



BASTYR UNIVERSITY

**ALCOHOL AND ILLICIT DRUG FREE
WORKPLACE POLICY**

May 2017

In keeping with the mission of the University, Bastyr is committed to providing an environment that is safe and fosters excellence in learning for its students and in work performance for all of its employees. Therefore, the misuse and illegal use, possession, transportation, distribution, manufacture, or sale of alcohol and illicit drugs is not permitted on property owned or controlled by the University, or while representing the University on business or in other sponsored activity. The use of alcohol on University owned or controlled property or at events associated with Bastyr programs is restricted to those of legal drinking age. Students and employees may not report to class, clinic or their employment if they are impaired by alcohol or illicit drugs.

Possession and consumption of alcoholic beverages are permitted on campus or clinic grounds, only when a state (WA or CA as appropriate) alcohol permit has been obtained and prior approval has been received from the Dean of Students or Campus Manager.

Students living on campus in Kenmore may consume alcohol in their rooms if they are of legal drinking age. At no time may underage students possess or consume alcohol, and at no time may alcohol be consumed in public areas.

Bastyr University is committed to providing an environment for teaching and learning that is not impeded by the presence of illicit drugs or alcohol. In compliance with the Federal Drug-Free Schools and Communities Act Amendments of 1989, all students and employees of the University are notified of the following:

- The unlawful possession, use and distribution of illicit drugs and alcohol on the University campuses or during University-sponsored events or activities are prohibited.
- Students and employees who are found to be in violation of this prohibition may be subject to arrest and conviction under the applicable criminal laws of local municipalities, the state or the United States. Conviction can result in sanctions including probation, fines, and imprisonment.
- Students who are found to be in violation of this stated prohibition are subject to discipline in accordance with the student code of conduct. The University reserves the right to dismiss any student whose substance abuse continues and/or who refuses assessment and/or treatment. Confidentiality will be respected. Other sanctions may include disciplinary probation.

The state of Washington enacted a law in 2012 allowing possession of small amounts of marijuana. The state of California enacted a similar law in 2016. However, marijuana possession and use, of any quantity, continues to be against policy and so not allowed at any Bastyr University campus. As with nearly every other college or university, Bastyr is a recipient of federal funds by way of financial aid, grants, etc. Given this, we are required to enforce federal policy, even if it is at odds with state laws. The specific federal policies involved are the Safe & Drug Free Schools and Communities Act and the Drug-Free Workplace Act. A student found in violation on campus, or ticketed for a DUI/marijuana off campus, will lose their federal financial aid.

Employees who are found to be in violation of this stated prohibition are subject to discipline in accordance with the applicable University employment rules and procedures, up to and including termination, please refer to the Bastyr Policies section on MyBU.

Health Risks

The National Institutes of Health (NIH) has identified the following potential health risks associated with consumption of alcohol.

Brain

Alcohol interferes with the brain's communication pathways, and can affect the way the brain looks and works. These disruptions can change mood and behavior, and make it harder to think clearly and move with coordination.

Heart

Drinking a lot over a long time or too much on a single occasion can damage the heart, causing problems including:

- Cardiomyopathy – Stretching and drooping of heart muscle
- Arrhythmias – Irregular heart beat
- Stroke
- High blood pressure

Research also shows that drinking moderate amounts of alcohol may protect healthy adults from developing coronary heart disease.

Liver

Heavy drinking takes a toll on the liver, and can lead to a variety of problems and liver inflammations including:

- Steatosis, or fatty liver
- Alcoholic hepatitis
- Fibrosis
- Cirrhosis

Pancreas

Alcohol causes the pancreas to produce toxic substances that can eventually lead to pancreatitis, a dangerous inflammation and swelling of the blood vessels in the pancreas that prevents proper digestion.

Cancer

Drinking too much alcohol can increase your risk of developing certain cancers, including cancers of the:

- Mouth
- Esophagus
- Throat
- Liver
- Breast

Immune System

Drinking too much can weaken your immune system, making your body a much easier target for disease. Chronic drinkers are more liable to contract diseases like pneumonia and tuberculosis than people who do not drink too much. Drinking a lot on a single occasion slows your body's ability to ward off infections – even up to 24 hours after getting drunk.

The following list contains health risk information about the use of illicit drugs. This list is not exhaustive; please consult the NIH website - <https://www.nih.gov/> - for additional or more thorough information.

Cocaine

- Short-term - Narrowed blood vessels; enlarged pupils; increased body temperature, heart rate, and blood pressure; headache; abdominal pain and nausea; euphoria; increased energy, alertness; insomnia, restlessness; anxiety; erratic and violent behavior, panic attacks, paranoia, psychosis; heart rhythm problems, heart attack; stroke, seizure, coma.

- Long-term - Loss of sense of smell, nosebleeds, nasal damage and trouble swallowing from snorting; infection and death of bowel tissue from decreased blood flow; poor nutrition and weight loss from decreased appetite.

Heroin

- Short-term - Euphoria; warm flushing of skin; dry mouth; heavy feeling in the hands and feet; clouded thinking; alternate wakeful and drowsy states; itching; nausea; vomiting; slowed breathing and heart rate.
- Long-term - Collapsed veins; abscesses (swollen tissue with pus); infection of the lining and valves in the heart; constipation and stomach cramps; liver or kidney disease; pneumonia.

LSD

- Short-term - Rapid emotional swings; distortion of a person's ability to recognize reality, think rationally, or communicate with others; raised blood pressure, heart rate, body temperature; dizziness and insomnia; loss of appetite; dry mouth; sweating; numbness; weakness; tremors; enlarged pupils.
- Long-term - Frightening flashbacks (called Hallucinogen Persisting Perception Disorder [HPPD]); ongoing visual disturbances, disorganized thinking, paranoia, and mood swings.

Methamphetamine

- Short-term – Increased wakefulness and physical activity; decreased appetite; increased breathing, heart rate, blood pressure, temperature; irregular heartbeat.
- Long-term - Anxiety, confusion, insomnia, mood problems, violent behavior, paranoia, hallucinations, delusions, weight loss, severe dental problems (“meth mouth”), intense itching leading to skin sores from scratching.

Synthetic Cathinones (bath salts)

- Short-term – Increased heart rate and blood pressure; euphoria; increased sociability and sex drive; paranoia, agitation, and hallucinations; psychotic and violent behavior; nosebleeds; sweating; nausea, vomiting; insomnia; irritability; dizziness; depression; suicidal thoughts; panic attacks; reduced motor control; cloudy thinking.
- Long-term - Breakdown of skeletal muscle tissue; kidney failure; death.

Bastyr University Sanctions

Students who are found in violation of this policy face the following possible sanctions:

- Warning
- Special project
- Restitution and/or fine
- Probation
- Recommendation of suspension or dismissal

In addition, students living in the Student Village in Kenmore risk eviction.

Please also be aware that if you are receiving federal or state financial aid and are convicted of a drug related offense, your eligibility for aid may be affected. If your eligibility for federal student aid has been suspended due to a drug conviction, you can regain eligibility early by successfully completing an approved drug rehabilitation program or by passing two unannounced drug tests administered by an approved drug rehabilitation program. If you regain eligibility during the award year, notify the financial aid office immediately so you can get any aid you're eligible for.

State and Federal Sanctions

Alcohol – State of Washington

- Persons under the age of 21 may not acquire, possess, or consume alcohol. Nor may other persons furnish alcohol to anyone under 21 or permit underage consumption on premises within their control. Penalty: Maximum \$500 fine, 2 month imprisonment, or both.
- Persons under 21 may not be in a public place or in a vehicle in public while exhibiting the effects of having consumed alcohol. A public place includes city streets and any buildings and grounds used for University purposes. Penalty: Maximum \$500 fine, 2 month imprisonment, or both.
- Persons under 21 may not purchase or attempt to purchase alcohol. Penalty: Maximum \$1,000 fine, 90 days imprisonment or both.
- Alcohol may not be opened or consumed in a public place. Penalty: Maximum \$1,000 fine.

Alcohol – State of California

- Persons under the age of 21 may not acquire, possess, or consume alcohol. Nor may other persons furnish alcohol to anyone under 21 or permit underage consumption on premises within their control. Penalty: \$250 fine, community service, one year suspension of driver's license.
- Persons under 21 may not be in a public place or in a vehicle in public while exhibiting the effects of having consumed alcohol. A public place includes city streets and any buildings and grounds used for University purposes. Penalty: \$250 fine, community service, one year suspension of driver's license.
- Persons under 21 may not purchase or attempt to purchase alcohol. Penalty: \$250 fine, community service, one year suspension of driver's license.
- Alcohol may not be opened or consumed in a public place. Penalty: \$250 fine, community service, one year suspension of driver's license.

Illicit Drugs – State of Washington

- Controlled substances, as defined by the State of Washington, include all the drugs listed in the health risks section, and also include many other drugs not listed. Conviction for possession, use or sale of any controlled substances will result in either a class B or class C felony and imprisonment up to ten years and fines of several hundred thousand dollars

Illicit Drugs – State of California

- Controlled substances, as defined by the State of California, include all the drugs listed in the health risks section, and also include many other drugs not listed. Conviction for possession, use or sale of any controlled substances will result in misdemeanor with penalties including up to one year in the county jail.

Illicit Drugs – Federal Government

- The possession, use or distribution of illicit drugs is prohibited by federal law. Strict penalties are provided for drug convictions, including mandatory prison terms for many offenses. Even for a first offense, mandatory penalties can range up to life in prison and a multi-million dollar fine. In addition, a state or federal drug conviction while enrolled and receiving Title IV Financial Aid may result in the loss of federal benefits, including school loans, grants, contracts and licenses.

Where to Get Help

In both Washington and California, students may make an appointment to meet with a licensed counselor at the Counseling Center, either for assistance or referral. In addition, there are many community resources.

Seattle area resources:

- Washington Recovery Help Line – 1-866-789-1511
- Community Resources Online – 1-800-621-4636
- Washington Poison Control Center – 1-800-222-1222
- Directory of Certified Chemical Dependency Services – 1-877-301-4557

San Diego area resources:

- County of San Diego Drug & Alcohol Services – 888-724-7240
- Alcoholics Anonymous – 760-758-2514
- North County Lifeline – 760-757-0118

The Human Resources Department has also established an Employee Assistance Program through ComPsych Guidance Resources, where employees, regardless of location, can receive FREE confidential assistance for substance abuse issues. To access the program 24/7, you can either call 800-311-4327 or go online to www.guidanceresources.com by using the Company ID: **GEN311**.

Biennial Policy Review Process

Committee Members:

Dean of Students
Director of Counseling Services
Chief HR Officer
Chief Safety Officer
California Campus Manager

The biennial review of the Bastyr University Drug and Alcohol Abuse Prevention Policy will occur each spring of odd number years, starting with 2017. The review will proceed as follows:

1. A climate survey will be sent to a representative number of students, faculty and staff during week two of Spring Quarter.
2. The results of the survey will be compiled and given to the Committee by mid-May.
3. The Committee will meet as a group no later than June 1 to review and assess the following:
 - 3.1 The results of the survey will be compared with previous years in order to determine any substantive changes and to inform any updates to policy, procedure or communication.
 - 3.2. The Bastyr Drug and Alcohol Abuse Prevention Program policy will be reviewed in order to update any changes in state or federal laws, to update or expand the “Where to get help” section, or to make any other appropriate changes.
 - 3.3. All incidents of drug and alcohol issues recorded over the previous two years to ensure consistency of reporting and outcome. Any inconsistencies will be noted and retraining or policy updates will occur as needed.
 - 3.4. Effectiveness of delivery of policy to students and employees each year. Appropriate changes will be made as necessary to ensure 100% delivery.
4. Within two weeks of the meeting, a report of the meeting and findings will be submitted to the University President.