



MIDWIVES
COLLEGE OF UTAH
MIDWIFING MIDWIVES

Annual Notification of Drug & Alcohol Abuse and Prevention Information for Students and Employees

MCU is required by law to provide annual notification of drug and alcohol health risks, standards of conduct, resources, policies, and sanctions to all students and employees of the institution. This disclosure statement is intended to fulfill that legal obligation.

This disclosure statement includes:

1. Standards of conduct and disciplinary actions for students regarding drug and alcohol use
2. Standards of conduct and disciplinary actions for employees regarding drug and alcohol use
3. Federal, state and local laws governing drug and alcohol use
4. Health risks associated with drug and alcohol abuse
5. Counseling, treatment and re-entry programs available to College affiliates

Preamble:

MCU is committed to the well-being of all students and employees. We take the health, financial, legal, economic, and social risks and consequences of drug and alcohol abuse seriously. We maintain a drug-free working and learning environment, and actively promote the responsible use of alcohol and controlled substances. This disclosure statement is intended to ensure MCU students and employee possess knowledge of MCU's Drug & Alcohol Abuse & Prevention Program so they may have a safe, legal, and responsible relationship with controlled substances and alcohol.

For further information about MCU's Drug & Alcohol Abuse and Prevention Program, please contact:

MCU's Human Resource Assistant, Kim Blue, at hassistant@midwifery.edu.

1. Standards of conduct and disciplinary actions for students regarding drug and alcohol use

MCU Policy on Drugs & Alcohol Use for Students: Per the Student Code of Conduct, MCU prohibits the unlawful possession, use or distribution of illicit drugs and/or alcohol by students on its property or as part of any of its formal educational activities. Any MCU student that violates this policy will be first referred to the College’s Drug & Alcohol Abuse re-entry program for evidence-based and individualized counseling regarding their use and harm reduction strategies. Repeated violations of MCU’s Policy on Drugs & Alcohol Use, or failure to comply with stipulations set forth by the College’s Drug & Alcohol Abuse Re-entry Program, are grounds for immediate suspension or expulsion from the College. All MCU students who are convicted of a drug or alcohol-related violation by local, state, or federal authorities must report, in writing, the conviction within 30 days to the President of the College. MCU is obligated by law to report to the US Department of Education any student with a drug or alcohol conviction who also receives federal financial assistance (e.g., Pell grants).

2. Standards of conduct and disciplinary actions for employees regarding drug and alcohol use

MCU Policy on Drugs & Alcohol Use for Employees: Per all Employee contracts, MCU prohibits the unlawful possession, use or distribution of illicit drugs and/or alcohol by employees on its property or as part of any of its formal educational activities. MCU maintains a drug-free campus, in accordance with the Drug-Free Schools and Communities Act Amendments of 1989. Alcohol at MCU-affiliated events is only allowed if approved in advance by the President, responsible drinking practices are in place, and the event staff abide by all laws, ordinances, and statutes of the locale, including proper permitting if applicable. MCU employees must abide by all local, state, and federal laws regarding the possession, use, or distribution of controlled substances, and illicit drugs are never allowed on MCU property or at any official college-related event. MCU employees who violate this policy will be sanctioned on a case-by-case basis, taking into account the nature of the violation, the severity, and any legal ramifications or actions against the employee. Depending on the nature of the violation, sanctions may include: mandated participation in the College’s Drug & Alcohol Abuse Re-entry Program; temporary or permanent limitations on employee duties; and suspension or termination of employment. All MCU employees who are convicted of a drug or alcohol-related violation by local, state, or federal authorities must report, in writing, the conviction within 30 days to the President of the College. MCU is obligated by law to report to the US Department of Education any employee with a drug or alcohol conviction who also receives federal financial assistance (e.g., a research grant).

3. Federal, state and local laws governing drug and alcohol use

Federal Financial Aid Penalties for Drug Law Violations

A federal or state drug conviction can disqualify a student or employee from Federal Financial Aid funds if the conviction was for an offense that occurred during a period of enrollment for which the student or employee was receiving federal financial aid. Length of ineligibility varies based upon whether the

conviction was for a first or subsequent offense. If eligibility for aid is lost, you will be notified as to the steps you can take to re-establish eligibility per the latest edition of the Federal Student Aid Handbook.

Penalties Under Federal Law

The following are Federal penalties and sanctions for Illegal Possession of a Controlled Substance. Additional penalties are imposed for trafficking.

- 21 U.S.C. 844(a). First conviction: Up to one year imprisonment and fined at least \$1,000 but not more than \$100,000, or both. After one prior drug conviction: At least 15 days in prison, not to exceed two years and fined at least \$2,500 but not more than \$250,000, or both. After two or more prior drug convictions: At least 90 days in prison, not to exceed three years and fined at least \$5,000 but not more than \$250,000, or both.
- Special sentencing provisions for possession of crack cocaine: Mandatory at least five years in prison, not to exceed 20 years and fined up to \$250,000, or both, if: 1st conviction and the amount of crack possessed exceeds five grams. 2nd crack conviction and the amount of crack possessed exceeds three grams. 3rd or subsequent crack conviction and the amount of crack possessed exceeds one gram.
- 21 U.S.C. 853(a)(2) and 881(a)(7). Forfeiture of personal real property used to possess or to facilitate possession of a controlled substance if that offense is punishable by more than one year imprisonment. (See special sentencing provisions re: crack.)
- 21 U.S.C. 881(c)(4). Forfeiture of vehicles, boats, aircraft or any other conveyance used to transport or conceal a controlled substance.
- 21 U.S.C. 844a. Civil fine of up to \$10,000 (pending adoption of final regulations).
- 21 U.S.C. 853a. Denial of Federal benefits, such as student loans, grants, contracts, and professional and commercial licenses, up to one year for first offense, up to five years for second and subsequent offenses.
- 18 U.S.C. 922(g). Ineligible to receive or purchase a firearm.
- Miscellaneous. Revocation of certain Federal licenses and benefits, e.g., pilot licenses, public housing tenancy, etc., are vested within the authorities of individual Federal agencies.

Drug and Alcohol Abuse Penalties Under Utah Law

State penalties for violations of drug and alcohol abuse vary. For information, see Utah State Courts Criminal Penalties at: <http://www.utcourts.gov/howto/criminallaw/penalties.asp>

4. Health risks associated with drug and alcohol abuse

The use of drugs (legal and illegal) and alcohol can result in negative consequences, including severe health risks, physical and mental impairments, decreased productivity, legal and financial trouble, addiction, and death. Specific health risks associated with the use of illicit drugs and the abuse of alcohol vary widely with substance and characteristics of use. Generally, health risks may include increased risk of cardiovascular disease, arrhythmias, heart attack and stroke, liver compromise, pancreatitis, cancer, compromised immune function, and unintentional death or injury from accidents

associated with decreased response time and impaired judgement. Below you will find a table outlining specific known health risks associated with alcohol and the most common controlled substances.

Substance	Health Risks
Alcohol (includes heavy drinking as well as binge drinking)	<p>Numerous, including:</p> <ul style="list-style-type: none"> ● Chronic diseases such as liver cirrhosis (damage to liver cells); pancreatitis (inflammation of the pancreas); various cancers, including liver, mouth, throat, larynx (the voice box), and esophagus; high blood pressure; and psychological disorders ● Unintentional injuries, such as motor-vehicle traffic crashes, falls, drowning, burns and firearm injuries ● Violence, such as child maltreatment, homicide, and suicide ● Harm to a developing fetus if a woman drinks while pregnant, such as fetal alcohol spectrum disorders ● Sudden infant death syndrome (SIDS) ● Alcohol abuse or dependence ● Death <p>Source: Centers for Disease Control, 2016 & Higher Education Center for Alcohol and Drug Misuse Prevention and Recovery</p>
Prescription Medications (misuse of prescription drugs)	<p>Prescription drugs, when abused or misused, can have variable health impacts, including:</p> <ul style="list-style-type: none"> ● Involuntary dependence or addiction ● Drug overdose ● Death <p>Source: CDC, 2017 & HECAOD</p>
Marijuana	<p>Public health research on marijuana is limited, but some health risks have been documented, including:</p> <ul style="list-style-type: none"> ● Cognitive impairment ● Involuntary dependence ● Unintentional injuries, including motor-vehicle crashes ● Triggering predispositions to certain mental health diseases, such as

	<p>schizophrenia</p> <ul style="list-style-type: none"> ● Heightened impacts of health risks associated with alcohol when taken marijuana and alcohol are taken together <p>Source: CDC, 2017 & HECAOD</p>
Other Drugs (including illicit drugs)	<p>Other drugs not specified above may include, but are not limited to: cocaine, hallucinogens, heroin, ecstasy, methamphetamine, opioids, and synthetic cannabinoids or cathinones. The health effects of these other drugs vary depending on type of drug and dosage, and include: cognitive impairment, physical impairment, unintentional injury, violence, and death. For a full list of the health risks associated with other drugs, please visit: https://www.drugabuse.gov/drugs-abuse</p> <p>Source: National Institute of Health 2017 & HECAOD</p>
Tobacco/Nicotine (including cigarettes, electronic cigarettes, and smokeless tobacco)	<p>Nicotine is a highly addictive substance, and the health effects of tobacco products are significant, including:</p> <ul style="list-style-type: none"> ● Cancers ● Chronic bronchitis ● Emphysema ● Leukemia ● Cataracts ● Pneumonia ● Infection ● Asthma ● Sudden Infant Death Syndrome (SIDS) ● Death

5. Counseling, treatment and re-entry programs available to College affiliates

MCU is committed to excellence in teaching and learning. Achieving this requires support services, resources, and referrals to maintain a healthy environment for all MCU affiliates, including engaging in meaningful ways with drug and alcohol abuse prevention and recovery. If you are or someone you know at the College is being impacted by drugs or alcohol, please use the resources below.

Understanding Alcohol Abuse

What is a standard drink?

A standard drink is 0.6 ounces of pure alcohol, generally found in the following forms:

- One 12-ounce bottle of beer (5% alcohol content) or wine cooler
- One 5-ounce glass of wine (12% alcohol content)
- One 8-ounce glass of malt liquor (7% of alcohol content)
- One 1.5 ounce shot of 80-proof distilled spirits or liquor (40% alcohol content)

What is moderate drinking?

- Men – 2 drinks per day
- Women – 1 drink per day

What is excessive alcohol use?

- Excessive alcohol use includes all of the following:
 - Binge drinking: 5 or more drinks in a single sitting (men) or 4 or more drinks in a single sitting (women)
 - Heavy drinking: 15 drinks or more per week (men) or 8 drinks or more per week (women)
 - Any alcohol use by persons under the age of 21
 - Any alcohol use by pregnant persons

Recognizing the signs of an alcohol problem

- Have you ever felt you should cut down on your drinking?
- Have people annoyed you by criticizing your drinking?
- Have you ever felt bad or guilty about your drinking?
- Have you ever had a drink first thing in the morning (as an “eye opener”) to steady your nerves or get rid of a hangover?
- Is your drinking impeding your relationships or engagement in school, work or social activities?

If you answered “yes” to one or more of these questions, your drinking may be problematic and you should explore resources available at MCU and online as well as local professionals in your area.

Drug & Alcohol Prevention & Recovery Resources at MCU

MCU Drug & Alcohol Abuse Re-entry Program

The aim of the Drug & Alcohol Abuse Re-entry Program (DAARP) at MCU is to provide students and employees the opportunity to rethink and address their relationship with drugs and alcohol, and to devise harm reduction and prevention strategies that will help to create a safe, healthy, and legal relationship with drugs and alcohol. The program is evidence-based and requirements are individualized to each participant based on their unique use pattern, challenges, and opportunities. At a minimum, all participants in the program are required to meet with the Student and Employee Support Services Coordinator for a minimum of three one-on-one counseling sessions. Participants will also be assigned

self-study work through the Higher Education Center for Alcohol & Drug Misuse Prevention & Recovery. The Student and Employee Support Services Coordinator may also require the participant to meet with a certified alcohol or substance abuse counselor in their local area; the participant is responsible for fees associated with the use of these professionals.

Any MCU student or employee may participate in the MCU Drug & Alcohol Abuse Re-entry Program. Students found in first violation of MCU's Drug & Alcohol Use policy will be required to participate. There is a \$200.00 fee for this program to help offset costs of program administration.

Higher Education Center for Alcohol and Drug Misuse Prevention & Recovery (HECAOD)

<http://hecaod.osu.edu/>

The HECAOD provides extensive resources in receiving help, prevention, and recovery from alcohol or drug abuse. MCU supports the educational programming of the HECAOD and recommends the following educational modules to all MCU affiliates:

- Alcohol Prevention: <http://hecaod.osu.edu/students/prevention-2/alcohol/>
 - Rethinking Drinking: Alcohol & Your Health: <https://www.rethinkingdrinking.niaaa.nih.gov/>
- Prescription Drug Prevention: <http://hecaod.osu.edu/students/prevention-2/rx-medications/>
 - Generation Rx University: <http://www.generationrx.org/take-action/college/>
 - The Rx Factor Documentary: <https://www.youtube.com/watch?v=NvZ7JpQQPgI>
- Marijuana: <http://hecaod.osu.edu/students/prevention-2/marijuana/>
- Other Drugs: <http://hecaod.osu.edu/students/prevention-2/other-drugs/>

Local & Online Resources

MCU strives to provide you with credible resources that meet your needs as distance learners and employees. The following sites can help you in prevention and recovery efforts:

- Alcoholics Anonymous: <http://www.aa.org/>
- HECAOD Know the Law: <http://hecaod.osu.edu/students/get-help/know-the-law/>
- Marijuana Anonymous: <https://www.marijuana-anonymous.org/>
- Narcotics Anonymous: <https://www.na.org/>
- National Institute on Drug Abuse: <https://www.drugabuse.gov/>
- National Institute on Alcohol Abuse & Alcoholism: <https://www.niaaa.nih.gov/alcohol-health/special-populations-co-occurring-disorders/college-drinking>
- Smart Recovery: <http://www.smartrecovery.org/>
- Substance Abuse & Mental Health Services Administration: <https://www.samhsa.gov/>

For a poisoning emergency (e.g., alcohol or drug overdose) call 911 or 1-800-222-1222.

Local Treatment Service Locator: <https://findtreatment.samhsa.gov/>