



MEMORANDUM

To: All Mercer Employees
From: William D. Underwood
Subject: Drug-Free Workplace and Campus Program
Date: March 1, 2011

The Drug-Free Schools and Communities Act Amendments of 1989 require an institution of higher education, as a condition of receiving federal financial assistance, to adopt and implement a program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees. Other federal and state laws impose additional requirements on the University and its students and employees with respect to drug and alcohol-related offenses.

The attached Drug-Free Workplace and Campus Program has been adopted in keeping with these laws. More importantly, however, it reflects the University's own strong commitment to take all reasonable steps to provide a drug-free environment for all its students and employees.

Please read the attached Program carefully. While it will inform you of the very serious sanctions that are imposed under University policy and by law for drug and alcohol-related offenses, please pay special attention to the section on health risks of drugs and alcohol. In the final analysis, the best reason for saying "No" is that it makes sense.

Attachment

MERCER UNIVERSITY

Drug-Free Workplace and Campus Program

Introduction and Purpose

Mercer University shares the widespread national concern with the serious threat to health, safety, and welfare posed by the unlawful use of drugs and the abuse of alcohol, especially in the workplace and on college campuses. As a matter of University policy, growing out of the University's historic mission and character, and in keeping with applicable Federal and State laws,¹ the University has adopted and is implementing the following program to provide a drug-free workplace and campus for all its students and employees and to prevent the illicit use of drugs and abuse of alcohol.

Relationship to Other Policies

This program sets forth the minimum standards of conduct and requirements with respect to drug and alcohol abuse for all students and employees of the University. Other policies and standards of conduct concerning drugs and alcohol are included in other student handbooks, the Personnel Manual, and other University documents. These remain in full force and effect. Additional policies in this area may also be developed, subject to University approval, provided they are either consistent with this Program or impose higher standards of additional requirements in furtherance of the purposes of this Program. In the case of faculty members, violation of the standards of conduct in this Program shall be considered "adequate cause" for termination of a faculty appointment. All actions taken and sanctions imposed under this program and related drug and alcohol policies shall be reviewed periodically to ensure consistent enforcement. Nothing in this program shall be interpreted to require the University to violate its obligations under other laws, including laws prohibiting discrimination against qualified handicapped individuals.

Standard of Conduct

The unlawful possession, use, distribution, dispensing or manufacture of illicit drugs or alcohol at any time on any University property or as part of any University-sponsored activity is absolutely prohibited.

University Sanctions and Procedures

As a condition of employment or enrollment at Mercer, all employees and students must abide by these standards of conduct, and disciplinary sanctions will be imposed for violations. Among the sanctions that may be imposed are: reprimand, probation, suspension, expulsion or termination of employment, and referral for prosecution. Ordinarily the sanctions for drug-related violations will be suspension or termination of employment or enrollment. However, in the University's sole discretion, an employee or student may be permitted to continue in employment or enrollment if he or she satisfactorily participated in an approved rehabilitation program.

Nothing in this policy is intended to affect the procedural rights of students or employees (including faculty members) under existing judicial board, grievance, or review procedures. However, once the University has determined, after reasonable inquiry, that a violation of this policy has occurred, the employee or student may be subject to immediate suspension (without pay, in the case of an employee) pending the conclusion of such procedures. If no existing procedures are in place for an alleged violation by a

¹ Including the Drug-Free Workplace Act of 1988, the Drug-Free Schools and Communities Act Amendments of 1989, the Drug-Free Postsecondary Education Act of 1990 (Georgia), and related laws and regulations.

particular student or employee, the University will adapt other review procedures so as to ensure the individual the opportunity for a fair review, including the right to be heard.

Additional information may be found in your school's handbook.

State and Federal Legal Sanctions

Under Georgia and federal law, it is a crime to possess, manufacture, sell, or distribute illegal drugs.

Georgia Drug Law Summary

DRUG	CONDITIONS/QUANTITY	JAIL TERM	FINE
Marijuana	Possess: 1oz. or less	up to 1 year	up to \$1,000
	Possess, manufacture, distribute, or purchase greater than 1 oz. but less than 50 lbs.	1-10 years	
	Trafficking: 50-1,999 lbs. 2,000-9,999 lbs 10,000 lbs. or more	5 years 7 years 15 years	\$100,000 \$250,000 \$1,000,000
Schedule I Controlled Substances	Purchase or possess: first offense	2-15 years	
	Second or subsequent offense	5-30 years	
	Manufacture, distribute, or possess with intent to distribute: first offense	5-30 years	
	Second or subsequent offense	10-40 years or life	
Methaqualone	Trafficking: 200-399 g.	5 years	\$50,000
	400 g. or more	15 years	\$250,000
Schedule II Controlled Substances	Purchase or possess: first offense	2-15 years	
	Second or subsequent offense	5-30 years	
	Manufacture, distribute, or possess with intent to distribute: first offense	5-30 years	
	Second or subsequent offense	10-40 years or life	

Cocaine	Trafficking: 28-199 g. 200-399 g. 400 g. or more	10 years 15 years 25 years	\$200,000 \$300,000 \$1,000,000
Morphine, Opium and Heroin	Trafficking: 4-13 g. 14-27 g. 28 g. or more	5 years 10 years 25 years	\$50,000 \$100,000 \$500,000
Methamphetamine	Trafficking: 28-199 g. 200-399 g. 400 g. or more	10 years 15 years 25 years	\$200,000 \$300,000 \$1,000,000
Schedule III, IV and V Controlled Substances	Possess: first offense Second or subsequent offense Manufacture, distribute, or possess with intent to distribute	1-5 years 1-10 years 1-10 years	
Any	Manufacture, distribute, or possess with intent to distribute within 1,000 feet of elementary or secondary school, park, playground, recreation center, housing project, or drug-free commercial zone: first offense Second or subsequent offense	up to 20 years 5-40 years	up to \$20,000 up to \$40,000

Georgia law prohibits the purchase or possession of alcohol by a person under the age of 21, or the furnishing of alcohol to such a person. Driving under the influence of alcohol or other drugs also is illegal. It is against Georgia law, under certain circumstances, to walk or be upon a roadway while under the influence of alcohol or other drugs. The punishment for these offenses may include imprisonment, payment of a fine, mandatory treatment and education programs, community service, and mandatory loss of one's driver's license.

Federal Trafficking Penalties

DRUG/SCHEDULE	QUANTITY	PENALTIES	QUANTITY	PENALTIES
Cocaine (Schedule II)	500 - 4999 gms mixture	First Offense: Not less than 5 yrs, and not more than 40 yrs. If death or serious injury, not less than 20 or more than life. Fine of not more than \$2 million if an	5 kgs or more mixture	First Offense: Not less than 10 yrs, and not more than life. If death or serious injury, not less than 20 or more than life. Fine of not more than \$4 million if an individual, \$10
Cocaine Base (Schedule II)	28 - 278 gms mixture		279 gms or more mixture	
Fentanyl (Schedule II)	40 - 399 gms mixture		400 gms or more mixture	
Fentanyl Analogue (Schedule I)	10 - 99 gms mixture		100 gms or more mixture	

Heroin (Schedule I)	100 - 999 gms mixture	individual, \$5 million if not an individual	1 kg or more mixture	million if not an individual.
LSD (Schedule I)	1 - 9 gms mixture	Second Offense: Not less than 10 yrs, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$4 million if an individual, \$10 million if not an individual	10 gms or more mixture	Second Offense: Not less than 20 yrs, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$8 million if an individual, \$20 million if not an individual. 2 or More Prior Offenses: Life imprisonment
Methamphetamine (Schedule II)	5 - 49 gms pure or 50 - 499 gms mixture		50 gms or more pure or 500 gms or more mixture	
PCP (Schedule II)	10 - 99 gms pure or 100 - 999 gms mixture		100 gm or more pure or 1 kg or more mixture	
PENALTIES				
Other Schedule I & II drugs (and any drug product containing Gamma Hydroxybutyric Acid)	Any amount	First Offense: Not more that 20 yrs. If death or serious injury, not less than 20 yrs, or more than Life. Fine \$1 million if an individual, \$5 million if not an individual. Second Offense: Not more than 30 yrs. If death or serious injury, not less than life. Fine \$2 million if an individual, \$10 million if not an individual.		
Flunitrazepam (Schedule IV)	1 gm or more			
Other Schedule III drugs	Any amount	First Offense: Not more than 5 years. Fine not more than \$250,000 if an individual, \$1 million if not an individual. Second Offense: Not more 10 yrs. Fine not more than \$500,000 if an individual, \$2 million if not an individual.		
Flunitrazepam (Schedule IV)	30 to 999 mgs			
All other Schedule IV drugs	Any amount	First Offense: Not more than 3 years. Fine not more than \$250,000 if an individual, \$1 million if not an individual. Second Offense: Not more than 6 yrs. Fine not more than \$500,000 if an individual, \$2 million if not an individual.		
Flunitrazepam (Schedule IV)	Less than 30 mgs			
All Schedule V drugs	Any amount	First Offense: Not more than 1 yr. Fine not more than \$100,000 if an individual, \$250,000 if not an individual. Second Offense: Not more than 2 yrs. Fine not more than \$200,000 if an individual, \$500,000 if not an individual.		

Federal Trafficking Penalties - Marijuana

DRUG	QUANTITY	1 st OFFENSE	2 nd OFFENSE
Marijuana	1,000 kg or more mixture; or 1,000 or more plants	<ul style="list-style-type: none"> • Not less than 10 years, not more than life • If death or serious injury, not less than 20 years, not more than life • Fine not more than \$4 million if an individual, \$10 million if other than an individual 	<ul style="list-style-type: none"> • Not less than 20 years, not more than life • If death or serious injury, mandatory life • Fine not more than \$8 million if an individual, \$20 million if other than an individual
Marijuana	100 kg to 999 kg mixture; or 100 to 999 plants	<ul style="list-style-type: none"> • Not less than 5 years, not more than 40 years • If death or serious injury, not less than 20 years, not more than life • Fine not more than \$2 million if an individual, \$5 million if other than an individual 	<ul style="list-style-type: none"> • Not less than 10 years, not more than life • If death or serious injury, mandatory life • Fine not more than \$4 million if an individual, \$10 million if other than an individual
Marijuana	more than 10 kgs hashish; 50 to 99 kg mixture more than 1 kg of hashish oil; 50 to 99 plants	<ul style="list-style-type: none"> • Not more than 20 years • If death or serious injury, not less than 20 years, not more than life • Fine \$1 million if an individual, \$5 million if other than an individual 	<ul style="list-style-type: none"> • Not more than 30 years • If death or serious injury, mandatory life • Fine \$2 million if an individual, \$10 million if other than individual
Marijuana	1 to 49 plants; less than 50 kg mixture	<ul style="list-style-type: none"> • Not more than 5 years • Fine not more than \$250,000, \$1 million other than individual 	<ul style="list-style-type: none"> • Not more than 10 years • Fine \$500,000 if an individual, \$2 million if other than individual
Hashish	10 kg or less		
Hashish Oil	1 kg or less		

Other Federal sanctions include forfeiture of property used to facilitate illegal possession if offense is punishable by more than one year in prison, forfeiture of vehicles and other conveyances used to transport or conceal controlled substances, civil fines, denial of Federal benefits including student loans, grants and contracts, ineligibility to receive or purchase firearms, and denial or revocation of certain Federal licenses and benefits (e.g. Pilot licenses, public housing, etc.).

Convictions for Drug-Related Offenses

Any student or employee convicted of any drug-related criminal statute must notify the appropriate official, the senior student affairs officer (for students) or the Associate Vice President for Human Resources (for employees), in writing, no later than 5 days after such conviction regardless of where the offense occurred. This is because under Federal and State laws, any student convicted of a drug-related felony offense must be denied all Federal and State assistance, including Pell grants and Georgia Tuition Equalization Grants; and because the University must notify Federal agencies of drug-related convictions of employees involved in work under a grant or contract. However, a criminal conviction shall not be necessary to find that a student or employee has violated these standards of conduct, and the University need not, and ordinarily will not, defer its own actions and sanctions pending the outcome of any criminal proceeding.

Health Risks Associated With Drug or Alcohol Use

Drugs

Narcotics such as opium, morphine, and heroin can cause euphoria, drowsiness, respiratory depression, constricted pupils, and nausea. Heroin causes the body's pain reactions to be weakened and can result in coma due to the reduction in pulse rate. The symptoms of an overdose of narcotics are slow and shallow breathing, clammy skin, convulsions, coma, and possible death. A person experiencing withdrawal from addiction to narcotics can experience watery eyes, runny nose, yawning, loss of appetite, irritability, tremors, panic, cramps, nausea, chills, and sweating.

Depressants such as barbiturates and quaaludes can cause disorientation, slurred speech, and senseless behavior. Depressant overdose results in shallow respiration, clammy skin, dilated pupils, weak and rapid pulse, and possible coma or death. Withdrawal symptoms include anxiety, insomnia, tremors, delirium, convulsions, and possible death.

Stimulants such as cocaine and crack cause increased alertness or euphoria, and increased heart rate, blood pressure, and respiratory rate. Immediate effects of use also include dilated pupils, insomnia, and loss of appetite followed by depression. Stimulant overdose results in agitation, increase in body temperature, hallucinations, convulsions, and possible death. Withdrawal symptoms include irritability, long periods of sleep, depression, and/or disorientation.

Hallucinogens such as Lysergic acid (LSD), amphetamines, mescaline, and phencyclidine (PCP) cause illusions, hallucinations and poor perception of time and distance. Users may experience anxiety, loss of control, confusion, and panic. Flashbacks can occur even when use has stopped. Amphetamines can cause rapid, irregular heartbeat, tremors, and collapse. Heavy users may act out irrationally. The effects of an overdose include psychosis and possible death.

Cannabis (Marijuana, Hashish) can cause euphoria, increased appetite, lowered inhibitions, and disorientation. Marijuana use can alter sense of time, reduce energy level and coordination, and impair short-term memory. The effects of an overdose include fatigue, paranoia, and possible psychosis. Withdrawal symptoms include insomnia, hyperactivity, and decreased appetite. Long-term users may have a lowered immune system and increased risk of lung cancer.

Alcohol

Alcohol is a central nervous system depressant. Consumption of alcohol causes a number of changes in behavior that can result in dangerous and high-risk activities. A low dose of alcohol significantly impairs judgment, mental function, and coordination, and alters decision-making skills.

Alcohol consumption decreases the alertness and coordination needed to drive a car safely, increasing the likelihood of the driver causing an accident. Low to moderate doses of alcohol also increase the incidence of a variety of aggressive acts, such as spouse or child abuse. Research demonstrates that the majority of violent behaviors and incidents on college campuses, such as date rape, fights, and

vandalism, involve the use of alcohol. Moderate to high doses of alcohol cause drastic impairments in higher mental functions, severely altering a person's ability to learn and remember information. Very high doses cause respiratory depression and death. If combined with other depressants of the central nervous system, much lower doses of alcohol will produce the effects just described. Long-term consumption of large quantities of alcohol can lead to permanent damage to vital organs such as the heart, liver, and brain. Studies have also linked an increase risk for various types of cancer, such as esophageal and breast, to heavy, long-term alcohol use.

Repeated use of alcohol can lead to dependence. Sudden cessation of alcohol intake is likely to produce withdrawal symptoms, including severe anxiety, tremors, hallucinations, and convulsions. Alcohol withdrawal can be life threatening.

Mothers who drink alcohol during pregnancy may give birth to infants with fetal alcohol syndrome, resulting in mental retardation and/or irreversible physical abnormalities.

Counseling, Treatment, and Rehabilitation

Employees and students who wish information about counseling and treatment programs, either for personal substance abuse or for family members or others, may contact the Human Resources Office (for employees) or the appropriate Senior Student Affairs Officer (for students).

Human Resources - Atlanta campus:	678-547-6155
Human Resources - Macon campus:	478-301-2788
Student Affairs Office - Atlanta campus:	678-547-6824
Student Affairs Office - Macon campus:	478-301-2685

Information and help is also available from:

- Counseling and Psychological Services - Macon campus: 478-301-2862
- Counseling Center - Atlanta campus: 678-547-6060
- AA Alcohol and Drug Abuse Hotline: 1-800-851-3291
- Drug Hotline: 478-751-7600
- Georgia Drug Abuse Helpline: 1-800-338-6745

MACON

Coliseum Psychiatric Center
340 Hospital Drive
Macon, Georgia 31217
(478) 741-1355

Medical Center of Central Georgia
The Psychiatric Pavilion
777 Hemlock Street
Macon, Georgia 31201
Inpatient: Psychiatry and Detox
(478) 743-1392
Emergency Line
(478) 743-HOPE

River Edge Behavioral Health Center
175 Emery Highway
Macon, Georgia 31217
(478) 751-4519

River Edge Recovery Center
3575 Fulton Mill Road
Macon, Georgia 31206
Front Desk
(478) 471-5389
Admission
(478) 751-4519

ATLANTA

Anchor Hospital
5454 Yorktowne Drive
Atlanta, Georgia 30349
(770) 991-6044

DeKalb Community Service Board
445 Winn Way
Decatur, GA 30031
(404) 294-0499

Metro Atlanta Recovery Residences
www.marrinc.org/programs_gender.php
1-800-732-5430

Northside Hospital Behavioral Health Services
1140 Hammond Drive, Building J 1075
Atlanta, GA 30328
(404) 851-8960

Peachford Behavioral Health Systems
2151 Peachford Road
Atlanta, Georgia 30338
(770) 455-3200

Ridgeview Institute
3995 South Cobb Dr., SE
Smyrna, Georgia 30080
(770) 434-4567 x3200

SummitRidge Center for Psychiatry and
Addiction Medicine
250 Scenic Highway
Lawrenceville, GA 30045
(678) 442-5800

Talbott Recovery Campus
5448 Yorktowne Drive
Atlanta, GA 30349
(770) 994-0185

SAVANNAH

The Center for Behavioral Medicine
Memorial University Medical Center
(Inpatient Psychiatric Services)
(912) 350-3023

Michael Mobley, M.D. (Psychiatrist)
4849 Paulsen Street
Suite 201
Savannah, GA 31405
(912) 354-8108

Barry Rozantine, MD (Psychiatrist)
Gayle Rozantine, PhD
400 Commercial Court
Savannah, GA 31406
(912) 352-9500

Manoj Dass, MD (Psychiatrist)
1121 Cornell Avenue
Savannah, GA 31406
(912) 355-4987

Psychiatric Consultants
635 Stephenson Avenue
Savannah, GA 31406
(912) 352-2921

Recovery Place (Outpatient)
– Alcohol / Substance Abuse Treatment
835 East 65th Street
Savannah, GA 31405
(912) 355-1440

RP Community Services (Outpatient)
– Alcohol / Substance Abuse Treatment
515 East 63rd Street
Savannah, GA 31405
(912) 355-5938

Savannah Counseling Services, Inc.
(Outpatient)
415 Bonaventure Road
Thunderbolt, GA 31404
- Or -

515 East 63rd Street
Savannah, GA 31405
(912) 344-9403

Willingway Hospital
(Inpatient Alcohol/Substance Abuse/Detox)
311 Jones Mill Road
Statesboro, GA 30458
1-800-242-9455

Review of Program

In keeping with Federal Law, this Program shall be reviewed at least biannually to determine its effectiveness, to make changes where necessary, and to ensure that sanctions are consistently enforced.

Information for this policy was obtained from the following sources:

Information on Federal Trafficking Penalties downloaded from: www.justice.gov/dea/agency/penalties.htm

National Institute on Drug Abuse: <http://www.nida.nih.gov>

National Institute on Alcohol Abuse and Alcoholism: www.niaaa.nih.gov and www.collegedrinkingsprevention.gov.

(Revised: 3/2011)