The University of Tennessee Health Science Center

DRUG-FREE CAMPUS AND WORKPLACE

Section 700, Procedure #720
Effective: 01/01/91
Revised: 09/08/14

Personnel Policy 720 Drug Free Campus and Workplace sets forth the University’s commitment to maintaining a safe and healthful environment for students and employees and its compliance with the U.S. and Tennessee statutes relating to unlawful use of controlled substances. See also HSC Administrative Policy 2.090 Controlled Substances

Any suspicion of alcohol or substance impairment should be reported to UTHSC Campus Police. If the reported behavior gives rise to work performance concerns a drug and/or alcohol screening will proceed. At the Health Science Center, screening is also required for employees filling positions that utilize commercial driver’s license. Human Resources maintains the Drug Screening Procedures.

Reasonably suspicious signs and symptoms of drug and alcohol abuse may include but are not limited to the following: Odor of alcohol, Odor of marijuana, slurred speech, flushed, swollen face, red eyes, pupils dilated or constricted, unusual eye movement, lack of coordination, tremors or sweats, weariness, exhaustion and sleepiness.

Health Risks of Drug and Alcohol Abuse:

The use of alcohol can lead to serious health risk:

- loss of muscle control, poor coordination, slurred speech
- fatigue, nausea, headache
- increased likelihood of accidents
- impaired judgment
- possible respiratory paralysis and death
- birth defects/fetal impairment

Heavy drinking can lead to:

- alcoholism
- damage to brain cells
- increased risk of cirrhosis, ulcers, heart disease, heart attack, and cancers of liver, mouth, throat, and stomach
- hallucinations
- personality disorders
Health risks associated with the use of illegal drugs include

- increased susceptibility to disease due to a less efficient immune system
- increased likelihood of accidents
- personality disorders
- addiction
- death by overdose
- anemia
- poor concentration
- fetal impairment/addiction

**Resources for Assistance:**

The Health Science Center is focused on helping individuals concur obstacles that prevent them from achieving academic goals and develop as a person. Therefore if individuals have a problem with alcohol or other drugs, there are a few good resources to receive assistance:

- Employee Assistance Program (EAP) ~ 1-855-437-3486
- Student Assistance Program (SAP) ~ 1800-327-2255
- University Health Services (UHS) ~ 901-448-7255

**UTHSC Sanctions for Employees**

*See the UTHSC HR Policy 0720*

**UTHSC Sanctions for Students**

*See the UTHSC Student Handbook (Centerscope)*

**State of Tennessee Sanctions**

[This document contains a summary of state and federal sanctions for the unlawful use of controlled substances and alcohol. Portions of the summary were provided by the federal government, and while the summary is a good faith effort to provide information, UTHSC does not guarantee its accuracy.] Under state law, it is unlawful for any person under the age of twenty-one (21) to buy, possess, transport (unless in the course of their employment and over the age of 18), or consume alcoholic beverages, including wine or beer. It is also unlawful for any adult to buy alcoholic beverages for or furnish them for any purpose to anyone under twenty-one years of age. These offenses are classified Class A Misdemeanors punishable by imprisonment for not more than eleven months and twenty-nine days, or a fine of not more than $2,500, or both. (T.C.A. §§ 1-3-113, 39-15-404, 57-5-301.) The offense of public intoxication is a Class C Misdemeanor punishable by 11 hours of community service, possible revocation of driver’s license, imprisonment of not more than thirty days or a fine of not more than $50, or both. (T.C.A. § 39-17-310.) Under Tennessee law, the offense of possession or casual exchange of a controlled substance (such as marijuana) is punishable as a Class A Misdemeanor (eleven months twenty-nine days and/or a fine of $2,500). For the third and subsequent offense of possession of 1/2 oz. or less of marijuana,
pavishment is one to six years of imprisonment and a $3,000 fine. If there is an exchange from a person over twenty-one years of age to a person under twenty-one, and the older person is at least two years older than the younger, and the older person knows that the younger is under twenty-one years of age, then the offense is classified as a felony. Possession of more than 1/2 oz. of marijuana under circumstances where intent to resell may be implicit is punishable by one to six years of imprisonment and a $5,000 fine for the first offense. (T.C.A. §§ 39-17-417, 39-17-418; 21 U.S.C. § 801, et seq.)

State penalties for possession of substantial quantities of a controlled substance or for manufacturing or distribution range up to a maximum of fifteen to sixty years of imprisonment and a $500,000 fine. (Title 39, T.C.A., Chapter 17.) For example, possession of more than twenty-six grams of cocaine is punishable by eight to thirty years of imprisonment and a $200,000 fine for the first offense.

The state may, under certain circumstances, impound a vehicle used to transport or conceal controlled substances.

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United States Penalties and Sanctions for Illegal Possession of a Controlled Substance:

21 U.S.C. 844(a)

- **First conviction:** Up to one year imprisonment and fine of at least $1,000.
- **After one prior drug conviction:** At least fifteen days in prison, not to exceed two years, and fine of at least $2,500.
- **After two or more prior drug convictions:** At least ninety days in prison, not to exceed three years, and fine of at least $5,000.

21 U.S.C. §§ 853(a)(2) and 881(a)(7)

- Forfeiture of personal and real property used to possess or to facilitate possession of a controlled substance if that offense is punishable by more than one year imprisonment.

21 U.S.C. § 881(a)(4)

- Forfeiture of vehicles, boats, aircraft, or any other conveyance used to transport or conceal a controlled substance. [An automobile may be impounded in cases involving any controlled substance in any amount.]

21 U.S.C. § 844a

- Any individual who knowingly possesses a controlled substance in a personal use amount shall be liable to the United States for a civil penalty in an amount not to exceed $10,000 for each such violation.
21 U.S.C. § 862

- 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)

- Ineligibility to receive or purchase a firearm or ammunition.