

Drug Free Schools Act Compliance

Statement of the Policy

The Drug Free Schools and Communities Act Amendments of 1989 requires the University of Mary to distribute annually the following information to all its students and employees. For policy details and reference, refer to umary.edu/Policies.

Standards of Conduct for Students

According to the judicial system and community regulations of the University of Mary, as detailed in the University of Mary Student Handbook, the possession, accepted association, use, or distribution of drugs and/or alcohol by students on University of Mary property or at any University- sponsored function is strictly prohibited. The only exceptions to this are as stated in the University's [Alcohol Policy](#). Depending on the severity of the offense, violation of these University policies may result in probation, removal from campus housing, expulsion or referral to local authorities for prosecution.

Standards of Conduct for Faculty

With limited exclusions for Arizona employees who have a valid medical marijuana card issued by the Arizona Department of Health and Human Services, possession, use or distribution of drugs and/or alcohol by University of Mary faculty or staff on University property is strictly prohibited. The only exceptions to this are as stated in the University's [Alcohol Policy](#).

The applicable legal sanctions under local, state, or federal law for unlawful possession, or distribution of illicit drugs and alcohol.

A. Alcohol

It shall be unlawful for person under the age of twenty-one (21) to purchase, attempt to purchase, or be in possession of alcoholic beverages or to furnish money to a person for such a purpose. It is also unlawful for persons under the age of twenty-one (21) to enter into a licensed establishment except a restaurant when accompanied by a parent or guardian. It is also unlawful to misrepresent or misstate a person's age in order to purchase alcoholic beverages.

Persons in violation of this section of the North Dakota Century Code are guilty of a class B misdemeanor for which a maximum penalty of thirty days imprisonment, a fine of five hundred dollars or both may be imposed.

Any person who knowingly delivers alcoholic beverages to a person under twenty-one (21) years old is guilty of a class A misdemeanor for which a maximum penalty of one year imprisonment, a one thousand dollar fine or both may be imposed.

B. Drugs

Under the uniform controlled substances act of the Century Code (Title 19), the possession, use, purchase or attempt to purchase or the distribution of opiates, opium derivatives, hallucinogenic substances, or prescribed or misused depressants or amphetamines or any other controlled substance as stated in Title 19-02.1 of the North Dakota Century Code is unlawful. Persons in violation of this section of the code are guilty of a felony and, depending on the severity of the violation, may face a maximum penalty of twenty (20) years imprisonment, a ten thousand dollar fine or both. Arizona employees with a valid medical marijuana card issued by the Arizona Department of Health and Human Services may be permitted to have marijuana in their system but are not permitted to possess or use marijuana on any university property.

C. Drug Paraphernalia

It is unlawful for a person to use, possess with intent to use, deliver, or manufacture with intent to deliver drug paraphernalia. Persons in violation of this section of code are guilty of a class A misdemeanor.

It is also illegal for persons eighteen (18) years or older to deliver drug paraphernalia to persons less than eighteen (18) years of age. Any person in violation of this section is guilty of a class C felony for which a penalty of five (5) years imprisonment, a five thousand dollar fine or both may be imposed. A clear definition of Drug Paraphernalia can be found in North Dakota Century Code under title 12.1-31.1-01.

D. Local or Federal Law

In addition to the state laws described above, local ordinances and federal law generally provide for legal sanctions for unlawful possession or distribution of illicit drugs and alcohol.

The Health Risks Associated with Alcohol and Drugs

Despite the initial high one feels after the first drink, alcohol is a depressant. Its active ingredient, ethanol, is a relative of ether, which puts the brain to sleep. Although moderate drinking does not affect one's health significantly, heavy drinking over an extended period of time can be harmful. It can cause serious mental disorders and permanent damage to the brain and central nervous system. Over time, the alcoholic's ability to remember, learn and make judgments diminishes as brain cells die. Personality disorders may also develop. Alcohol abuse also affects other organs, such as the heart and liver. Drug abuse can lead to physical and psychological dependency.

Drug tolerance, when the doses required to obtain the desired effect must be increased, can happen quickly with some drugs. Accidental over-dose can occur because the abuser is unaware of how much of the drug has been taken. Overdoses of some drugs can be fatal. Drug users also have lessened resistance to sickness and disease.

Referral for Health Concerns

Any member of the university community who has a concern about the physical or mental well-being of a student should immediately contact the Director of Student Life. If the concern regards an employee, contact the Director of Human Resources.

If Campus Safety and Security is required, dial 8000 from any campus phone, or (701) 355-8000 from an outside phone. For any emergency where a police officer or an ambulance is needed, call 911.

Drug Testing/Reasonable Suspicion

Any employee of the University who is reasonably suspected of being under the influence of drugs or alcohol during working hours is subject to drug testing. Refusal to permit a drug test will be interpreted as an admission of a violation of this policy and sufficient grounds for immediate termination of employment. Arizona employees with a valid medical marijuana card issued by the Arizona Department of Health and Human Services found to have marijuana in their system may be entitled to a reasonable accommodation so long as use of marijuana does not impair their ability to perform the essential functions of their job or unreasonably endanger the safety of other staff and students and is not in violation of any federal or state contract to which the University is a party.

For drug and alcohol evaluations and treatment the University refers community members to:

Archway Family Services
900 East Broadway Avenue
Bismarck, North Dakota 58501
(701) 224-7300

West Central Human Service Center
600 South Second Street
Bismarck, North Dakota 58504
(701) 328-8888

Imposition of Disciplinary Sanctions

The University of Mary will impose disciplinary sanctions on students and employees consistent with local, state and federal law, the University of Mary Student Handbook, Employee Handbook, or Teaching Faculty Resource Handbook. These sanctions may include expulsion or termination of employment, and referral for prosecution, for violations of the standards of conduct. A disciplinary sanction may also include the completion of an appropriate rehabilitation program.

Approved

June 2015 by the President of the University of Mary

August 2015 by the Executive Committee of the University of Mary Board of Trustees