

*Official Notice to All Roseman University Employees and Students Regarding Substance Use and
Roseman University Policies and Federal/State Regulations Regarding Alcohol and Illegal Drugs* ~~Annex A~~
Part 8

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university activities. Employees are also prohibited from reporting for duty or remaining on duty with any alcohol in their systems. Employees are also prohibited from consuming alcohol during working hours, including meal and break periods. This does not include the authorized use of alcohol at university sponsored functions or activities. Any violation of this policy may result in disciplinary action, up to and including discharge. Furthermore, any employee who violates this policy who is subject to termination, may be permitted in lieu of termination, at the university's sole discretion, to participate in and successfully complete an appropriate treatment, counseling or rehabilitation program as recommended by a substance abuse professional as a condition of continued employment and in accordance with applicable federal, state and local laws.

Consistent with its fair employment policy, the university maintains a policy of nondiscrimination and reasonable accommodation with respect to recovering addicts and alcoholics, and those having a medical history reflecting treatment for substance abuse conditions. The University encourage employees to seek assistance before their substance or alcohol use renders them unable to perform their essential job functions or jeopardizes the health and safety of themselves or others. The university will attempt to assist its employees through referrals to rehabilitation, appropriate leaves of absence and other measures consistent with the university's policies and applicable federal, state, or local laws.

The university further reserves the right to take all appropriate and lawful actions necessary to enforce this substance abuse policy including, but not limited to, the inspection of university issued lockers, desks, or other suspected areas of concealment, as well as an employee's personal property when the university has reasonable suspicion to believe that the employee has violated this substance abuse policy.

Roseman University follows local, state, and federal compliance standards. Salt Lake City and Salt Lake County adhere to the standards set forth by Utah state law and these are the minimum rules for the entire state. Las Vegas, Henderson, and Clark County adhere to the standards set by Nevada law. Violations of federal, state, or local laws and ordinances concerning drugs and alcohol can lead to felony or misdemeanor convictions and legal sanctions, which include but are not limited to: fines, imprisonment, forfeiture of property, and loss of driving privileges.

Federal Trafficking Penalties

For federal drug trafficking penalties:

<https://www.getsmartaboutdrugs.gov/sites/getsmartaboutdrugs.com/files/publications/Drugs%20of%20Abuse%202020-Web%20Version-508%20compliant.pdf> see pages 36 and 37 and see table below)

In 1984, the National Minimum Drinking Age Act (Public Law 98-363) was passed:

[:http://www.nhtsa.dot.gov/people/injury/alcohol/Community%20Guides%20HTML/PDFs/Public_App7.pdf](http://www.nhtsa.dot.gov/people/injury/alcohol/Community%20Guides%20HTML/PDFs/Public_App7.pdf)

FEDERAL TRAFFICKING PENALTIES

DRUG/SCHEDULE	QUANTITY	PENALTIES	QUANTITY	PENALTIES
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DRUG	QUANTITY	1st OFFENSE	2nd OFFENSE *
Marijuana (Schedule I)	1,000 kg or more marijuana mixture; or 1,000 or more marijuana plants	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 life. Fine not more than \$10 million if an individual, \$50 million if other than an individual.	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.
Marijuana (Schedule I)	100 kg to 999 kg marijuana mixture; or 100 to 999 marijuana plants	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 life. Fine not more than \$5 million if an individual, \$25 million if other than an individual.	Not less than 10 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.
Marijuana (Schedule I)	More than 10 kgs hashish; 50 to 99 kg marijuana mixture More than 1 kg of hashish oil; 50 to 99 marijuana plants	Not less 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.	Not less than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if other than an individual.
Marijuana (Schedule I)	Less than 50 kilograms marijuana (but does not include 50 or more marijuana plants regardless of weight) marijuana plants; 1 to 49 marijuana plants;	Not less than 5 yrs. Fine not more than \$250,000, \$1 million if other than an individual	Not less than 10 yrs. Fine \$500,000 if an individual, \$2 million if other than individual
Hashish (Schedule I)	10 kg or less		
Hashish Oil (Schedule I)	1 kg or less		

*The minimum sentence for a violation after two or more prior convictions for a felony drug offense have become final is a ma

Trafficking in Controlled Substances, Flunitrazepam, Gamma-Hydroxybutyrate, and Schedule I, excluding Marijuana 453.3385, Drug Weight and Sentences

The following Nevada state laws should be considered as they could result in a misdemeanor conviction:

- NRS 202.020 Purchase, consumption, or possession of alcoholic beverage by a minor.
- NRS 202.030 Minor loitering in place where alcoholic beverages sold.
- NRS 202.040 False representation by a minor to obtain intoxicating liquor.
- NRS 202.055 Sale or furnishing of alcoholic beverage to a minor; aiding a minor to purchase or procure alcoholic beverage.
- NRS 205.460 Preparation, transfer, or use of false identification regarding persons under 21 years of age for the purpose and with the intention of purchasing alcoholic liquor or being served alcoholic liquor

Other laws and regulations to consider are:

- NRS 453.011 provides definitions of illegal drugs and illegal acts as well as penalties for those illegal acts.
- NRS 453.146 and NAC 453.510-NAC 453.550

UTAH DRUG LAWS AND PENALTIES

Utah laws prohibit the possession and distribution of controlled substances. Utah Code Ann. §58-37-4 provides a list of controlled substances, which include drugs such as marijuana, heroin, cocaine, and prescribed medications.

In Utah, it is unlawful to produce, manufacture and/or dispense a controlled substance. Violation of this law may result charges running from a class A misdemeanor to second degree felony

COLLEGE OF NURSING

Unprofessional Conduct

...criminal convictions for crimes against persons or property; on university grounds under the influence of non-prescribed controlled substances or alcohol, etc.

If a faculty member/administrator/staff member observes the student and has a reasonable suspicion that the student may be impaired, the student may be required to submit to a random drug screening at the time of the event. If the drug screening results are negative for the presence of tested substance, the College of Nursing will cover the cost of the screening. If testing results are positive for any substance, the student will be responsible for the cost of the screening. The student may be encouraged to seek treatment for alcohol and/or drug addiction. However, if the student continues to engage in unprofessional conduct, the student may be recommended for additional misconduct proceedings which may include anything up to and including probation, suspension or withdrawal.

Clinical Misconduct

Any of the following behaviors are sufficient grounds for faculty to determine that the student is unsafe clinically and may not continue in the student's clinical rotations. –This decision is based on serious offenses and requires accurate documentation. Behaviors that provide sufficient grounds for faculty to evaluate a student as unsafe include, but are not limited to:

Illegal use of drugs or the consumption of alcohol during clinical rotations, or attending clinical activities under the influence of drugs, alcohol, or mind-altering medications

Professionalism

As a nursing student, it is important to remember that you are representing the university, as well as the nursing profession. Any of the following behaviors are sufficient grounds for faculty to determine that the student is unsafe and may not continue in the clinical rotations. This decision to remove a student from the clinical setting is based on the commission of serious offenses and requires accurate documentation.

Illegal use of drugs or alcohol during clinical rotations or on school grounds

COLLEGE OF PHARMACY

Drug and Alcohol Screening

If a student does not achieve a satisfactory outcome for the drug and alcohol screening test or refuses the drug and alcohol screening, it may preclude participation in experiential rotations.

Due to affiliation agreements with practice sites, certain

Standards of Professional Conduct

Seeking treatment for any personal impairment, including substance abuse, which could adversely impact patients, instructors, health care providers or other students.

A student who exhibits inappropriate professional or personal behavior may be placed on Probation for Professional or Personal Misconduct. Violations can also lead to suspension or termination from the program.

The following risks of alcohol and drug abuse are also published in the Roseman University Faculty Handbook. This content was approved by Roseman University's Administrative Council on October 6, 2014

The University Policy on Use of Alcohol and Other Drugs by Students, Faculty and Staff and the Substance Abuse Policy as stated in the University Catalog applies to all faculty.

1. Alcohol and Drug Abuse Prevention

a. Alcohol

Alcohol is a liquid distilled product of fermented fruits, grains and vegetables.

1. Short-term Effects:

- distorted vision, hearing, and coordination
- altered perceptions and emotions
- impaired judgment
- bad breath; hangovers

2. Long-term Effects which would be the result of alcoholism:

- liver disease
- heart disease

After an injection of heroin, the user reports feeling a surge of euphoria ("rush") accompanied by a warm flushing of the skin, a dry mouth, and heavy extremities.

Following this initial euphoria, the user goes "on the nod," an alternately wakeful and drowsy state. Mental functioning becomes clouded due to the depression of the central nervous system.

2. Long-term Effects:

Chronic users may develop collapsed veins, infection of the heart lining and valves, abscesses, cellulitis, and liver disease. Pulmonary

Stimulants - prescribed to treat narcolepsy and attention deficit/hyperactivity disorder

Example: Dexedrine and Ritalin

1. Long Term Effects:

Opioids or CNS depressants

- lead to physical dependence and addiction to

Stimulants (taken in higher doses)

- lead to compulsive use
- paranoia
- dangerously high body temperatures
- irregular heartbeat

Steroids

Human-made substances related to male sex hormones. Some athletes abuse anabolic steroids to enhance performance. Abuse of anabolic steroids can lead to serious health problems, some of which are irreversible.

1. Short Term Effects

increased heart rate, blood pressure, metabolism
feelings of exhilaration, energy
increased mental alertness
aggression, violence, or psychotic behavior

2. Long Term Effects

hypertension
blood clotting and cholesterol changes
liver cysts and cancer
kidney cancer
hostility and aggression
acne
adolescents, premature stoppage of growth
in males, prostate cancer, reduced sperm production, shrunken testicles, breast enlargement
in females, menstrual irregularities, development of beard and other masculine characteristics

National Association of State Alcohol/Drug Abuse Directors (NASADAD)

www.nasadad.org/about1.htm

National Clearinghouse for Alcohol and Drug Information (NCADI)

1-800-729-6686

www.health.org

National Council on Alcoholism and Drug Dependence

1-800-NCA-CALL

www.ncadd.org

National Institute on Drug Abuse (NIDA)

www.nida.nih.gov

National Drug Information Treatment and Referral Hotline

Online alcohol test and resources on drugs and alcohol

Substance Abuse Treatment Facility Locator

1-800-662-HELP

www.dasis3.samhsa.gov

Nevada State Board of Nursing

775-688-2690

www.nursingboard.state.nv.us

Nevada State Board of Pharmacy

1-775-850-1440

www.state.nv.us/pharmacy

Region 51 Narcotics Anonymous:

888-495-3222

www.region51na.org

Salvation Army Adult Rehabilitation Program (Las Vegas, Nevada)

702-399-2769

University of Utah Neuropsychiatric Institute

801-583-2500

U.S. Department of Education's Higher Education Center for Alcohol and
Other Drug Abuse and Violence Prevention

1-800-676-1730

www.higheredcenter.org/

Utah State Board of Nursing

1-866-275-3675-toll free in Utah

www.dopl.utah.gov/licensing/nurse.html

Utah State Board of Pharmacy

801-530-6179

www.dopl.utah.gov

Roseman employees and students are encouraged to use their respective Employee Assistance Plan (EAP) and Student Assistance Plan (SAP).

Any Roseman employee or student who has questions about this statement or who wishes to receive further information on the college's Drug-Free Schools and Communities Act and Drug-Free Workplace Act program, should contact Roseman's Vice President of Student Affairs or Roseman's Vice President of the Office of Human Resources.

Students may contact Roseman University's Vice President for Student Affairs and employees may contact Roseman University's Vice President of Human Resources, in confidence, for resources regarding alcohol or drug abuse counseling, treatment, or rehabilitation programs.