



UNIVERSITY of HAWAII®
SYSTEM

**OFFICIAL NOTICE TO FACULTY, STAFF AND STUDENTS
REGARDING DRUG-FREE WORKPLACE POLICIES**

October 1, 2015

This official notice is issued pursuant to the requirements of the Drug-Free Schools and Communities Act Amendments of 1989 and the Drug-Free Workplace Act of 1988.

A. UNIVERSITY POLICY ON ILLEGAL DRUGS AND ALCOHOL ABUSE

The University expects its faculty, staff and students to carry out their responsibilities free of intoxication by any illegal drugs or alcohol. Students, faculty and staff are not permitted to manufacture, distribute, possess, use, dispense or be under the influence of illegal drugs as prohibited by state and federal law, at University-sponsored or approved events or on University property or in buildings used by the University for education, research and recreational programs. The University expects lawful behavior by students, faculty and staff during their presence on University premises and at University events. Within the constraints of its mission, the University encourages cooperation with law enforcement agencies in enforcing statutes regarding the use of illegal drugs.

The UH Executive Policy EP 11.201 recognizes that substance abuse is a complex problem that is not easily resolved solely by personal effort and may require professional assistance and/or treatment. Faculty, staff and students with substance abuse problems are encouraged to take advantage of available diagnostic, referral, counseling and prevention services. The University has the Employee Assistance Program (EAP) where faculty and staff may receive confidential, short-term professional counseling services in accordance with the EAP plan. The University will not excuse misconduct by employees and students whose judgment is impaired due to substance abuse.

Additional Requirements for Employees Engaged in Federal Contracts and Grants

The Drug-Free Workplace Act of 1988 (Public Law 100-690, Title V, Subtitle D) requires that University employees directly engaged in the performance of work on a federal contract or grant shall abide by this policy as a condition of employment. In addition, such employees shall notify the University within five (5) days of any conviction for a criminal drug statute offense occurring in the workplace. The University is required to notify the federal agency within 10 days of receiving notice of such conviction. In accordance with EP 11.201, the University shall take appropriate corrective action or require the employee to satisfactorily participate in a drug abuse or rehabilitation program.

B. THE UH SYSTEMWIDE STUDENT CONDUCT CODE

The code includes the following prohibitions:

“Use, possession, manufacturing, or distribution of marijuana, heroin, narcotics, or other controlled substances except as expressly permitted by law.” UH Executive Policy EP 7.208, Part III(C)(2)(l)

“Public intoxication is expressly prohibited. Use, possession, manufacturing or distribution of alcoholic beverages by any person under 21 years of age is expressly prohibited.” UH Executive Policy EP 7.208, Part III(C)(2)(m)

Sanctions which may be imposed on violators of the alcohol and drug-related sections of the UH Student Conduct Code include disciplinary warning, probation, suspension, expulsion or rescission of grades or degree. The UH Student Conduct Code may be found in the UH Executive Policy, EP 7.208. Individual UH campuses have detailed procedures on the implementation of the UH Student Conduct Code.

C. LEGAL SANCTIONS

There are numerous federal, state, and local statutes and ordinances relating to the manufacture, distribution, dispensation, possession or use of a controlled substance or alcohol. These statutes impose legal sanctions for both felony and misdemeanor convictions related to violations of applicable laws and ordinances. Refer to Appendix A for federal trafficking penalties relating to marijuana and other drugs.

HIGHLIGHTS OF HAWAII LAWS

Under the Hawai'i Penal Code, crimes are of 3 grades according to their seriousness: felonies, misdemeanors and petty misdemeanors.

- Class A felony: fine not exceeding \$50,000 and/or an indeterminate term of imprisonment of 20 years without possibility of suspension of sentence or probation.
- Class B felony: fine not exceeding \$25,000 and/or imprisonment of not more than 10 years.
- Class C felony: fine not exceeding \$10,000 and/or imprisonment of not more than 5 years.
- Misdemeanor: fine not exceeding \$2,000 and/or imprisonment of not more than 1 year.
- Petty misdemeanor: fine not exceeding \$1,000 and/or imprisonment of not more than 30 days. §706-640,659,660,663, H.R.S.

In addition, promoting (possessing, distributing and manufacturing) drugs (including marijuana) and intoxicating compounds can result in a Class A, B or C felony, misdemeanor or petty misdemeanor. §712-1241-1250, H.R.S.

Consuming or possessing intoxicating liquor while operating a motor vehicle or moped is fined not more than \$2,000 or imprisonment of not more than 30 days, or both. §291-3.1, H.R.S.

Consuming or possessing intoxicating liquor while a passenger in a motor vehicle is a petty misdemeanor. §291-3.2, H.R.S.

A person commits the offense of promoting intoxicating compounds if the person knowingly breathes, inhales or drinks any intoxicating compound or any other substance for the purpose of inducing a condition of intoxication, stupefaction, depression, giddiness, paralysis or irrational behavior, or in any manner changing, distorting or disturbing the auditory, visual or mental processes; or sells, offers, delivers or gives to any person under 18 years of age, unless upon written order of such person's parent or guardian, any intoxicating compound or any substance which will induce an intoxicated condition when the seller, offeror or deliverer knows or has reason to know that such compound is intended for use to induce such condition. This offense is a misdemeanor. §712-1250, H.R.S.

A person commits the offense of promoting intoxicating liquor to a person under the age of 21 if the person knowingly sells, offers, influences the sale, serves, delivers or gives a person under the age of 21 intoxicating liquor; or permits a person under the age of 21 to possess intoxicating liquor while on property under his control. This offense is a misdemeanor. §712-1250.5, H.R.S.

D. HEALTH RISKS ASSOCIATED WITH SUBSTANCE ABUSE

The University encourages faculty, staff and students to be aware of the health risks associated with substance abuse. In general, the health risks related to the abuse of alcohol and other drugs are both direct and indirect. The direct pharmacological effects of substances on the body influence every organ, particularly the brain, liver and cardiovascular system. Death and injury from drug-related accidents, suicide and homicide are some of the indirect health effects. It is estimated by the National Institute of Alcohol Abuse and Alcoholism that annually 88,000 people in the U.S. die from alcohol-related problems alone. Physical effects may be immediate and acute, as in drug overdose, or long-term and chronic, as in alcohol-related liver disease or neurological impairment. Refer to Appendix B for health risks associated with controlled substances.

E. DRUG AND ALCOHOL COUNSELING, TREATMENT AND REHABILITATION PROGRAMS

The University of Hawai'i encourages faculty, staff and students to seek assistance in overcoming drug or alcohol abuse. Early recognition and treatment are important for successful rehabilitation. Students may contact their campus Vice Chancellor for Students for assistance regarding counseling and treatment referral services. Faculty and staff may contact their supervisors for assistance and referral services. The State Department of Health has contacts with numerous private agencies to provide a range of counseling and treatment services. Refer to Appendix C for a sample listing of assistance and treatment services.

Appendix A – Federal Trafficking Penalties

Federal Trafficking Penalties for Schedules I, II, III, IV, and V (except Marijuana)				
Schedule	Substance/Quantity	Penalty	Substance/Quantity	Penalty
II	Cocaine 500-4999 grams mixture	<p>First Offense: Not less than 5 yrs. and not more than 40 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine of not more than \$5 million if an individual, \$25 million if not an individual.</p> <p>Second Offense: Not less than 10 yrs. and not more than life. If death or serious bodily injury, life imprisonment. Fine of not more than \$8 million if an individual, \$50 million if not an individual.</p>	Cocaine 5 kilograms or more mixture	<p>First Offense: Not less than 10 yrs. and not more than life. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine of not more than \$10 million if an individual, \$50 million if not an individual.</p> <p>Second Offense: Not less than 20 yrs., and not more than life. If death or serious bodily injury, life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.</p> <p>2 or More Prior Offenses: Life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.</p>
II	Cocaine Base 28-279 grams mixture		Cocaine Base 280 grams or more mixture	
IV	Fentanyl 40-399 grams mixture		Fentanyl 400 grams or more mixture	
I	Fentanyl Analogue 10-99 grams mixture		Fentanyl Analogue 100 grams or more mixture	
I	Heroin 100-999 grams mixture		Heroin 1 kilogram or more mixture	
I	LSD 1-9 grams mixture		LSD 10 grams or more mixture	
II	Methamphetamine 5-49 grams pure or 50-499 grams mixture		Methamphetamine 50 grams or more pure or 500 grams or more mixture	
II	PCP 10-99 grams pure or 100-999 grams mixture	PCP 100 grams or more pure or 1 kilogram or more mixture		
Substance/Quantity		Penalty		
Any Amount Of Other Schedule I & II Substances		First Offense: Not more than 20 yrs. If death or serious bodily injury, not less than 20 yrs. or more than Life. Fine \$1 million if an individual, \$5 million if not an individual.		
Any Drug Product Containing Gamma Hydroxybutyric Acid		Second Offense: Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if not an individual.		
Flunitrazepam (Schedule IV) 1 Gram				
Any Amount Of Other Schedule III Drugs		<p>First Offense: Not more than 10 yrs. If death or serious bodily injury, not more than 15 yrs. Fine not more than \$500,000 if an individual, \$2.5 million if not an individual.</p> <p>Second Offense: Not more than 20 yrs. If death or serious injury, not more than 30 yrs. Fine not more than \$1 million if an individual, \$5 million if not an individual.</p>		
Any Amount Of All Other Schedule IV Drugs (other than one gram or more of Flunitrazepam)		<p>First Offense: Not more than 5 yrs. Fine not more than \$250,000 if an individual, \$1 million if not an individual.</p> <p>Second Offense: Not more than 10 yrs. Fine not more than \$500,000 if an individual, \$2 million if other than an individual.</p>		
Any Amount Of All Schedule V Drugs		<p>First Offense: Not more than 1 yr. Fine not more than \$100,000 if an individual, \$250,000 if not an individual.</p> <p>Second Offense: Not more than 4 yrs. Fine not more than \$200,000 if an individual, \$500,000 if not an individual.</p>		

Appendix A – Federal Trafficking Penalties

Federal Trafficking Penalties for Marijuana, Hashish and Hashish Oil, Schedule I Substances	
Marijuana 1,000 kilograms or more marijuana mixture or 1,000 or more marijuana plants	<p>First Offense: Not less than 10 yrs. or more than life. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine not more than \$10 million if an individual, \$50 million if other than an individual.</p> <p>Second Offense: Not less than 20 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$20 million if an individual, \$75 million if other than an individual.</p>
Marijuana 100 to 999 kilograms marijuana mixture or 100 to 999 marijuana plants	<p>First Offense: Not less than 5 yrs. or more than 40 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine not more than \$5 million if an individual, \$25 million if other than an individual.</p> <p>Second Offense: Not less than 10 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$8 million if an individual, \$50 million if other than an individual.</p>
Marijuana 50 to 99 kilograms marijuana mixture, 50 to 99 marijuana plants	<p>First Offense: Not more than 20 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine \$1 million if an individual, \$5 million if other than an individual.</p>
Hashish More than 10 kilograms	<p>Second Offense: Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if other than an individual.</p>
Hashish Oil More than 1 kilogram	
Marijuana less than 50 kilograms marijuana (but does not include 50 or more marijuana plants regardless of weight) 1 to 49 marijuana plants	<p>First Offense: Not more than 5 yrs. Fine not more than \$250,000, \$1 million if other than an individual.</p> <p>Second Offense: Not more than 10 yrs. Fine \$500,000 if an individual, \$2 million if other than individual.</p>
Hashish 10 kilograms or less	<p>The minimum sentence for a violation after two or more prior convictions for a felony drug offense have become final is a mandatory term of life imprisonment without release and a fine up to \$8 million if an individual and \$20 million if other than an individual.</p>
Hashish Oil 1 kilogram or less	

Source: Federal Trafficking Penalties, Drug Enforcement Administration, U.S. Dept. of Justice

Appendix B – Controlled Substances & Schedule – Possible Effects

Controlled substances include:

NARCOTICS: a variety of substances that dull the senses and relieves pain

Other names:	Heroin ¹ , Hydromorphone ² , Methadone ² , Morphine ² (MS-Contin, Roxanol), Opium ² , Oxycodone ² (Oxycontin, Percondan), other narcotics ¹⁻⁵ (Opioid, Vicodin, Codeine)
Possible effects:	euphoria, drowsiness, respiratory depression, constricted pupils, nausea, cough suppression
Overdose effects:	slow and shallow breathing, blue lips & finger nails, clammy skin, convulsions, coma, possible death
Withdrawal Syndrome:	watery eyes, runny nose, yawning, sweating, restlessness, loss of appetite, irritability, tremors, panic, nausea, chills & sweating

DEPRESSANTS: a variety of substances that will put you to sleep, relieve anxiety and muscle spasms, and prevent seizures

Other names:	Barbiturates ²⁻⁴ , Benzodiazepines ⁴ (Downers, Valium, Xanax), GHB ¹ (liquid ecstasy), Rohyphol. ¹ (Roofies)
Possible effects:	slurred speech, loss of motor coordination, weakness, headache, disorientation, drunken behavior without odor of alcohol, impaired memory of events, interacts with alcohol
Overdose effects:	shallow respiration, clammy skin, dilated pupils, weak & rapid pulse, coma, possible death
Withdrawal Syndrome:	anxiety, insomnia, tremors, delirium, convulsions, possible death

STIMULANTS: speed up the body's system

Other names:	Cocaine ² (Coke, Crack), Amphetamine/Methamphetamine ² (Bennies, Black Beauties, Ice, Speed, Khat ^{1&4})
Possible effects:	increased alertness, excitation, euphoria, increased pulse rate & blood pressure, insomnia, loss of appetite, physical exhaustion
Overdose effects:	agitation, increased body temperature, hallucinations, convulsions, possible death
Withdrawal Syndrome:	apathy, long periods of sleep, irritability, depression, anxiety

HALLUCINOGENS: Euphoria, Relaxed inhibitions, Increased appetite, Disorientation

Other names:	Ecstasy/MDMA ¹ , Ketamine ³ , LSD ¹ (Acid), other hallucinogens ¹ (Psilocybin mushrooms)
Possible effects:	elevated heart rate, increase blood pressure, dilated pupils, tremors, dehydration, muscle cramping, illusions & hallucinations, altered perception of time and distance, impaired memory, delirium
Overdose effects:	increased body temperature, electrolyte imbalance, cardiac arrest, (LSD) longer, more intense "trip" episodes, psychosis, possible death
Withdrawal Syndrome:	muscle aches, drowsiness, depression, acne, drug seeking behavior

OTHER DRUGS OF CONCERN INCLUDES: substances not currently controlled by the Controlled Substances Act, but pose risks to individuals who abuse them

Other names:	bath salts or designer cathinones ¹ , DXM, Salvia Divinorum
Possible effects:	agitation, insomnia, irritability, dizziness, seizures, panic attacks, slurred speech, confusion
Overdose effects:	unknown and can be dangerous
Withdrawal Syndrome:	unknown

ALCOHOL: Slurred speech, inability to coordinate movement

Other names:	beer, wine, liquor
Possible effects:	slurred speech, inability to coordinate movement
Overdose effects:	suffocation due to vomiting, loss of consciousness
Withdrawal Syndrome:	trembling, anxiety, insomnia, vitamin deficiency

CANNABIS: a mind-altering (psychoactive) drug

Other names:	Marijuana, Cannabis, Hashish, Hashish Oil ¹ (Dope, Joint, Hash, Hash Oil)
Possible effects:	euphoria, relaxed inhibitions, increased appetite, disorientation
Overdose effects:	no deaths from overdose have been reported
Withdrawal Syndrome:	restlessness, irritability, sleep difficulties, decreased appetite

ANABOLIC STEROIDS: promote muscle growth, enhance athletic or other physical performance, and improve physical appearance

Other names:	Steroids ³ (Testosterone, Juice, Roids, Weight Gainers)
Possible effects:	mood swings, hostility, impaired judgment, aggression
Overdose effects:	unknown
Withdrawal Syndrome:	depression

INHALANTS: invisible, volatile substances found in common household products that produce chemical vapors

Other names:	inhalants (air conditioning refrigerants, spray paint, glue, dry cleaning fluid, air freshener, butane)
Possible effects:	slurred speech, inability to coordinate movement, paranoia, panic attacks, giddiness
Overdose effects:	suffocation, loss of consciousness, possible death
Withdrawal Syndrome:	trembling, anxiety, insomnia, vitamin deficiency, confusion, hallucinations, convulsions

¹ The drug or other substance has a high potential for abuse. The drug or other substance has no currently accepted medical use in treatment in the United States.

² The drug or other substance has a high potential for abuse. The drug or other substance has a currently accepted medical use in treatment in the United States or a currently accepted medical use with severe restrictions.

³ The drug or other substance has less potential for abuse than the drugs or other substances in Schedules I and II.

⁴ The drug or other substance has a low potential for abuse relative to the drugs or other substances in Schedule III.

⁵ The drug or other substance has a low potential for abuse relative to the drugs or other substances in Schedule IV.

Appendix C - Available Drug/Alcohol Information Counseling, Treatment, and Rehabilitation Programs

The following is provided for information only. This is not a comprehensive list of all available programs or an endorsement of any specific program.

O'AHU

Organization	Phone	Address (Website)
Al-Anon	546-5647	Honolulu Location(s) (http://www.al-anon.alateen.org)
University Health Services-Mānoa	956-3574	QLC for Student Services, Rm. 313D, 2600 Campus Road, Honolulu, HI 96822 (http://www.hawaii.edu/shs/health_promotion/adepphp)
Alcoholics Anonymous (AA)	946-1438	O'ahu-Central Office, 1188 Bishop St. Suite 3406, Honolulu, HI 96813 (http://www.oahucentraloffice.com)
Aloha United Way 211	543-2262	200 N. Vineyard Blvd, Suite 700, Honolulu, HI 96817 (http://www.auw211.org)
Hina Mauka-O'ahu Main Facility	236-2600	45-845 Po'okela Street, Kāne'ohe, HI 96744 (http://www.hinamauka.org)
Hina Mauka-Waipahu Outreach Office	671-6900	Waipahū Outpatient Office, 94-216 Farrington Hwy, #B2-306, Waipahū, HI 96797 (http://www.hinamauka.org)
Kline-Welsh Behavioral Health	841-2319	Sand Island Treatment Center, 1240 Sand Island Pkwy, Honolulu, HI 96819 (http://www.sandisland.com)
Kū Aloha Ola Mau (formerly Drug Addiction Services of HI)	538-0704	1130 N Nimitz Hwy, Suite C-302, Honolulu, HI 96817 (http://www.kualoha.org)
Mental Health Kōkua	737-2523	1221 Kapi'olani Blvd, Suite 345, Honolulu, HI 96814 (http://www.mentalhealthkokua.org)
Po'ailani, Inc.	263-3500	970 N. Kalaheo Ave Suite A102, Kailua, HI 96734 (http://www.poailani.org)
Queen's Medical Center	691-4352	Day Treatment Services-Kaheihimalie Bldg, 1374 Nu'uuanu Ave, Honolulu, HI 96817 (http://www.queens.org)
The Salvation Army	595-6371 739-4952	Addiction Treatment Services, 3624 Waokanaka Street, Honolulu, HI 96817 Family Treatment Services, 845 22 nd Ave, Honolulu, HI 96816 (http://www.salvationarmyhawaii.org)

Wai'anae Coast Comprehensive Health Center	697-3722	Mālama Recovery Services Substance, Abuse Outpatient Program, 86-260 Farrington Hwy, Wai'anae, HI 96792 (http://www.wcchc.com)
Wai'anae Coast Community Mental Health Center, Inc.	696-4211	Hale Na'au Pono, 86-226 Farrington Hwy, Wai'anae, HI 96792 (http://www.wccmhc.org)

HAWAI'I

Organization		Phone	Address (Website)
Al-Anon East Hawai'i		935-0971	Hilo Location(s) (http://www.al-anon.alateen.org)
Al-Anon West Hawai'i		935-0971	Kailua-Kona Location(s) (http://www.al-anon.alateen.org)
Alcoholics Anonymous		961-6133 329-1212	East Hawai'i Intergroup Office 120 Keawe Street, #204B, Hilo, HI 96720 (http://www.hawaiiiaa.org) West Hawai'i Intergroup Office 74-5606 Pawai Pl, Suite #102, Kailua-Kona, HI 96740 (http://www.westhawaiiiaa.org)
Big Island Substance Abuse Council		969-9994	16-179 Melekahiwa Street, Kea'au, HI 96749 (http://www.bisac.org)
Kū Aloha Ola Mau- formerly Drug Addiction Services of HI		961-6822 982-9555	900 Leilani Street, Hilo, HI 96720 15-1926 Puakolo Street, Kea'au, HI 96749 (http://www.kualoha.org)
Lokahi Treatment Centers:	Hilo Honokaa Waikaloa Kohala Kailua-Kona	969-9292 775-7707 883-0922 889-5099 331-1175	400 Hualani Street, Bldg 10, Suite 195B, Hilo, HI 96720 45-3544 Mamane Street, Honoka'a, HI 96727 76-6225 Kuakini Hwy, Suite B105, Kailua-Kona, HI 96740 54-3886 Akoni Puli Hwy, Unit 6, Kapa'au, HI 96755 P.O. Box 383401, Waikoloa, HI 96738 (http://www.lokahitreatmentcenters.net)
Mental Health Kokua		935-7167 331-1468	East Hawaii: 208 Wainaku Ave, Hilo, HI 96720 West HI: 75-166 Kalani Street, Suite 103, Kailua-Kona, HI 96740 (http://www.mentalhealthkokua.org)

MAUI

Organization	Phone	Address (Website)
Al-Anon	242-0296	Wailuku Location(s) (http://www.al-anon.alateen.org)
Alcoholics Anonymous	244-9673	70 Central Ave, Suite 1, Wailuku, HI 96793 (http://www.aamaui.org)
Aloha House, Inc.	242-9733 579-8414	2062 W Vineyard Street, Suite 200, Wailuku, HI 96783 4593 Ike Drive, Makawao, HI 96768 (http://www.aloha-house.org)
Malama Family Recovery Ctr (Women & Children)	877-7117	388 Ano Street, Kahului, HI 96732 (http://www.malamafamilyrecovery.org)
Mental Health Kōkua	244-7405	103 N Market Street Suite 103, Wailuku, HI 96793 (http://www.mentalhealthkokua.org)

LĀNA'I

Organization	Phone	Address (Website)
Aloha House, Inc.	565-9566	Old Dole Administration Bldg 730 Lāna'i Ave, Suite 102, Lāna'i City, HI 96763 (http://www.aloha-house.org)

MOLOKA'I

Organization	Phone	Address (Website)
Ka Hale Pomaika'i, Inc.	558-8480	HC-01 Box 372 Kamehameha V. Highway, Kaunakakai, HI 96748 (http://www.kahalepomaikai.org)

KAUA'I

Organization	Phone	Address (Website)
Al-Anon	651-8399 246-1116	Kapa'a Location(s) Līhu'e Location(s) (http://www.al-anon.alateen.org)
Alcoholics Anonymous	245-6677	Līhu'e Location(s) (http://www.kauaiaa.org)
Mental Health Kōkua	632-0466	3205 Akahi Street, Līhu'e, HI 96766 (http://www.mentalhealthkokua.org)