

WALDEN UNIVERSITY

ALCOHOL AND DRUG ABUSE PREVENTION PROGRAM

INTRODUCTION

The Drug-Free Schools and Communities Act Amendments of 1989, as articulated in the Education Department General Regulations (EDGAR) Part 86, the “Drug-Free Schools and Campuses Regulations”, require institutions of higher education (IHEs) to develop and implement programs to prevent the abuse of alcohol and the use of illicit drugs by students and employees, including faculty. In addition, IHEs are required to provide annual notification of the provisions of their alcohol and drug abuse prevention programs to students and employees, including faculty, and to conduct biennial reviews of the programs and their effectiveness.

WALDEN UNIVERSITY’S ALCOHOL AND DRUG ABUSE PREVENTION PROGRAM

Walden University has developed this Alcohol and Drug Abuse Prevention Program (the “Walden ADAP Program”) to meet the requirements of the Drug-Free Schools and Communities Act Amendments of 1989, as articulated in the Education Department General Regulations (EDGAR) Part 86, the “Drug-Free Schools and Campuses Regulations”.

WALDEN UNIVERSITY’S ALCOHOL AND DRUG ABUSE PREVENTION PROGRAM REQUIRED ELEMENTS

1. WALDEN UNIVERSITY’S ALCOHOL AND DRUG ABUSE PREVENTION POLICY

Walden University maintains a drug-free workplace. Students, faculty, and employees are strictly prohibited from misusing controlled substances, intoxicants, alcohol and prescription drugs, or buying, selling, manufacturing, distributing, possessing, or working under the influence of those substances when conducting Walden business, while participating in the online classroom, attending residencies, field experience, or other university-sponsored activities, except as explicitly authorized by a prescription from a physician.

2. INFORMATION RELATING TO THE LEGAL SANCTIONS FOR UNLAWFUL POSSESSION OF ALCOHOL AND DRUGS

a. DEFINITIONS

Addiction: A compulsive physiological need for alcohol or an illegal drug.

Alcohol or Alcoholic Beverage: Alcohol, liquor, brandy, malt liquor, whiskey, rum, gin, sake, beer, ale, wine or any beverage containing one-half of one percent or more of alcohol by volume.

Controlled Substance: Any drug listed in schedules I through V or section 202 of the Controlled Substance Act (21 U.S.C. 812). (A list of controlled substances is available on the DEA website at: <https://www.deadiversion.usdoj.gov/21cfr/21usc/812.htm>).

Illegal or Illicit Drugs: A controlled substance in schedules I through V of section 202 of the Controlled Substance Act (21 U.S.C. 812) “illegal drugs” shall not mean the use of a controlled substance pursuant to a valid prescription or other uses authorized by law.

Substance Abuse: The misuse of a substance including alcohol or the use of a substance to an extent deemed deleterious or detrimental to the user, to others, or to society.

- b. ALCOHOL LAW PENALTIES.* The legal drinking age in all 50 states of the United States, the District of Columbia, and Guam is 21 years of age. The legal drinking age in the U.S. Virgin Islands and Puerto Rico is 18 years of age. Persons under the legal drinking age who purchase, possess or consume alcoholic beverages may be subject to fines or imprisonment depending on state law. Persons who knowingly furnish alcohol to minors are also subject to fines or imprisonment.

Specific information on state and local legal penalties for alcohol violations may be obtained on state law enforcement websites.

- c. DRUG LAW PENALTIES.* Under federal law, a conviction for possession of illicit drugs carries a prison sentence of up to three years and a minimum fine of up to \$5,000. The range of penalties for conviction of unlawful distribution of illicit drugs under federal law is summarized in the schedules of federal drug trafficking penalties that can be found online at: https://www.dea.gov/sites/default/files/2018-06/drug_of_abuse.pdf, p. 30. The severity of the sanctions imposed for both possession and distribution offenses depend on the quantity of drugs, prior convictions, and whether death or serious injury resulted. Sanctions may be increased for offenses, which involve distribution to minors or occur on or near a school or campus. In addition, other federal laws required or permit forfeiture of personal or real property used to illegally possess, facilitate possession, transport, or for concealment of a controlled substance. A person’s right to purchase or receive a firearm or other federal benefits, such as student loans, grants, contracts, or professional or commercial licenses, may also be revoked or denied as a result of a drug conviction.

Specific information on state and local legal penalties for drug violations may be obtained on state law enforcement websites.

3. INFORMATION RELATING TO HEALTH RISKS FROM DRUGS AND ALCOHOL

- Employees, including faculty, of Walden University, should be aware and informed that health risks associated with the use of illicit drugs and the abuse of alcohol can result in, but are not limited to a lowered immune system, damage to critical nerve cells, physical dependency, lung damage, heart problems, liver disease, physical and mental depression, increased infection, irreversible memory loss, personality changes and thought disorders.
- Alcohol consumption causes a number of marked changes in behavior. Even low doses significantly impair the judgment and coordination required to drive a car safely, increasing the likelihood that the driver will be involved in an accident. Low to moderate doses of alcohol also increases the incidence of a variety of aggressive acts, including spouse and child abuse.

- Moderate to high doses of alcohol cause marked impairments in higher mental functions, severely altering a person's ability to learn and remember information. Very high doses cause respiratory depression and death.
- 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.
- Marijuana contains THC (Delta-9-tetrahydrocannabinol), which accounts for most of its psychoactive or mind altering effects. The short-term effects of using marijuana include sleepiness, memory and concentration problems, impaired motor coordination, increased heart rate, dry mouth and throat, and decreased social inhibitions. The long-term effects of using marijuana include impaired lung functioning, sexual problems, breast tissue development in men, and possible immune system damage.
- Stimulants increase the activity of the central nervous system. Examples include amphetamines, methamphetamines, cocaine, and crack, which cause short-term elevations in mood, self-confidence, energy, heart rate and blood pressure. Potential difficulties associated with the more powerful stimulants such as these include possible physical addiction, psychoses, severe depressions, and anxiety syndromes such as panic attacks and obsessions. Additional health risks include seizures and cardiac arrest.
- Hallucinogens are substances that distort perception of reality. The most well-known hallucinogens include: phencyclidine (PCP), lysergic acid diethylamide (LSD), mescaline, and psilocybin. Under the influence of these drugs, the senses of direction, distance, and time become disoriented. They can produce unpredictable, erratic, and violent behavior in users that sometimes lead to serious injury and death. At high doses, LSD can cause convulsions, coma, heart and lung failure, and even death.
- Sedatives/Tranquilizers are drugs used to reduce anxiety and tension. In some cases, they are used as sleep aids as well. Like alcohol, these drugs are central nervous system depressants. Examples include barbiturates such as amytal, Nembutal, and seconal, as well as benzodiazepines such as Ativan, Halcion, Librium, and Xanax. Rohypnol, a date rape drug, also falls into this category. Although specific effects may vary according to the particular drug, these drugs typically induce a state of relaxation and drowsiness. At high doses, dizziness, slurred speech, impaired coordination, and amnesia may occur. Health hazards include risk for addiction and coma and/or death from overdose.
- Narcotics are painkillers or analgesics. These drugs include morphine, heroin, codeine, and dilaudid, all of which are derived from opium. Synthetic narcotics include drugs such as Demerol, Percodan, and Darvon. These drugs tend to reduce sensory feeling and sensitivity of all kinds, to pleasure as well as pain. In large doses, they induce drowsiness, mental clouding, lethargy, and even sleep. They are highly addictive. Overdose risks include convulsions, coma, and death.
- Anabolic steroids are synthetic derivatives of the male hormone testosterone. These

derivatives of testosterone promote the growth of skeletal muscle and increase lean body mass. The long-term, high dose effects of steroid use are largely unknown. Major side effects of anabolic steroid use include liver tumors, jaundice, fluid retention, high blood pressure, acne, and trembling. Aggression and mood swings as well as other psychiatric side effects may result from their abuse.

Students and employees should note that the above listing is not intended as all-inclusive. Further information may be gathered from a physician.

4. *UNIVERSITY RESOURCES RELATED TO ALCOHOL AND DRUG ABUSE PREVENTION AND AWARENESS*

The University distributes materials and offers resources related to alcohol and drug abuse prevention awareness including the distribution of communications instructing students on how to access written materials relating to alcohol and drug abuse prevention.

5. *COUNSELING, TREATMENT AND SUPPORT GROUP RESOURCES FOR A LCOHOL AND DRUG ABUSE AND ADDICTION*

Employee Assistance Program

Employees should download and access mobile app: Ginger

Ginger provides on-demand, confidential behavioral healthcare through their mobile app. Ginger offers coaching via text-based chats, self-guided activities and video-based therapy and psychiatry.

How to Access Ginger: Download the Ginger Emotional Support app. In the app, tap “Get Started,” and enter your work email address. Follow the instructions sent to your inbox and you’re all set!

Student Assistance Program

Student Assistance Program (SAP) provider ComPsych

Call ComPsych using Walden’s dedicated line 24/7 (1-866-465-8942) / (TDD: 1-800-697- 0353); international: (1-312-595-0074).

For additional resources, visit ComPsych’s website, titled [GuidanceResources](#), and enter our Web ID under the REGISTER tab. Web ID: WALDEN

Alcoholics Anonymous

Phone: (212) 870-3400

Online: www.aa.org

Narcotics Anonymous

Phone: (818) 773-9999

Online: www.na.org

6. *DICIPLINARY SANCTIONS*

Walden University will not excuse misconduct by employees, including faculty, or students, whose judgment is impaired due to substance abuse. Violation of the Walden University Alcohol and Drug Policy and/or any municipal, state or federal law or regulation may result in disciplinary action, including but not limited to a warning, a remediation plan, and up to and including dismissal of a student, even for a first time offense. In addition to the sanctions imposed by Walden, individuals who have violated local, state, and federal law regarding possession, use, and/or distribution of alcohol and other drugs may be referred by the school to the appropriate authorities for arrest and prosecution. Employees, including faculty, found in violation of this policy are subject to disciplinary action, up to and including termination of employment, as provided in the applicable employee handbook. Students should refer to the [Walden University Student Handbook](#).

Revised, September 2021