

6. Faculty and staff members who entertain others should be aware of the responsibilities and risks to the Colleges and to themselves as individual social hosts under the laws of the Commonwealth.

Services and Referrals

Bryn Mawr College provides services and referral for individuals who need help with an alcohol-related problem. For confidential assistance, contact:

- Employee Assistance Program, Aetna Resources for Living, 1-800-865-3200
- Alcoholics Anonymous Southeastern Pennsylvania Intergroup Association, <https://aasepia.org>, 444 N. 3rd St. Suite 3, Philadelphia, 215-923-7900

The Drug Policy

The drug policy is designed to achieve

act when it has reason to believe that involvement with drugs is having an adverse effect upon the work performance of employees or adversely affects or legally implicates others in the academic community. College action may take such forms as education, mandatory referral to the Employee Assistance Program, or suspension or termination of employment, depending on the situation.

[(or)3 (s)-1 (

The College's policies on disciplinary sanctions for students are stated in the Student Handbook. Policies on sanctions for faculty and staff are stated in this Handbook, as well as in other handbooks appropriate to them.

This policy is instituted effective immediately, to comply with the Drug Free Schools and Communities Act of 1989 (P.L. #101-226). Nos f

This Handbook's statements on policies and procedures relating to alcohol and controlled substances form part of the College's compliance with the Drug-Free Schools and Communities Act.

Health Risks Associated with the Use of Illicit Drugs

Drug	Physical Dependence	Psychological Dependence	Possible Effects	Effects of Overdose	Withdrawal Syndrome
Narcotics					
Heroin	Loss of appetite Irritability Depression	Morphine	High	High	Drowsiness Shallow breathing Clammy skin Vomiting
Hydrocodone	Cramps Nausea	Hydrocodone	High	High	Constipation Nausea
Oxycodone	Possible death Runny Nose	Oxycodone	High	High	Constipation Nausea
Fentanyl	Watery eyes	Fentanyl and Analgesic	High	High	Constipation Nausea
Depressants					
Alcohol	Anxiety Insomnia High	Chloral Hydrate	Moderate	Moderate	Slurred Speech Shallow respiration Disorientation
Barbiturates	Convulsions Possible death	Glutethimide Other	High Moderate	Moderate	Tremors Barbiturates Dilated pupils Weak and rapid pulse Coma

Health Risks Associated with the Use of Illicit Drugs

Physical Psychological Possible Effects of Withdrawal

75 Pa. CS 3731	Driving under the influence of drugs or alcohol	\$300-5,000
----------------	---	-------------

Controlled Substances Act Schedule*	Drug	Quantity	1st Offense	2nd Offense
III	All (included in Schedule III are anabolic steroids, codeine and hydrocodone with aspirin or Tylenol® and some barbituates)	Any	Not more than 5 years Fine not more than \$250,000 individual, \$1 million not individual	Not more than 10 years Fine not more than \$500,000 individual, \$2 million not individual
IV	All (included in Schedule IV are Darvon®, Talwin®, Equanil®, Valium®, and Xanax®)	Any	Not more than 3 years Fine not more than \$250,000 individual, \$1 million not individual	Not more than 6 years Fine not more than \$500,000 individual, \$2 million not individual
V	All (over-the-counter cough medicines with codeine are classified in Schedule V)	Any	Not more than 1 year Fine not more than \$100,000 individual, \$250,000 not individual	Not more than 2 years Fine not more than \$200,000 individual, \$500,000 not individual

Controlled Substances Act Schedule	1st Offense	2nd Offense	Quantity	Drug	Quantity	1st Offense	2nd Offense
I and II	Not less than 5 years. Not more than 40 years. If death or serious injury, not less than 20 years or more than life Fine of not more than \$2 million individual, \$5 million other than individual	Not less than 10 years. Not more than life If death or serious injury, not less than life Fine of not more than \$4 million individual, \$10 million other than individual	10-99g pure or 100-999g mixture	Methamphetamine	100g or more pure or 1kg or more mixture	Not less than 10 years. Not more than life If death or serious inju	

Federal Penalties and Sanctions for Illegal Trafficking and Possession of a Controlled Substance

Description	Quantity	1st Offense	2nd Offense
Marijuana	1,000 kg or more mixture; 1,000 or more plants	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 individual, \$10 million other than individual	Not less than 20 years, not more than life If death or serious injury, not more than life Fine not more than \$8 million individual, \$20 million other than individual
Marijuana	100 kg to 999 kg mixture; or 100-999 plants	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	

Federal Penalties and Sanctions for Illegal Possession of a Controlled Substance

21 U.S.C. 844(a)

1st conviction: Up to 1 year imprisonment and fined at least \$1,000 but not more than \$100,000 or both.

After 1 prior drug conviction: At least 15 days in prison, not to exceed 2 years and fined at least \$2,500 but not more than \$250,000 or both.

After 2 or more prior drug convictions: At least 90 days in prison, not to exceed 3 years and fined at least \$5,000 but not more than \$250,000, or both.

Special sentencing provision for possession of crack cocaine: Mandatory at least 5 years in prison, not to exceed 20 years and fined up to \$250,000, 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 to possess or to facilitate possession 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. 844a

Civil