

HOWARD UNIVERSITY

Office of the Associate Provost for
Research and Graduate Studies

Dear Faculty, Students, and Staff:

The Drug-Free Schools and Communities Act Amendments of 1989 (which amend the Higher Education Act) require that Institutions of Higher Education adopt and implement programs “**to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by all students and employees on school premises or as part of any of its activities.**”

In compliance with the law, Howard University graduate students, faculty, and staff are herewith provided a brief description of the University’s standards of conduct and the health risks associated with substance abuse. Also, we are providing a list of on-campus contacts who can confidentially provide assistance and referral to services and programs located throughout Washington, DC Metropolitan area; and sanctions that may be imposed for violating University policies, federal, state and local laws.

The intent of the “Howard University Alcohol and Drug Prevention Notice” is to increase awareness about issues related to alcohol and drug abuse. It is posted on the Department of Public Safety website, <http://www.howard.edu/publicsafety/>, and published in the Howard University Student Handbook 2016-2017, under the Student Affairs section.

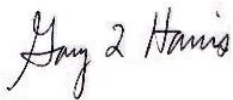
In accordance with federal law, Howard University (HU) has adopted policies consistent with the Drug-Free Schools and Communities Act Amendments of 1989. Our policy prohibits the unlawful manufacture, distribution, dispensation, possession, or use of any controlled substance or illicit drug by students, faculty, and staff on or off its property or as a part of campus activities.

As stated in the official University policy statement, “The University, as a part of the larger community, is similarly bound by law and out of necessity must act in similar fashion with offenders of its regulations operative in this area. Members of the University community suffering from substance abuse-related problems are encouraged to seek professional help from University and local community resources where such assistance is handled with the utmost confidentiality.”

Further details pertaining to University policies regarding the use of controlled substances or illicit drugs are contained in the attachment. **Please ensure that both this letter and the accompanying policies are distributed to faculty, staff, and students in your units or departments.**

Thank you in advance for your immediate cooperation in distributing this letter and its accompanying attachment.

Sincerely,



Gary L. Harris, Ph.D., P.E.
Associate Provost for Research and Graduate Studies





Howard University Alcohol and Drug Prevention Notice

Alcohol and Drug Abuse (Substance Abuse) Policy

In accordance with federal law, Howard University (HU) has adopted policies consistent with the *Drug-Free Schools and Communities Act Amendments of 1989*. Our policy prohibits the unlawful manufacture, distribution, dispensation, possession, or use of any controlled substance or illicit drug by students, faculty, and staff on or off its property or as a part of campus activities.

The University, as a part of the larger community, is similarly bound by law and out of necessity must act in similar fashion with offenders of its regulations operative in this area. Members of the University community suffering from substance abuse-related problems are encouraged to seek professional help from University and local community resources where such assistance is handled with the utmost confidentiality. However, violations of Howard University's alcohol and drug abuse policy include, but are not limited to:

1. Use, possession, manufacture, distribution, or sale of illicit drugs or drug paraphernalia on University premises, in University-supplied vehicles, or related to any University activity.
2. Use, possession, or any manufacture, distribution, or sale of a controlled substance on University premises, in University-supplied vehicles, or related to any University activity.
3. Storage of any illicit drug, drug paraphernalia, or controlled substance whose use is unauthorized in a locker, desk, or another repository on University premises.
4. Possession, use, or distribution of alcohol by underage persons (under 21 years old); providing alcohol to underage persons or providing a space for the consumption of alcohol by underage persons.
5. Possession of an open alcohol container in a public area regardless of the individual's age.
6. Being under the influence of an unauthorized controlled substance or illicit drug on University premises, in University-supplied vehicles, or at any University activity.
7. Use of a controlled substance that adversely affects the individual's work performance, safety at work, or safety of others at work that causes disruptive conduct due to all or in part to being under the influence of a controlled substance; and that adversely affects the University's reputation in the community.
8. Possession, use, manufacture, distribution, or sale of illicit drugs off University premises that adversely affects the individual's work performance or safety, or safety of others at work.
9. Conviction under any criminal drug statute for a violation occurring in the workplace, residence hall, off-campus domicile, and under circumstances that adversely affect the University's reputation in the community.
10. Failure to notify the University of any conviction under any criminal drug statute for conduct occurring on campus or off-campus (for registered students), within five (5) days of conviction.
11. Refusal to sign a statement acknowledging receipt of University policy on alcohol and illicit drugs.

Policy Violations Sanctions

Students, faculty, and staff who violate the University's alcohol and drug policies will be subject to disciplinary action, up to and including the possibility of expulsion (for students), termination of employment (for faculty and staff), and termination of contract (for contractors and affiliates). The University may also refer a matter to the appropriate police or other governmental authorities for prosecution. On-campus affiliates may be recommended for termination of contract or agreement. The types of sanctions that may be imposed by the University may include, but are not limited to:

Students

- Participation in special workshops, classes or seminars
- Warning or Reprimand
- Requirement to seek counseling
- Mandatory University or community service
- Restitution
- Parental/Guardian notification
- Suspension or Probation
- Expulsion from Howard University
- Immediately vacate on-campus housing and lose housing privileges

Employees

- Verbal warning or written warning
- Requirement to seek counseling
- Suspension
- Demotion
- Termination of employment

Controlled Substances Policies

* 400-013: Alcohol and Drug Prevention Policy

* Howard University Policy Statement Concerning the Use of, the Possession for Sale, Transfer, or Exchange of, and the Manufacture, Transfer, Sale or Exchange of, Controlled Substances (Approved by the Board of Trustees on September 23, 1989)

* HU-Student Handbook, Student Code of Conduct and Residence Hall Handbook

* HU Faculty Handbook and HU-Employees Handbook and Personnel Guidelines and Statement of Current Benefits

Howard University reserves the right, on a case-by-case basis, to advise individuals who exhibit behaviors indicative of the problematic use of alcohol or other drugs to seek professional assistance. It may include a referral to the Employee Assistance Program (EAP) for a professional assessment to determine the presence of alcohol or drug dependence, or a referral to the University Counseling Center, the Student Health Center,

or the Dean for Student Services for counseling, advisement, and treatment, as appropriate. Completion of referral recommendations may be included as part of the sanctions for violating University alcohol and drug policy.

I. Alcohol and Drug Prevention Services Network

The Alcohol and Drug Prevention Services Network is comprised of the Office of the Dean of Student Services, University Counseling Service, the Student Health Center, the Office of Human Resources, and the Howard University Department of Public Safety. These University offices and departments are responsible for handling matters involving drugs and alcohol and have adopted policies and procedures designed to educate members of the University community and address problems of alcohol and drug abuse that students, faculty, staff and other members of the University community may be experiencing.

Members of Service Network	Student	Faculty/Staff/Other Member of HU
Office of the Dean for Special Student Services Contact (202) 238-2420 www.howard.edu/specialstudentservices/	✓	
University Counseling Service Contact (202) 806-6870 https://www.howard.edu/services/counseling/nav%20links/staff.html	✓	✓
Student Health Center Contact (202) 806-7540 www.howard.edu/studenthealth/	✓	
Office of Human Resources (EAP) Contact 202-806-1280 www.hr.howard.edu/bpa/		✓
EAP Direct Contact: guidanceresources.com Phone: 866-519-8354 / TDD: 800-697-0350		✓
HU Department of Public Safety Contact (202) 806-1100 www.howard.edu/publicsafety/contact.html	✓	✓

For more information see Howard University Alcohol and Drug Policy.

II. Health Risk Information - For more information visit the National Institutes of Health (NIH), National Institute on Drug Abuse (NIDA), The Science of Drug Abuse and Addiction websites, also visit <http://rethinkingdrinking.niaaa.nih.gov/>.

Insights

If you encounter a person who is passed out, unconscious or cannot be easily aroused, or appears to have trouble breathing, the safest action is to call for help. Call 911 medical services then HU-DPS on (202) 806-1100.

If you feel disoriented, out-of-control, or not able to care for yourself, or make decisions, ask for help from a trustworthy person.

1. **Do not** go to parties alone; there is safety in numbers.
2. **Do not** accept a mixed drink or an opened container and watch your drink as it is being mixed.
3. **Do not** share or exchange drinks with others nor leave your drink unattended.

Alcohol - It is a central nervous system depressant that is rapidly absorbed from the stomach and small intestine into the bloodstream.

Possible Health Risks and Effects

Alcohol abuse, which can lead to alcoholism, is a pattern of drinking that results in harm to one's health, interpersonal relationships, or ability to work.

1. **Alcohol affects** the brain, heart, liver and pancreas and can damage a developing fetus. Intoxication can impair brain function and motor skills; heavy use can increase the risk of certain cancers, stroke, and liver disease. Alcoholism or alcohol dependence is a diagnosable disease characterized by a strong craving for alcohol, and continued use despite harm or personal injury.

Prescription Drugs and Cold Medicines – Some medications have psychoactive (mind-altering) properties and, because of that, are sometimes abused—that is, taken for reasons or in ways or amounts not intended by a doctor, or taken by someone other than the person for whom they are prescribed. Some of the opioids include: Fentanyl (Duragesic), Hydrocodone (Vicodin), Oxycodone (OxyContin), Hydromorphone (Dilaudid), Meperidine (Demerol)

Possible Health Risks and Effects

Commonly abused classes of prescription drugs include opioids (for pain), central nervous system (CNS) depressants (for anxiety and sleep disorders), and stimulants (for ADHD and narcolepsy).

1. **Opioids** can produce drowsiness, cause constipation, and—depending upon the amount taken—depress breathing. The latter effect makes opioids particularly dangerous, especially when they are snorted or injected or combined with other drugs or alcohol.
2. **Depressed respiration** can affect the amount of oxygen that reaches the brain, a condition called hypoxia. Hypoxia can have short- and long-term psychological and neurological effects, including coma and permanent brain damage.
3. **More people die** from overdoses of prescription opioids than from all other drugs combined, including heroin and cocaine (see "The Prescription Opioid Abuse Epidemic" below).

Amphetamines - Stimulant medications including amphetamines (e.g., Adderall) and methylphenidate (e.g., Ritalin and Concerta) are often prescribed to treat children, adolescents, or adults diagnosed with attention-deficit hyperactivity disorder (ADHD).

Possible Health Risks and Effects

Prescription Stimulants are sometimes abused however—that is, taken in higher quantities or in a different manner than prescribed, or taken by those without a prescription. Repeated abuse of stimulants can lead to feelings of hostility and paranoia. At high doses, they can lead to serious cardiovascular complications, including stroke.

1. **Stimulants can** increase blood pressure, heart rate, and body temperature and decrease sleep and appetite. When they are abused, they can lead to malnutrition and its consequences.

Methamphetamines - is a central nervous system stimulant drug that is similar in structure to amphetamine.

Possible Health Risks and Effects

1. It can increase wakefulness and physical activity, decreased appetite, increased breathing, heart rate, blood pressure, temperature and irregular heartbeat.
2. Although methamphetamine can be prescribed by a doctor, its medical uses are limited, and the doses prescribed are much lower than those typically abused.

Club Drugs - Rohypnol, GHB, and Ecstasy (“Molly”)

Possible Health Risks and Effects

Lowered inhibition; enhanced sensory perception; confusion; depression; sleep problems; anxiety; increased heart rate and blood pressure; muscle tension; teeth clenching; nausea; blurred vision; faintness; chills or sweating; sharp rise in body temperature leading to liver, kidney, or heart failure and death.

1. **Rohypnol** a benzodiazepine chemically similar to prescription sedatives such as Valium® and Xanax®. Teens and young adults tend to abuse this drug at bars, nightclubs, concerts, and parties.
Possible Effects: Can cause Drowsiness, sedation, sleep; amnesia, blackout; decreased anxiety; muscle relaxation, impaired reaction time and motor coordination; impaired mental functioning and judgment; confusion; aggression; excitability; slurred speech; a headache; slowed breathing and heart rate.

2. **GHB** a depressant approved for use in the treatment of narcolepsy, a disorder that causes daytime "sleep attacks."
Possible Effects: Euphoria, drowsiness, decreased anxiety, confusion, memory loss, hallucinations, excited and aggressive behavior, nausea, vomiting, unconsciousness, seizures, slowed heart rate and breathing, lower body temperature, coma, or death.

3. **Ecstasy (“Molly”)** a synthetic, psychoactive drug that has similarities to both the stimulant amphetamine and the hallucinogen mescaline. (MDMA *methylenedioxy-methamphetamine*)

Possible Effects: NEED TO INCLUDE HEALTH EFFECTS

Marijuana - Refers to the dried leaves, flowers, stems, and seeds from the hemp plant, *Cannabis sativa*. The plant contains the mind-altering chemical *delta-9-tetrahydrocannabinol* (THC) and other related compounds.

Possible Health Risks and Effects

Marijuana overactivates parts of the brain that contain the highest number of these receptors that causes the "high" that users feel. Effects may include altered senses, altered sense of time, changes in mood, impaired body movement and memory causing difficulty with thinking and problem-solving.

1. When a person smokes marijuana, THC quickly passes from the lungs into the bloodstream. The blood carries the chemical to the brain and other organs throughout the body.
2. THC acts on specific brain cell receptors that ordinarily react to natural THC-like chemicals in the brain. These natural chemicals play a role in normal brain development and function.

Cocaine - Cocaine is a powerfully addictive stimulant drug made from the leaves of the coca plant native to South America

Possible Health Risks and Effects

Cocaine affects the body in a variety of ways. It constricts blood vessels, dilates pupils, and increases body temperature, heart rate, and blood pressure. It can also cause headaches and gastrointestinal complications such as abdominal pain and nausea.

1. It produces short-term euphoria, energy, and talkativeness in addition to potentially dangerous physical effects like raising heart rate and blood pressure.

Heroin – Heroin is an opioid drug that is synthesized from morphine, a naturally occurring substance extracted from the seedpod of the Asian opium poppy plant.

Possible Health Risks and Effects

Chronic users may develop collapsed veins, infection of the heart lining and valves, abscesses, constipation and gastrointestinal cramping, and liver or kidney disease.

1. Heroin abuse is associated with a number of serious health conditions, including fatal overdose, spontaneous abortion, and infectious diseases like hepatitis and HIV.

K2 or Spice

Possible Health Risk and Effects

Spice abusers who have been taken to Poison Control Centers report symptoms that include rapid heart rate, vomiting, agitation, confusion, and hallucinations. Spice can also raise blood pressure and cause reduced blood supply to the heart (myocardial ischemia), and in a few cases, it has been associated with heart attacks. Regular users may experience withdrawal and addiction symptoms.

K2/"Spice"(Synthetic cannabinoids/marijuana) refers to a wide variety of herbal mixtures that produce experiences similar to marijuana (cannabis) and that are marketed as "safe," legal alternatives to that drug. Sold under many names, including K2, fake weed, Yucatan Fire, Skunk, Moon Rocks, and others — and labeled "not for human consumption" — these products contain dried, shredded plant material and chemical additives that are responsible for their psychoactive (mind-altering) effects.

Bath Salts

Possible Health Risk and Effects

Common reactions reported for people who have needed medical attention after using bath salts include cardiac symptoms (such as racing heart, high blood pressure and chest pains) and psychiatric symptoms including paranoia, hallucinations, and panic attacks.

Bath Salts (Synthetic cathinone) refers to an emerging family of drugs containing one or more synthetic chemicals related to cathinone, an amphetamine-like stimulant found naturally in the Khat plant.

For more information see the following websites: [Addiction Prevention and Recovery Administration \(APRA\)](#), [Centers for Disease Control and Prevention \(CDC\)](#) and [Drug Enforcement Administration \(DEA\)](#).

III. State, Local, and Federal Legal Sanctions

Below are brief summaries citing some of the sanctions under federal, state and local drug and alcohol offense statutes. Concerned individuals may consult local, state or federal laws, codes, or an attorney for more detailed information. The following information is provided for informational purposes only and is not intended to fully describe all of the pertinent laws regarding drug or alcohol violations.

District of Columbia

District of Columbia Drug Law states it is unlawful for any person to knowingly or intentionally manufacture, distribute, or possess, with intent to manufacture or distribute, controlled substances or drug paraphernalia. A conviction under local laws may result in imprisonment, a fine, or both. The length of prison term and the amount of the fine depend on the particular type of controlled substance(s) involved. Subsequent convictions and violations involving distribution to minors may carry increased penalties. **For more information see D.C. Code 48-904.01 for violations and sections D.C. Code 48-902.04, .06, .08, .10, .12 for penalties.**

Initiative 71—Legalization of Possession of Minimal Amounts of Marijuana for Personal Use Initiative became effective on February 26, 2015, in the District of Columbia. As a result, Marijuana possession by persons under 21 years of age is not allowed. Initiative 71 did not change existing law on marijuana possession for anyone under 21 years of age. It is still illegal. **For more information see the Metropolitan Police Department Website mpdc.dc.gov/.**

Note: The use of Marijuana is prohibited throughout Howard University properties at all times, consistent with University policies with regard to maintaining a smoke-free campus environment. Policy violators will be subject to disciplinary action, up to and including the possibility of expulsion (for students), termination of employment (for faculty and staff), and of contracts (for contractors and affiliates).

It is legal for a person who is at least 21 years old to:

- Possess two ounces or less of marijuana;
- Transfer one ounce or less of marijuana to another person who is at least 21 years old, so long as there is no payment made or any other type of exchange of goods or services;
- Cultivate within their residence up to six marijuana plants, no more than three of which are mature;
- Possess marijuana-related drug paraphernalia – such as bongs, cigarette rolling papers, and cigar wrappers that is associated with one ounce or less of marijuana; or
- Use marijuana on private property.

Note: Violation of Howard University Policy

A person can still be arrested for:

- Selling any amount of marijuana to another person;
- Possessing more than two ounces of marijuana;
- Operating a vehicle or boat under the influence of marijuana; or
- Smoking, eating, or drinking marijuana – or holding or carrying a lighted roll of paper or other lighted smoking equipment filled with marijuana – in any public space, such as:
 - ✓ On any street, sidewalk, alley, park, or parking area;
 - ✓ In a vehicle on any street, alley, park, or parking area; or
 - ✓ Any place to which the public is invited.

District of Columbia Alcohol Law states, no person under 21 years of age may consume, purchase, and attempt to purchase, or otherwise possess alcohol, falsely represent his/her age, possess or present fraudulent identification for the purpose of procuring alcohol. Nor may a person purchase

alcohol for the purpose of delivering it to another person who is under 21 years of age. **For more information see D.C. Code 25-1001, 25-1002, 50-2206.11, 2206.12, 2206.14 for violations and D.C. Code 50-2206.13 for penalties.**

Maryland

Maryland Drug Law states, an individual convicted of the manufacture, distribution, dispensing, or possession of certain controlled dangerous substance with an intent to do any of the foregoing is subject to imprisonment, a fine, or both. Depending on the drug types and the amount Maryland statute provides for increasingly stiff penalties for each drug offense conviction. **For more information see Maryland Code, Criminal Law Sections 5-603, 605-609, 612 for the type of violations and Sections 5-401 through 406 and 5-601,602, 620 for penalties and fines.**

Maryland Alcohol Law states it is unlawful for any person under 21 years of age to possess alcoholic beverages, misrepresent his/her age or the age of another to obtain alcoholic beverages; further, to furnish alcoholic beverages to another if he/she knows the recipient of the beverage is under 21 years old. **For more information see Maryland Code, Criminal Law Sections 10-114 for violations and Sections 10-113 through 120 for penalties and fines.**

Driving Under the Influence of Alcohol or Drugs In the State of Maryland, a person may not drive or attempt to drive any vehicle while intoxicated or under the influence of alcohol. A blood alcohol concentration (BAC) of more than .05 but less than .07 may be considered for **Driving Under the Influence or Driving while Impaired by Alcohol**. Charges include, a BAC of .07 but less than .08 shall be evidence for **Driving Under the Influence or Driving while Impaired by Alcohol**, for a BAC level of .08 or more is considered intoxicated and under the influence of alcohol. **For more information see Maryland Code and Courts and Judicial Proceedings §10-307 and for a summary of penalties, see Maryland Transportation Code § 16-205.1, § 16-402 and § 27-101.**

A person under the age of 21 with a BAC of .02 (approximately one drink) may be charged with a violation of restricted license, which may result in a suspension of the driver's license. Such an individual can still be charged with a violation despite possession of an out-of-state driver's license. **For more information see Maryland Transportation Code at 16-113 and 27-101).**

Federal

Federal Law generally prohibits the manufacture, distribution, or dispensing of a controlled dangerous substance and, under certain circumstances, of a counterfeit substance. It is also a crime to possess a controlled dangerous substance with the intent to manufacture, distribute or dispense the substance. A conviction for one of these "distribution offenses" may be punishable by penalties, a fine, or both. **For more information see the Drug Enforcement Administration Federal Trafficking Penalties for Schedules website www.dea.gov/druginfo/ftp3.shtml**

Note: Federal law with regards to Initiative 71—Legalization of Possession of Minimal Amounts of Marijuana for Personal Use Initiative, the changes in the District of Columbia marijuana law. Federal law still prohibits the possession or use of any amount of marijuana. As a result, federal law enforcement officers may arrest anyone in the District of Columbia for possession or use of any amount of marijuana as a violation of federal law. For example, the U.S. Park Police can arrest a person for possessing or using any marijuana on the National Mall, Rock Creek Park, or any other National Park Service land.

Referral List for Alcohol and Substance Abuse Programs

Howard University Counseling Services (UCS) provides assistance to the student and will consult with faculty and staff, if needed, during crisis intervention and support in making the appropriate referrals. A community resource in the District of Columbia is Department of Behavioral Health. It has established a network of community base agencies that provides substance use disorder services including detoxification, residential and outpatient services based on the level of need and is accessible through its Assessment and Referral Center (ARC).

**University Counseling Center, 6th and Bryant Streets NW,
Washington, DC 20059
Main phone number: (202) 806-6870
Hours of Operation: 8:00 a.m. to 6:00 p.m.
Walk-in intake hours: M-W-F 10:00 a.m. to 4:00 p.m.
Crisis Hotline: calls after 6 p.m. (202) 345-6709**

**Department of Behavioral Health (DBH)
Assessment and Referral Center (ARC)
64 New York Avenue, NE, Washington, DC 20002
Hours of Operation: M - F 7 am - 5 pm
Phone: (202) 727-8473 - Fax: (202) 727-8411**

**Howard University Office of Human Resources Employee
Relations Employees Assistance Program (EAP)
The EAP contact: guidanceresources.com
Phone: 866-519-8354 - TDD: 800-697-0350**

**Family and Medical Counseling Services, Inc.
2041 Martin Luther King Jr. Ave, SE, Washington, DC 20020
Hours of Operation: M-TH 9am – 5pm /F 9am – 4pm
Phone: 202-889-7900 Fax: (202) 610-3095
Bring Photo Identification, TB Test, and Insurance information**

**Providence Hospital/Seton House
1053 Buchanan St. NE, Washington, DC 20001
Phone: (202)-269-7222, 202-269-7777 or 7395
Intake Hours: Before 3pm
Provide detox treatment for alcohol and opioids addiction**

**Kolmac Clinic
1411 K Street, N.W., Suite 703, Washington, DC 20005
Phone: (202) 638-1992
Hours of Operation M-F 830 am – 6 pm
Bring Photo Identification and Insurance Information**

