392-5787, S.C. 622-5787*, with questions.

Administrative and Professional (A&P), University Support Personnel System (USPS), or other OPS employees may call University Personnel Services' Employee Relations and Development section, 392-1072, (* -see below) SC 622-1072, or the appropriate personnel satellite office with questions.

Undergraduate, graduate, and professional students may call Student Affairs at 392-1274, SC 622-1274, or the Dean of Students Office at 392-1261, SC 622-1261.

Please direct your questions about the university's commercial driver license program and federally mandated drug and alcohol testing at the University of Florida to the UF Workers' Compensation Office, University Personnel Services, at 392-4940, SC 622-4940.

[^] SC stands for SUNCOM, which is the state of Florida's private long-distance telephone network.

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Federal Drug-Free Workplace Act Requirements

The following are required of the University of Florida and its employees:

1. An employee shall notify his or her supervisor or other appropriate management representative of any criminal drug statute conviction for a violation occurring in the workplace no later than five days after such conviction.
2. The university shall notify any federal contracting agency within ten days of having received notice that an employee engaged in the performance of such contract or grant has had a criminal drug statute conviction for a violation occurring in the workplace.
3. The university will take appropriate personnel action against any employee who is convicted for a violation occurring in the workplace or will require the employee's satisfactory participation in a drug abuse assistance or rehabilitation program.

UF Sanctions

Violation of policies and laws described on the first page of this statement by an employee or student is grounds for disciplinary action up to and including termination or expulsion in accordance with applicable University of Florida rules and/or collective bargaining agreements. Such disciplinary actions also may include reprimand or suspension. Student organizations also may be sanctioned for violation of these policies and laws. Such sanctions may range from written reprimand to revocation of recognition as a student organization. Students receiving financial aid may be subject to losing this assistance. Additionally, a violation may be reason for evaluation and treatment of a drug- and/or alcohol-use disorder or referral for prosecution consistent with local, state, and federal criminal law.

Disciplinary action against a student or employee by the university does not preclude the possibility of criminal charges against that individual. The filing of criminal charges similarly does not preclude action by the university.

Other Legal Sanctions

State law prohibits the possession of alcoholic beverages by persons under age 21. No person may sell, give, serve, or permit to be served alcoholic beverages to a person under 21, and it is unlawful for a person under 21 to misrepresent his or her age in order to obtain alcohol.

Violation for the first of any such offenses is punishable by a definite term of imprisonment of up to 60 days and/or a \$500 fine; a subsequent offense is punishable by a definite term of imprisonment of up to one year and a fine of \$1,000. Possession of alcoholic beverages by a person under the age of 21 also may result in the curtailment of driving privileges. Misrepresentation of age also will lead to the curtailment of driving privileges.

Under state law, it is a crime for any person to possess or distribute controlled substances/drugs as described in Section 893.03, Florida Statutes, except as authorized by law. Punishment for such crimes ranges from first-degree misdemeanors (up to one-year imprisonment and up to a \$1,000 fine) to first-degree felonies (up to 30 years imprisonment and up to a \$10,000 fine). Specifically, possession of fewer than 20 grams of marijuana is punishable with imprisonment of up to one year and a fine of up to \$1,000; possession of more than 20 grams of marijuana is a third-degree felony with imprisonment of up to five years and a fine of up to \$5,000. Trafficking (distributing specified large quantities of various controlled substances) is punishable by a term of imprisonment up to life and a fine of \$25,000 to \$500,000, depending on the particular illicit drug and the quantity involved. Thus, possession of fewer than 28 grams of cocaine is a third-degree felony, while possession of more than 28 grams of cocaine trafficking in cocaine is a first-degree felony, punishable with a fine of up to \$250,000 and imprisonment up

to life without eligibility for early release. The death penalty may be imposed if a person has brought large quantities of the substances into the state knowing the result would be the death of any person.

Individuals who have been convicted of a felony involving the sale of or trafficking in, or conspiracy to sell or traffic in, a controlled substance under certain circumstances may be disqualified from applying for state employment.

Penalties under federal law for drug trafficking generally are greater than penalties under state law. Convictions on drug-related charges also may result in disqualification for federal financial aid. Punishments may include a fine of up to \$8 million and life imprisonment. For more information, look at the following web site: [Complying with the Drug-Free Schools and Campuses Regulations](#)