



Millersville University

Accident & Injury Prevention Program

Department of Environmental Health and Safety

EHS Standard Operating Procedure- 3.1

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1.0 PURPOSE

In 1915, the Commonwealth of Pennsylvania enacted the Workers Compensation Act, Act P.L. 736, No. 338, which defined the liability of an employer to pay damages for injuries received by an employee in the course of employment; establishing an elective schedule of compensation; providing procedure for the determination of liability and compensation thereunder; and prescribing penalties. In July 1993, Article P.L.190, No.44 of the unconsolidated statutes established Article X- Health and Safety.

Article X, section 1001, subsection (b) further requires self-insured employers to maintain an accident and illness prevention program as a prerequisite for retention of its self-insured status. Such program shall be adequate to furnish accident prevention required by the nature of its business and shall include surveys, recommendations, training programs, consultations, analyses of accident causes, industrial hygiene, and industrial health services. The self-insured employer pursuant to its responsibilities under this section shall employ or otherwise make available qualified accident and illness prevention personnel. Such personnel shall meet the qualifications set forth in regulations issued by the department. requiring insurance carriers and self-insureds to establish and maintain loss prevention programs and creating an incentive for employers to establish health and safety committees in their workplaces; these are aimed at reducing the incidence of work-related disease and injury and, in turn, lower insurance premiums.

The amendments require self-insured employers (in order to maintain self-insured status) to establish, implement, and maintain an effective illness and injury prevention program, including, but not limited to, a written program for identifying and evaluating hazards; procedures for correcting unsafe conditions; a system for communicating safety information to employees; regularly scheduled safety meetings; employee training programs; compliance strategies; on-going documentation and record keeping; and, identification of a person responsible for the program.

1.1. REGULATORY AUTHORITY

Commonwealth of Pennsylvania, Department of Labor and Industry,
Act 44- 1993, Article X, Health and Safety.

1.2. ADMINISTERING AGENCY

Commonwealth of Pennsylvania State System of Higher Education, Millersville University.

2.0 SCOPE

Although provisions of this program apply to all employees, the University is committed to providing for the health and safety of students and members of the public. Employees of the University are defined as all faculty, staff, administrators, managers, and directors.

3.0 SAFETY POLICY STATEMENT

All employees of Millersville University, (faculty, staff, administrators, and managers), must make every effort to integrate injury and illness prevention into every part of their daily activities. It is everyone's responsibility to maintain a safe environment for learning, teaching, and working.

The goal of the Accident and Illness Prevention Program (AIPP) is to establish a workplace environment free of hazards, and to manage University activities to minimize hazards, while fostering an environment that ensures the health and safety of students, staff, faculty, and visitors.

Administrators, directors, managers, and supervisors shall be directly responsible for the observance of all safe operating procedures, maintenance of safe working conditions, and the reporting and correction of any unsafe condition or personal act.

Each employee is charged with the responsibility for following established safe work procedures and for completing each assigned task in a safe manner.

University Senior Leadership is committed to the establishment of a safe working environment and to the integration of environmental health & safety (EHS) into all University activities.

Management and employees must work together to ensure a healthy and safe work environment at Millersville University.

University operations will comply with all applicable environmental health & safety regulations and standards, and view this as a minimum compliance measure. The goal of all University activities should be to exceed these minimum regulations and standards.

The essential components of the Accident and Illness Prevention Program will be reviewed and modified, as necessary, on a routine basis.

4.0 DESIGNATED AIPP COORDINATOR

The Director of Environmental Health and Safety will be responsible for the components of the plan as the AIPP Coordinator.

5.0 ASSIGNMENT OF RESPONSIBILITIES

5.1. PRESIDENT

Policies and programs, which govern the activities and responsibilities of the Environmental Health and Safety program, are established under the President's final authority.

5.2. VICE PRESIDENT- FINANCE & ADMINISTRATION

The policies and programs, activities, and responsibilities of the Environmental Health and Safety program, are established under the Vice President's authority.

5.3. ASSOCIATE VICE PRESIDENT- HUMAN RESOURCES

The Human Resources Office is responsible for the development, implementation, and maintenance of all occupational injury/illness records, including the housing and storage of previous years records. Human Resources is responsible for training employees, supervisors, and management in the proper reporting of injuries/illnesses and how to access the University designated Panel of Physicians to access if medical attention is necessary.

5.4. DIRECTOR- ENVIRONMENTAL HEALTH AND SAFETY

The Environmental Health & Safety Office is responsible for the development, implementation, and maintenance of the Accident and Illness Prevention Program. This includes assisting departments with compliance including safety meetings, training, and reporting programs, informational materials, safety inspections, and accident investigations to identify unsafe conditions or work practices, and record keeping.

5.1. SAFETY COMMITTEES

A network of safety and health committees exists to discuss safety, health, and environmental issues. Activities may include self-inspections, review of procedures and incidents, evaluation of present and potential safety hazards and anything else determined relevant by the individual committees. Committees are also encouraged to make recommendations for improvements. The department or group must maintain minutes of these meetings and attendance rosters, with copies sent to Environmental Health & Safety. Standing safety committees at Millersville University include:

- 5.1.1.** Campus Safety Committee
- 5.1.2.** School of Science and Math Safety Committee
- 5.1.3.** Student Senate Safety Committee
- 5.1.4.** Americans with Disabilities Act (ADA) Committee

5.5. DEANS/CHAIRS/DEPARTMENT MANAGERS/SUPERVISORS

These positions are responsible for maintenance of this program by promoting a safe work/teaching environment for all employees and student staff under their direction. This includes conducting or providing training on equipment operation, safe work methods, chemical safety, the safe and appropriate use of personal protective equipment, etc. This also includes the appropriate safety precautions to protect employees from hazards and evaluating employee compliance with established policies and procedures.

Supervisors are expected to maintain all safety records and to "lead by example" by promoting safety in their area. Supervisors are responsible for maintaining adequate supplies of personal protective equipment and ensuring that employees use the **PPE**. Supervisors are also to ensure that employees follow safe work practices, using appropriate enforcement action, where necessary.

Supervisors are expected to maintain all safety records and to "lead by example" by promoting safety in their area. Supervisors are responsible for maintaining adequate

supplies of personal protective equipment and ensuring that employees use the **PPE**. Supervisors are also to ensure that employees follow safe work practices, using appropriate enforcement action, where necessary.

Supervisors are encouraged to seek out the guidance of the EHS Director as a resource for determining appropriate compliance methods.

5.6. EMPLOYEES

Employees should be encouraged to communicate health and safety concerns to their supervisor(s) with the expectation that this information will be acted upon positively.

Immediate responsibility for workplace safety and health rests with each individual employee, including faculty and student staff. This includes following the established work/teaching procedures and safety guidelines and reporting any unsafe conditions immediately to their supervisor or the Director of Environmental Health & Safety. Employees shall attend education and training sessions relating to safety, which may be applicable to their area of employment. Employees are responsible for the proper use and maintenance of any assigned personal protective equipment. Any employee who fails to follow appropriate safety procedures on the job is open to disciplinary action.

6.0 GOALS AND OBJECTIVES

The goals and objectives of the Millersville University AIPP are:

- To provide a safe and healthy working, teaching, and learning environments for all employees, faculty, and students.
- To minimize the number and severity of work-related injuries and illnesses.
- To recognize and control hazards.
- To communicate environmental health & safety information to employees and to receive communication back from the employees.
- To foster an environment where managers and employees can work together to accomplish common safety goals.
- To provide an education, training, and resource center for all aspects of environmental health and safety.
- To assign responsibility to specific groups of individuals for ensuring a healthy and safe work environment.
- To maintain all necessary records relating to environmental health and safety programs.
- To comply with applicable environmental health and safety rules, regulations, and laws.
- To facilitate the successful operation of the Campus Safety Committee and other safety committees at Millersville University.
- To inspect, monitor, evaluate, and periodically update and change the various

aspects of the AIPP, as necessary.

- To implement new environmental health and safety programs, as necessary.

7.0 METHODS FOR IDENTIFYING AND EVALUATING HAZARDS, INCLUDING CORRECTIVE ACTION

7.1. GENERAL PROCEDURES

Inspections of work areas, equipment, and operations will be performed on at least an annual basis.

Environmental compliance will be determined through audits and inspections conducted by the EHS Director, or Facilities employees.

When hazards are identified they will be corrected as soon as possible

When any hazard is found to be an imminent threat to life, health, or property, action shall be taken immediately to stop work, remove all personnel from the area, (except those needed to abate the hazard), notify emergency response personnel (such as fire and ambulance), and notify the EHS Director

Any new operation, procedure, or chemical will be assessed for compliance with this accident and illness prevention program, and for compliance with and applicable regulatory criteria.

When conditions at a work site or operation change significantly, a worksite inspection will be performed to assess hazard potentials.

Job hazard assessment will be performed on all operations to identify potential hazards and to recommend ways to control the hazard (such as engineering controls or personal protective equipment)

Analyses of accident and incident data will be performed as necessary to identify trends and to develop prevention programs.

It is the responsibility of each employee to report hazards to their supervisor.

7.2. INSPECTIONS

Supervisors must do routine and frequent inspections of the workplace to identify hazards. Departmental or self-inspections such as these are important to minimize health and safety hazards.

Employees are responsible to inspect their own work area(s) for hazards and potentially unsafe conditions daily. Any identified hazards must be reported to the supervisor and/or the Director of **EHS** immediately.

Examples of routine inspections include, but are not limited to:

- **Housekeeping** - Inspect areas where janitorial chemicals are stored, inspect floor cleaning and other equipment, inspect the eye protection and other personal protective equipment used by employees, etc.

- **Facilities** - Inspect all trades areas, equipment, machinery, chemicals, vehicles, public walkways, vehicles, etc.
- **Police** - Inspect vehicles, equipment, PPE, etc.
- **Food Services** - Inspect tables, chairs, cutlery, ovens, steamers, etc.
- **Faculty** - Inspect laboratories, chemical storage areas, personal protective equipment used by students, etc.

If a potential hazard is identified, the area supervisor must be notified so that the potential hazard may be eliminated. If an imminent hazard is identified, the area supervisor and the Director of Environmental Health and Safety must be notified to ensure that immediate corrective actions are taken.

Inspections should be conducted on a frequent enough basis to ensure practices, procedures, equipment, and other factors have not changed, or new hazards have developed.

Inspections should follow a routine methodology including a checklist or standard operating procedure (SOP) that includes safety aspects. Each department should develop inspection checklists that are applicable to the processes, equipment, machinery, procedures, and services they use or provide.

Where necessary (usually because of a serious accident) an inspection team may be convened, usually under the leadership of the **EHS** Director, to investigate the incident.

Audits are another tool to evaluate safety programs and recognize and identify hazards. Like inspections, audits should follow a specified procedure, including an audit form, to make sure all aspects of the program have been evaluated.

Each specific program (such as the respiratory protection program, confined space entry program, etc.) will be audited on at least an annual basis by the Director of EHS to determine if changes need to be made, equipment replaced or purchased, new procedures developed, training implemented or improved, etc.

7.3. COMMUNICATION AND FEEDBACK

Another way to gather information and evaluate the workplace to identify hazards is through routine communication with supervisors, faculty, employees, the safety committee, and others. Examples include:

- Questions and concerns brought to the attention of individual safety committee members.
- Routine meetings with managers and supervisors
- Emails and verbal communications with employees, faculty, and students.
- Employee exit interview comments pertaining to the health and safety of their work environment.
- Feedback left through the Human Resources or EHS web pages.
- Surveys of the workplace conducted on a periodic basis by the Human

Resources department.

7.4. CORRECTIVE ACTION

Once a hazard has been identified it is the responsibility of the supervisor, working in conjunction with the employee, and in consultation with the EHS Director, and others, to correct the problem.

The hazard must first be evaluated to determine the correct course of action, and most appropriate means for correcting the hazard. Hazard evaluation can be conducted by the EHS Director, or the supervisor/employee in consultation with the EHS Director.

Preventative measures, including training, will then be implemented using the following priorities:

- Where possible, all hazards will be corrected using engineering controls first.
- Only if engineering controls are impossible or impractical will other means of correction be implemented.
- The use of personal protective equipment to eliminate or minimize the hazard will be a method of last resort.

Appropriate training will be conducted for all affected employees in a manner consistent with the evaluation of the hazard.

8.0 INDUSTRIAL HYGIENE SURVEYS

Industrial hygiene is the science of recognition, evaluation, and control of workplace hazards (chemical, biological, physical, etc.).

Industrial hygiene surveys will be conducted by the Director of EHS, or by an outside vendor, under the direction of the EHS Director. Industrial hygiene surveys may also be conducted, under the supervision of the EHS Director or the Occupational Safety and Environmental Health (OSEH) Department faculty member, by students in the OSEH program.

Examples of industrial hygiene surveys at Millersville University include, but are not limited to the following:

- Noise exposure in the Printing and Duplicating department
- Chemical exposure to janitorial chemicals for housekeeping employees
- Exposure to radioactive materials in the science departments

Industrial hygiene surveys will be conducted following established methodologies published by the EPA, OSHA, NIOSH, or other standard setting organization.

Workplace exposures which exceed established permissible exposure limits, or other hazards identified during the survey, will be corrected using either engineering or administrative controls, or personal protective equipment.

9.0 INDUSTRIAL HEALTH SURVEYS

Where necessary, external medical services, consultants, specialists, counselors, or other professionals may be utilized to evaluate an employee's ability to safely perform their job in such areas as:

- Operating motor vehicles
- Operating heavy equipment
- Use of personal protective equipment

The goal is to analyze the environmental conditions under which the employee works to determine if the workplace environment has caused or aggravated an injury or illness or is in some way contributing to an employee's unsafe work practices and behaviors.

10.0 ORIENTATION AND TRAINING

All new employees receive overall and basic safety training during the new employee orientation process. This training is performed by the Director of EHS and includes the following topics:

- Chemical safety/Right to Know
- Workplace safety
- Fire safety
- Workers' compensation and injury reporting
- Emergency preparedness and response

In addition, all employees receive specific safety training in their department or area, designed for the job they will perform. For example, supervisors will instruct new housekeepers in the safe way to handle janitorial chemicals, how not to mix incompatible chemicals, how to use their personal protective equipment, how to safely operate floor machines, etc.

Additional safety and health training is offered, by the EHS office, the Human Resource department, University Police, or by outside vendors, on an as needed basis.

Safety outreach programs are conducted by members of the campus safety committee. Examples of recent outreach programs were efforts to involve the campus community in fire safety awareness, and to inform the campus community of the enhanced 911 phone system and emergency phone call procedures.

In addition, representatives of the Wellness and Sports Sciences Department conduct safety topic and informational training on health & safety topics such as bloodborne pathogens, first aid and CPR, etc.

11.0 EMERGENCY OPERATIONS PLAN

The Millersville University Emergency Operations Plan (EOP) was developed to implement emergency response contingency plans for many possible emergencies that could befall the campus and surrounding community. These include fire, natural disaster, terrorism, nuclear power plant incident, health, violent criminal behavior,

utility failures, etc.

The plan was developed by the campus safety committee and the EHS Director and is regularly reviewed and updated. The EOP follows the recommended format for emergency plans set forth by Pennsylvania state emergency planning officials.

Practice emergency scenarios and drills are conducted on an annual basis, including tabletop emergency exercises.

Millersville University works closely with the local school district and Millersville Borough authorities to plan and coordinate emergency operations for the Millersville area.

12.0 EMPLOYEE SUGGESTIONS AND COMMUNICATION

There are several avenues by which students and employees may communicate with regards to the AIPP. Examples include:

- Campus safety committee or other safety committees
- The Environmental Health and Safety web site
- Safety discussions between supervisors and employees
- Safety training sessions/public speaking conducted by the EHS Director
- Phone or email contact with the EHS Director

13.0 EMPLOYEE INVOLVEMENT

There are several avenues by which students and employees may become involved with the AIPP. Examples include:

- Campus safety committee or other safety committees. These committees participate in AIPP such as campus inspections and audits, fire drills, hazard assessment, safety policy development, etc. Examples include the campus safety committee evaluation of campus lighting (illumination) and recommendations for improving lighting around the campus grounds. Also, the School of Science and Mathematics safety committee developed a high hazard material inventory, inspection, and disposal procedure to minimize the risk of purchasing materials, which can be shock sensitive or explosive. Safety committees are also one avenue by which members of the campus community can communicate concerns related to the AIPP. The Student Senate Safety committee works closely with the campus safety committee and has participated in inspections, audits, and project development.
- Students from the Occupational Safety and Environmental Health (OSEH) department work with the EHS Director and their faculty members to conduct campus safety inspections, audits, industrial hygiene sampling, and assist in program development.
- Volunteers from the University are utilized as building coordinators for responding to emergencies at specific campus buildings.

- Volunteers from the University, including students, are utilized to play rolls in or assist in periodic emergency preparedness drills.

14.0 SAFETY RULES AND ENFORCEMENT

Written safety rules are defined in multiple campus documents such as SOP's, essential functions, job descriptions, contracts, Resident Life programs and policies, EHS programs and policies, Human Resource programs and policies, specific department programs and policies, Finance and Administration programs and policies, and University programs and policies.

All employees are required to follow these written safety procedures.

Corrective action processes are instituted to enforce policies, procedures, or goals. They will be consistent with union bargaining agreements. Disciplinary measures can include written or verbal warnings, up to and including termination of employment or legal action or arrest.

15.0 ACCIDENT INVESTIGATION, REPORTING, AND RECORDKEEPING

The purpose of accident reporting and investigation is to identify the cause of the accident so that corrective action and preventative measures can be implemented to prevent similar accidents from reoccurring.

Timely reporting of accidents is essential. All injuries or accidents must be reported as soon as possible after occurrence. Standard injury report forms must be completed by the workers and the supervisor, and sent to the Human Resources Department and EHS Office

Accident investigation will be conducted by the Director of EHS, departmental supervisors, or by University Police, or as a team effort.

Injury and accident records will be maintained by the Human Resource Office.

16.0 FIRST AID, CPR, AND OTHER EMERGENCY TREATMENTS

On site emergency medical treatment is provided by the staff of Witmer Infirmary (nurses and doctors). Witmer Infirmary is located on campus.

Offsite emergency medical treatment is provided by the three hospitals located in Lancaster County, PA, or by an approved Occupational Health Services.

Emergency transportation is provided by local ambulance services.

University Police carry Automated External Defibrillators (AED's) in the police cars. There are also AED's located in many of the buildings and recreational areas on campus.

Millersville University has enhanced 911 emergency response capability. All campus phones have unique identifications (building name, address, room number/description) and a phone call to the Lancaster County 911 dispatch center will identify the exact location from which the emergency call originated. This speeds up response time for emergency responders.

First aid and CPR training course are offered to the campus community on a periodic basis.

17.0 EVALUATING EFFECTIVENESS

Evaluations of the effectiveness of the AIPP are performed by:

- Conducting internal, routine audits of the program
- Gathering information from students, faculty, employees and supervisors/managers/administrators,
- Review of safety statistics such as work injuries, incidents, lost time injuries, etc.
- Review of hazardous waste accumulation and disposal records
- Comparisons of safety statistics against national, regional, local, or other University benchmarks
- Outside audits of the AIPP elements

18.0 HAZARD SPECIFIC PROCEDURES

Some hazard specific requirements of the AIPP are contained in separate SOPs maintained by Environmental Health and Safety. The following hazard areas are contained in those documents:

- Fire Prevention and Control
- Hazardous Materials Handling, Storage, and Disposal
- Confined Space Entry
- Electrical and Machine Safeguarding
- Personal Protective Equipment
- Hearing Conservation
- Lockout/Tagout
- Sight Conservation
- Respiratory Protection

Drug-Free Schools and Campuses Regulations Notice

[Edgar Part 86]

Pennsylvania State System of Higher Education Alcohol and Other Drug Prevention

As a requirement of these regulations, Millersville University, a member of the Pennsylvania State System of Higher Education, is required to disseminate and ensure receipt of the below policy/information to all staff and faculty on an annual basis. This process is formally conducted by notification annually through the distribution of this notice to all State System employees, and it is posted on Millersville University's website at

<https://wiki.millersville.edu/display/MUHR/Drug-Free+Schools+and+Campuses+Notice+Acknowledgement>.

Please note if you are an employee of the state system who is also a student of a state system university: in addition to this notification, which pertains to you as an employee, you will receive a separate drug free schools notification that pertains to students at your university.

Questions concerning this notice may be directed to the following person on our campus:

<u>Name and Title:</u>	<u>Contact Information:</u>
Name: Wendy Bowersox Title: Workplace Training Coordinator	Email: wendy.bowersox@millersville.edu Phone: 717-871-4752 Department: Human Resources Building: Dilworth Building

As academic communities, Pennsylvania State System universities are committed to providing environments in which learning and scholarship can flourish. The possession or use of illegal drugs, or the abuse of those which may otherwise be legally possessed, seriously affects the University environment, as well as the individual potential of our students and staff.

Pennsylvania State System of Higher Education universities enforce state laws and related University policies.

Pennsylvania State System of Higher Education Drug-Free Workplace Policy Statement & Employee Sanctions

As required by the federal Drug-Free Workplace Act of 1988, the State System of Higher Education, Commonwealth of Pennsylvania, hereby declares as its policy that the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance is prohibited at any workplace under the authority of the Board of Governors. Any employee violating the policy will be referred to the commonwealth's employee assistance program and/or

disciplined, in an appropriate manner, up to and including termination. Discipline, when appropriate, shall be taken under relevant provisions of collective bargaining agreements, Civil Service Policy, or other personnel policies adopted by the Board of Governors.

Each university strongly encourages staff members to voluntarily obtain assistance for use or dependency before such behavior results in an arrest and/or disciplinary referral which might result in their separation from the institution.

The use of alcohol, marijuana, or controlled substances is not considered an excuse for staff expectations and will not be a mitigating factor in the application of appropriate disciplinary sanctions for such violations.

Counseling and Treatment

Help is available for faculty and staff members who are dependent on, or who abuse the use of alcohol or other drugs. Employees can contact the State Employee Assistance Program (SEAP) (800) 692-7459 for information about substance abuse/addiction counseling, treatment, rehabilitation, or reentry programs. If you wish to contact off campus resources on your own, the Pennsylvania Department of Drug and Alcohol Programs is an excellent resource: www.ddap.pa.gov. On the "Get Help Now" tab at the top of their homepage you will find a list of the county Drug and Alcohol Offices and Treatment Providers. These professional agencies will maintain the confidentiality of persons seeking help for personal dependency or other problems and will not report them to institutional or state authorities.

Another state-wide resource that lists treatment providers throughout the state is PASTop, and their link is www.PASTop.org. A tab on the top right of their homepage is entitled "Find Help" and when you click on it, a list, by county, of the many agencies in the state of Pennsylvania who provide both prevention and treatment services can be accessed. Click on any agency name to be directed to their organization's website.

Pennsylvania agencies which can be found through the two websites mentioned above provide a variety of services which may include intake and evaluation, detoxification, intensive outpatient programming, residential programming, DUI evaluations and remedial education. Interested individuals are encouraged to contact each agency for additional information regarding specific services and costs. These professional agencies will maintain the confidentiality of persons seeking help for personal dependency and will not report them to institutional or state authorities.

Pennsylvania Penalties

The legal ramifications of misuse of alcohol and/or controlled substances (drugs) are serious and varied, depending on the circumstances involved. The penalties are determined by examining each individual case. A person can be arrested or cited for violations ranging from summary through felony offenses. State System employees can be referred for prosecution for a violation of the state and/or local laws.

Legal Sanctions

The following is a summary description of the legal sanctions under State and Federal law for the unlawful possession or distribution of illicit drugs and alcohol:

1. Drugs -- State Penalties and Sanctions for Illegal Possession, Sale or Delivery of a Controlled Substance:

- a) The Controlled Substance, Drug, Device and Cosmetic Act, 35 P.S. § 780-101 et seq. sets up 5 schedules of controlled substances based on potential for abuse, dangerousness, and medical uses. The Act prohibits, among other things, the manufacture, distribution, sale or acquisition by misrepresentation or forgery of controlled substances except in accordance with the Act, as well as the knowing possession of controlled substances unlawfully acquired. Penalties for first-time violators of the Act range from 30 days imprisonment, a \$500 fine or both for possession or distribution of a small amount of marijuana or hashish not for sale, to 15 years imprisonment or a \$250,000 fine or both for the manufacture or delivery of a Schedule I or II narcotic.

Fines and terms of imprisonment may be doubled under certain circumstances, including the distribution of a controlled substance to a person under 18 years of age or a conviction for a second or subsequent offense. Immunity from prosecution under Pennsylvania law may be available for certain drug-related offenses for the person who calls 911, campus safety, police or emergency services to report that another person is in need of immediate medical attention to prevent death or serious injury, provides his/her own name, and remains with the person needing medical assistance until emergency services arrive, if the only way law enforcement officers become aware of the violation is due to the call.

- b) 18 Pa. C.S. §§ 6314, 6317 – A person over 18 years of age who is convicted for violating the Controlled Substance, Drug, Device and Cosmetic Act shall be sentenced to a minimum of at least one-year total confinement if the delivery or possession with intent to deliver of the controlled substance was to a minor. If the offense is committed within 1,000 feet of the real property on which is located a public, private or parochial school or a college or university or within 250 feet of the real property on which is located a recreation center or playground or on a school bus (“drug free school zones”), the person shall be sentenced to an additional minimum sentence of at least 2 years total confinement. Such offenses not involving minors in drug free school zones are subject to a mandatory minimum of two years of total confinement.
- c) Pennsylvania’s Medical Marijuana Act (Apr. 17, 2016, P.L. 84, No. 16) states that growth, processing, manufacture, acquisition, transportation, sale, dispensing, distribution, possession and consumption of medical marijuana that is permitted under the Medical Marijuana Act will not be deemed to be a violation of Pennsylvania’s Controlled Substance, Drug, Device and Cosmetic Act. These activities continue to be subject to penalties and sanctions under U.S. federal law. For more information, see paragraph 2.a below.
- d) The Pharmacy Act of 1961, 63 P.S. § 390-8 prohibits, among other things, procuring or attempting to procure drugs by fraud, deceit, misrepresentation or subterfuge or by

forgery or alteration of a prescription. The first offense is a misdemeanor, with a maximum penalty of one year's imprisonment, a \$5,000 fine, or both. For each subsequent offense, the maximum penalty is three years' imprisonment, a \$15,000 fine, or both.

- e) The Vehicle Code, 75 Pa. C.S. § 3802 et seq. prohibits driving, operating or being in actual physical control of the movement of a vehicle while under the influence of alcohol or a controlled substance, or both, if the driver is thereby rendered incapable of safely driving, operating or being in actual physical control of the movement of the vehicle, if the alcohol concentration in the individual's blood or breath exceeds the stated limits, or if the individual's blood contains a controlled substance. Penalties for first-time violators of the Act range from a mandatory term of six months' probation and a \$300 fine to 72 hours imprisonment and a \$5,000 fine. Penalties are greater for subsequent violations. Other penalties include suspension of operating privileges, installment of ignition interlock devices, and highway safety training. In addition to the above penalties, the court has discretion to order any or all of the following: drug or alcohol treatment, community service, and/or attendance at a victim impact panel.

2. Drugs -- Federal Penalties and Sanctions for Illegal Possession or Trafficking of a Controlled Substance:

- a) 21 U.S.C.S. §§ 841, 844 and 844(a)

For possession: 1st conviction: Up to 1 year imprisonment and fine of at least \$1,000 or both. After 1 prior drug conviction: At least 15 days imprisonment, not to exceed 2 years, and fine of at least \$2,500. After 2 or more prior drug convictions: At least 90 days imprisonment, not to exceed 3 years, and fine of at least \$5,000. Special sentencing provisions for possession of flunitrazepam (the "date rape drug"): imprisonment not to exceed 3 years, a fine of at least \$1,000, or both. In addition to the above penalties, the court has discretion, upon conviction, to order a fine in the amount of the reasonable costs of the investigation and prosecution of the offense. Additional penalties, including imprisonment and fines, apply for manufacture or distribution of a controlled substance or possession with intent to manufacture, distribute, or dispense, a controlled substance.

Notwithstanding the enactment of state laws permitting certain transportation, sale, dispensing, distribution, possession and consumption of marijuana under specified conditions, including Pennsylvania's Medical Marijuana Act, the U.S. Department of Justice has made clear that marijuana remains an illegal drug under the U.S. Controlled Substances Act, and that federal prosecutors will continue to aggressively enforce this statute.

- b) 21 U.S.C.S. §§ 853(a) and 881(a) -- Forfeiture of personal and real property used, or intended to be used, to possess or to facilitate possession of a controlled substance if that offense is punishable by more than 1 year imprisonment. Forfeiture of money, controlled substances, drug paraphernalia, firearms, books and records, vehicles, vessels, aircraft or any other conveyance used, or intended to be used, to transport or facilitate the transportation, sale, receipt, possession, or concealment of a controlled substance or any raw materials, products, or equipment of any kind which are used, or intended for use, in manufacturing, compounding, processing, delivering, importing, or exporting any controlled substance.

- c) 20 U.S.C.S. § 1091(r) – A student who has been convicted of any offense under any Federal or State law involving the possession or sale of a controlled substance for conduct that occurred during a period of enrollment for which the student was receiving any grant, loan, or work assistance under federal law, shall not be eligible to receive any grant, loan, or work assistance during the period beginning on the date of such conviction and ending after the interval specified as follows: If convicted of an offense involving the possession of a controlled substance, the penalty for the first offense is ineligibility for 1 year, the second offense is ineligibility for 2 years, and the third offense is ineligibility for an indefinite period. If convicted of an offense involving the sale of a controlled substance, the penalty for the first offense is an ineligibility period of 2 years, and the penalty for a second offense is ineligibility for an indefinite period. A student whose eligibility has been suspended under the above paragraph may resume eligibility before the end of the ineligibility period determined under such paragraph if (1) the student satisfactorily completes a drug rehabilitation program that complies with such criteria as prescribed by regulations, and includes two unannounced drug tests; (2) the student successfully passes two unannounced drug tests conducted by a drug rehabilitation program that complies with such criteria as prescribed by regulations; or (3) the conviction is reversed, set aside, or otherwise rendered nugatory.
- d) 21 U.S.C.S. § 862 – Upon conviction of possession, penalties may include (1) denial of Federal benefits, such as grants, contracts, loans, and professional and commercial licenses, up to 1 year for first offense and 5 years for subsequent offenses; (2) requirement to successfully complete an approved drug treatment program, including periodic testing; and (3) perform appropriate community service. These penalties are increased for trafficking.
- e) 18 U.S.C.S. § 922(g) -- Ineligible to ship, transport, receive or purchase a firearm or ammunition.
- f) 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.

3. Alcohol – State and Local Penalties and Sanctions for Illegal Possession or Other Violations:

The Pennsylvania Liquor Code, 47 P.S. § 1-101 et seq., controls the possession and sale of alcoholic beverages within the Commonwealth. The Code (in conjunction with portions of the Pennsylvania Statutes pertaining to crimes and offenses involving minors, 18 Pa. C.S.A. § 6307 et seq., and 18 Pa. C.S.A. § 5505) provides as follows:

- a) It is a summary offense for a person under the age of 21 to attempt to purchase, consume, possess or knowingly and intentionally transport any liquor or malt or brewed beverages. The penalty for a first offense is a fine up to \$500; for a second offense, a fine up to \$1,000; for a subsequent offense, a fine up to \$1,000.
- b) It is a crime to intentionally and knowingly sell or furnish or to purchase with the intent to sell or furnish, any liquor or malt or brewed beverages to any minor (under the age of 21). "Furnish" means to supply, give or provide to, or allow a minor to possess on

premises or property owned or controlled by the person charged. The minimum fine for a first violation is \$1,000; \$2,500 for each subsequent violation.

- c) It is a crime for any person under 21 years of age to possess an identification card falsely identifying that person as being 21 years of age or older, or to obtain or attempt to obtain liquor or malt or brewed beverages by using a false identification card. The penalty for a first offense a fine up to \$300; for a second offense, a fine up to \$500; for a subsequent offense, a fine up to \$500.
- d) It is a crime to intentionally, knowingly or recklessly manufacture, make, alter, sell or attempt to sell an identification card falsely representing the identity, birthdate, or age of another. Fine is minimum of \$1,000 for first violation and minimum of \$2,500 for subsequent violations.
- e) It is a crime to knowingly misrepresent one's age to obtain liquor. Penalties are as stated in (c) above.
- f) It is a crime to appear in any public place manifestly under the influence to the degree that individuals may endanger themselves or other persons or property, or annoy persons in their vicinity. Penalty is a fine up to \$500 for first offense and up to \$1,000 for subsequent offenses.
- g) It is a crime to knowingly, willfully and falsely represent that another is of legal age to obtain liquor or malt or brewed beverages. Penalty is a minimum fine of \$300.
- h) It is a crime to hire, request or induce any minor to purchase liquor or malt or brewed beverages. The penalty is a minimum fine of \$300.
- i) Sales without a license or purchases from an unlicensed source of liquor or malt beverages are prohibited.
- j) It is unlawful to possess or transport liquor or alcohol within the Commonwealth unless it has been purchased from a Pennsylvania State Liquor Store or in accordance with Liquor Control Board regulations.
- k) Immunity from prosecution may be available for consumption or possession offenses involving minors for the person who calls 911, campus safety, police or emergency services to report that another person is in need of immediate medical attention to prevent death or serious injury, provides his/her own name, and remains with the person needing medical assistance until emergency health care providers arrive and the need for his/her presence ends if: (1) the only way law enforcement officers become aware of the violation is due to the call, and (2) the person reasonably believes he or she is the first person to make the call.

Federal Drug Laws

The possession, use, or distribution of illicit drugs is prohibited by federal law. Strict penalties are enforced for drug convictions, including mandatory prison terms for many offenses. The following information, although not complete, is an overview of federal penalties for first convictions. All penalties are doubled for any subsequent drug conviction.

Denial of Federal Aid (20 USC 1091)

Under the Higher Education Act of 1998, students convicted under federal or state law for the sale or possession of drugs will have their federal financial aid eligibility suspended. This includes all federal grants, loans, federal work study programs, and more. Students convicted of drug possession will be ineligible for one year from the date of the conviction of the first offense, two years for the second offense, and indefinitely for the third offense.

Students convicted of selling drugs will be ineligible for two years from the date of the first conviction, and indefinitely for the second offense. Those who lose eligibility can regain eligibility by successfully completing an approved drug rehabilitation program.

Forfeiture of Personal Property and Real Estate (21 USC 853)

Any person convicted of a federal drug offense punishable by more than one year in prison shall forfeit to the United States any personal or real property related to the violation, including houses, cars, and other personal belongings. A warrant of seizure is issued and property is seized at the time an individual is arrested on charges that may result in forfeiture.

Federal Drug Trafficking Penalties (21 USC 841)

Penalties for federal drug trafficking convictions vary according to the quantity of the controlled substance involved in the transaction. The following list is a sample of the range and severity of federal penalties imposed for first convictions. Penalties for subsequent convictions are twice as severe.

If death or serious bodily injury result from the use of a controlled substance which has been illegally distributed, the person convicted on federal charges of distributing the substance faces mandatory life sentence and fines ranging up to \$8 million.

Persons convicted on federal charges of drug trafficking within 1,000 feet of a University (21 USC 845a) face penalties of prison terms and fines which are twice as high as the regular penalties for the offense, with a mandatory prison sentence of at least 1 year.

The following is a listing of the most common alcohol and other drug violations, and their penalties, committed under federal and state law. For a more complete description of the offenses, the appropriate federal and criminal and vehicle codes should be consulted.

Drug Offenses

A drug offense refers to the possession, use, sale or furnishing of any drug or intoxicating substance or drug paraphernalia that is prohibited by law.

Drug/Substance	Amount	Penalty - 1st Conviction
Barbiturates	Any amount	Up to 5 years prison. Fine up to \$250,000

Cocaine	5 kgs. or more	Not less than 10 years prison, not more than life. Fine up to \$4 million
	Less than 100 grams	10-63 months prison. Fine up to \$1 million
Crack Cocaine	50 grams or more	Not less than 10 years prison, not more than life. Fine up to \$4 million
	5-49 grams	Not less than 5 years prison, not more than 40 years. Fine up to \$2 million
	5 grams or less	10-63 months prison. Fine up to \$1 million
Ecstasy	Any amount	Up to 20 years imprisonment. Fine up to \$1 million. 3 years of supervised releases (following prison)
GHB	Any amount	Up to 20 years imprisonment. Fine up to \$1 million. 3 years of supervised releases (following prison)
Hashish	10-100 kg	Up to 20 years imprisonment. Fine up to \$1 million.
	10 kg or less	Up to 5 years imprisonment. Fine up to \$250,000
Hash Oil	1-100 kg	Up to 20 years imprisonment. Fine up to \$1 million.
	1 kg or less	Up to 5 years imprisonment. Fine up to \$250,000
Heroin	1 kg or more	Not less than 10 years prison, not more than life. Fine up to \$4 million
	100-999 grams	Not less than 5 years prison, not more than 40 years. Fine up to \$2 million
	100 grams or less	10-63 months prison. Fine up to \$1 million
Ketamine	Any amount	Up to 5 years imprisonment. Fine up to \$250,000. 2 years supervised release
LSD	10 grams or more	Not less than 10 years prison, not more than life. Fine up to \$4 million
	1-10 grams	Not less than 5 years prison, not more than 40 years. Fine up to \$2 million
Marijuana	1000 kg or more	Not less than 10 years prison, not more than life. Fine up to \$4 million
	100-999 kg	Not less than 5 years prison, not more than 40 years. Fine up to \$2 million
	50-99 kg	Up to 20 years imprisonment. Fine up to \$1 million
	50 kg or less	Up to 5 years imprisonment. Fine up to \$250,000
Methamphetamine	50 grams or more	Not less than 10 years prison, not more than life. Fine up to \$4 million

	10-49 grams	Not less than 5 years prison, not more than 40 years. Fine up to \$2 million
	10 grams or less	10-21 months prison. Fine up to \$1 million
PCP	100 grams or more	Not less than 10 years prison, not more than life. Fine up to \$4 million
	10-99 grams	Not less than 5 years prison, not more than 40 years. Fine up to \$2 million
	10 grams or less	10-21 months prison. Fine up to \$1 million
Rohypnol	1 gram or more	Up to 20 years imprisonment. Fine up to \$1 million
	less than 30 mgs	Up to 5 years imprisonment. Fine up to \$250,000

Federal Drug Possession Penalties (21 USC 844)

Persons convicted on Federal charges of possessing any controlled substance face penalties of up to 1 year in prison and a mandatory fine of no less than \$1,000. Second convictions are punishable by not less than 15 days but not more than 2 years in prison and a minimum fine of \$2,500. Subsequent convictions are punishable by not less than 90 days but not more than 3 years in prison and a minimum fine of \$5,000.

Civil penalties of up to \$10,000 may also be imposed for possession of small amounts of controlled substances, whether or not criminal prosecution is pursued.

Prevention and Education

Millersville University supports the Elsie S. Shenk Center for Health Education and Promotion in their role of providing alcohol and other substance use/abuse prevention services, including educational and awareness programming, information, and assistance.

<u>Department:</u>	<u>Contact information:</u>
Name: Elsie S. Shenk Center for Health Education and Promotion	Phone: (717) 871-4141 Department: Elsie S. Shenk Center for Health Education and Promotion Building: Cumberland House

A variety of individual, group and community educational programs and interventions designed to prevent and reduce alcohol and other drug use/abuse are offered to our university community. In addition, some State System universities have a campus- community alcohol and other drug coalition that meets monthly to discuss current substance abuse related issues and trends. For more information concerning current programs, interventions and policies, contact the individual listed above.

As mandated by the Drug-Free Schools and Campuses Act, this notice is distributed to all staff and faculty on an annual basis, and every other year, a biennial review of the comprehensive alcohol and other drug program is conducted. As mentioned earlier, this notice is also distributed to all students on an annual basis as well through a method determined by the individual university that is separate from this notice to employees.

Health Risks of Commonly Abused Substances

Substance	Nicknames/Slang Terms	Short Term Effects	Long Term Effects
Alcohol		slurred speech, drowsiness, headaches, impaired judgment, decreased perception and coordination, distorted vision and hearing , vomiting, breathing difficulties, unconsciousness, coma, blackouts,	toxic psychosis, physical dependence, neurological and liver damage, fetal alcohol syndrome, vitamin B1 deficiency, sexual problems, cancer, physical dependence
Amphetamines	uppers, speed, meth, crack, crystal, ice, pep pills	increased heart rate, increased blood pressure, dry mouth, loss of appetite, restlessness, irritability, anxiety	delusions, hallucinations, heart problems, hypertension, irritability, insomnia, toxic psychosis, physical dependence
Barbiturates and Tranquilizers	barbs, bluebirds, blues, yellow jackets, red devils, roofies, rohypnol, ruffies, tranqs, mickey, flying v's	slurred speech, muscle relaxation, dizziness, decreased motor control	severe withdrawal symptoms, possible convulsions, toxic psychosis, depression, physical dependence
Cocaine	coke, cracks, snow, powder, blow, rock	loss of appetite increased blood pressure and heart rate, contracted blood vessels, nausea, hyper-stimulation anxiety, paranoia, increased hostility	depression, weight loss, high blood pressure, seizure, heart attack, stroke, hypertension, hallucinations, psychosis, chronic cough, nasal passage injury,

		Increased rate of breathing, muscle spasms and convulsions. dilated pupils disturbed sleep,	kidney, liver and lung damage
Gamma Hydroxy Butyrate	GHB, liquid B, liquid X, liquid ecstasy, G, Georgia homeboy, grievous bodily harm	euphoria, decreased inhibitions, drowsiness, sleep, decreased body temperature, decreased heart rate, decreased blood pressure	memory loss, depression, severe withdrawal symptoms, physical dependence, psychological dependence
Heroin	H, junk, smack, horse, skag	euphoria, flushing of the skin, dry mouth, “heavy” arms and legs, slowed breathing, muscular weakness	constipation, loss of appetite, lethargy, weakening of the immune system, respiratory (breathing) illnesses, muscular weakness, partial paralysis, coma, physical dependence, psychological dependence
Ketamine	K, super K, special K	dream-like states, hallucinations, impaired attention and memory, delirium, impaired motor function, high blood pressure, depression	Urinary tract and bladder problems, abdominal pain, major convulsions, muscle rigidity , increased confusion, increased depression, physical dependence, psychological dependence
LSD	acid, stamps, dots, blotter, A-bombs	dilated pupils, change in body temperature, blood pressure and heart rate, sweating, chills, loss of appetite, decreased sleep, tremors,	may intensify existing psychosis, panic reactions, can interfere with psychological adjustment and social functioning, insomnia, physical

		changes in visual acuity, mood changes	dependence, psychological dependence
MDMA	ecstasy, XTC, adam, X, rolls, pills	impaired judgment, confusion, confusion, blurred vision, teeth clenching, depression, anxiety, paranoia, sleep problems, muscle tension	same as LSD, sleeplessness, nausea, confusion, increased blood pressure, sweating, depression, anxiety, memory loss kidney failure, cardiovascular problems, convulsions death, physical dependence, psychological dependence
Marijuana/Cannabis	pot, grass, dope, weed, joint, bud, reefer, doobie, roach	sensory distortion, poor coordination of movement slowed reaction time, panic, anxiety	bronchitis, conjunctivas, lethargy, shortened attention span, suppressed immune system, personality changes, cancer, psychological dependence, physical dependence possible for some
Mescaline	peyote cactus	nausea, vomiting, anxiety, delirium, hallucinations, increased heart rate, blood pressure, and body temperature,	lasting physical and mental trauma, intensified existing psychosis, psychological dependence
Morphine/Opiates	M, morf, duramorph, Miss Emma, monkey, roxanol, white stuff	euphoria, increased body temperature, dry mouth, “heavy” feeling in arms and legs	constipation, loss of appetite collapsed veins, heart infections, liver disease, depressed respiration, pneumonia and other pulmonary complications, physical

			dependence, psychological dependence
PCP	crystal, tea, angel dust, embalming fluid, killer weed, rocket fuel, supergrass, wack, ozone	shallow breathing, flushing, profuse sweating, numbness in arms and legs, decreased muscular coordination, nausea, vomiting, blurred vision, delusions, paranoia, disordered thinking	memory loss, difficulties with speech and thinking, depression, weight loss, psychotic behavior, violent acts, psychosis, physical dependence, psychological dependence
Psilocybin	mushrooms, magic mushrooms, shrooms, caps, psilocybin & psilocyn	nausea, distorted perceptions, nervousness, paranoia,	confusion, memory loss, shortened attention span, flashbacks may intensify existing psychosis,
Steroids	roids, juice	increased lean muscle mass, increased strength, acne, oily skin, excess hair growth, high blood pressure	Cholesterol imbalance, anger management problems, masculinization or women, breast enlargement in men, premature fusion of long bones preventing attainment of normal height, atrophy of reproductive organs, impotence, reduced fertility, stroke, hypertension, congestive heart failure, liver damage, psychological dependence

Resources for Assistance

Employees are encouraged to seek early help if they feel they have a problem with alcohol and/or other drugs, and to learn how to assist others with substance abuse concerns. With early assistance it is less likely that serious consequences will result from an alcohol or other drug concern. There are resources on campus and in the community for assistance. Some resources include:

- State Employee Assistance Program - <https://www.liveandworkwell.com/en/member/benefits/eap.html>
- Millersville University Center for Counseling and Human Development, 717-871-7821
- Millersville University Center for Health Education and Promotion - 717-871-4141
- Millersville University Police - 717-871-4357
- Millersville Health Services - 717-871-5250
- Compass Mark- <https://www.compassmark.org/addiction-treatment/>
- Alcoholics Anonymous- www.aa.org
- Al-Anon – <https://al-anon.org/>
- Narcotics Anonymous – <https://www.na.org>
- National Suicide Prevention Lifeline – 1-800-SUICIDE (784-2433) - <https://suicidepreventionlifeline.org/> (includes chat feature)
- US Department of Veterans Affairs Educational Services - 1-888-442-4551
- US Department of Veterans Affairs (medical care) – 1-800-827-1000

(SPANISH VERSION BELOW)

Aviso de Regulaciones de Escuelas y Campus Libre de Drogas

[Edgar Parte 86]

Prevención de Alcohol y Otras Drogas del Sistema de Educación Superior del Estado de Pensilvania

Como requisito de estas regulaciones, la Universidad de Millersville, como miembro del Sistema de Educación Superior del Estado de Pensilvania, es requerida de diseminar y asegurar el recibo de la información/póliza debajo a todo el personal y facultad anualmente. Este proceso es formalmente conducido a través de una notificación anual y es publicado en la página de internet

<https://wiki.millersville.edu/display/MUHR/Drug-Free+Schools+and+Campuses+Notice+Acknowledgement>.

Por favor note que si usted es un empleado del Sistema Estatal y a la vez un estudiante del sistema universitario estatal: en adición a esta notificación, que pertenece a un empleado, usted recibirá una notificación separada acerca de escuelas libre de drogas que pertenezca a un estudiante de su Universidad.

Preguntas concernientes a este aviso pueden ser dirigidas a las siguientes personas en nuestro campus:

<u>Nombre y Título:</u>	<u>Informacion de Contacto:</u>
Nombre: Wendy Bowersox Título: Coordinadora de Entrenamiento de Trabajo	Email: wendy.bowersox@millersville.edu Teléfono: 717-871-4752 Departamento: Recursos Humanos Edificio: Dilworth

Como comunidad académica, el Sistema Universitario de Pensilvania está comprometido a proveer ambientes en los cuales el conocimiento y el aprendizaje florezcan. La posesión o uso de drogas ilegales, o el abuso de estas poseídas legalmente, seriamente afectan el ambiente de la Universidad, tanto como el potencial individual de nuestros trabajadores y estudiantes. El Sistema Estatal de Educación Superior de Pensilvania hace cumplir las leyes estatales y pólizas relacionadas a la Universidad.

Declaración de Política Laboral Libre de Drogas y Sanciones a Empleados del Sistema Estatal de Educación Superior de Pensilvania

Es requerido por la Ley Federal de Lugar de Trabajo Libre de Drogas de 1988, el

Sistema de Educación Superior, El estado de Pensilvania, por este medio declara que la fabricación ilegal, distribución, posesión, o uso de sustancias controladas es prohibido en cualquier lugar de trabajo bajo la autoridad de la Junta de Gobernadores. Cualquier empleado que viole esta ley será referido al programa de asistencia del estado de empleados de Pensilvania y/o disciplinado, en una forma apropiada y hasta incluso despedido. Disciplina, cuando apropiada, puede ser tomada bajo provisiones de acuerdos colectivos relevantes, Póliza de Servicio Legal, u otras pólizas de personal adoptadas por la Junta de Gobernadores.

Cada universidad alentara fuertemente a sus trabajadores a que voluntariamente obtengan asistencia por uso o dependencia antes que este comportamiento resulte en un arresto y/o referencia disciplinaria que podría resultar en la separación de la institución.

El uso de alcohol, marihuana, o sustancias controladas no es excusa a las expectativas de los empleados, y no será un factor de mitigante en la aplicación de sanciones disciplinarias de estas violaciones.

Consejería and Tratamiento

Ayuda es disponible para facultad y empleados que son dependientes o abusan del uso de alcohol o otras drogas. Empleados pueden contactar el Programa de Asistencia de Empleados del Estado/State Employee Assistance Program (SEAP) (800) 692-7459 por información acerca del abuso de sustancias/consejería de adicción, tratamiento, rehabilitación o reingreso a programas. Si usted desea puede contactar recursos fuera del campus por usted mismo, el Departamento de Programas de Droga y Alcohol de Pensilvania es un excelente recurso: www.ddap.pa.gov. En la "Get Help Now" letrero en la parte superior de la página principal usted podrá encontrar la lista de las oficinas de Droga y Alcohol del condado y Proveedores de Tratamiento. Estas agencias profesionales mantendrán la confidencialidad de las personas buscando ayuda por dependencia personal o otros problemas y no los reportarán a instituciones o autoridades estatales. Otro recurso estatal que lista proveedores de tratamiento en todo el estado es PASTop, y su página de internet es www.PASTop.org El letrero ubicado arriba a la derecha de la página principal titulado "Find Help" cuando usted le hace un clic, una lista, por ciudad, aparecerá de muchas agencias en el Estado de Pensilvania que proveen ambos servicios de prevención y tratamiento. Haga un clic en el nombre de la agencia y será dirigido a la página de internet de la organización

Agencias en Pensilvania que pueden ser encontradas a través de las dos páginas de internet mencionadas arriba provén una variedad de servicios que pueden incluir admisión y evaluación, desintoxicación, programas intensivos de pacientes externos, programas residenciales, evaluaciones de Droga Bajo Influencia (DUI siglas en ingles) y educación de recuperación. Personas interesadas son animadas a contactar estas agencias por información adicional con respecto a servicios específicos y costos. Estas agencias profesionales mantendrán la confidencialidad de personas buscando ayuda por dependencia personal y no los reportarán a autoridades institucionales o estatales.

Penalidades en Pensilvania

Las ramificaciones legales del mal uso del alcohol y/o sustancias controladas (drogas) son serias y variadas, dependiendo de las circunstancias envueltas. Las penalidades son determinadas examinando cada caso individualmente. Una persona puede ser arrestada o citada por violaciones que pueden extenderse en suma en delitos. El Sistema Estatal de empleados puede remitir para enjuiciamiento por violación de leyes estatales y/o locales.

Sanciones Legales

La siguiente es una descripción sumaria de las sanciones bajo la ley Estatal y Federal por la posesión ilegal o distribución de drogas ilícitas y alcohol:

1. Drogas – Penalidades Estatales y Sanciones por Posesión Ilegal, Venta y Distribución de Sustancias Controladas:

- a) Ley de Sustancias Controladas, Drogas, Dispositivos y Cosméticos, 35 P.S. § 780-101 et seq. establece hasta 5 categorías de sustancias controladas basadas en el potencial de abuso, peligro y uso médico. La ley prohíbe, entre otras cosas, la manufactura, distribución, venta o adquisición, falsificación o fragua de sustancias controladas excepto en acuerdo con la ley, como también el conocimiento de posición de sustancias ilegales adquiridas. Las penalidades por primera vez violadores de la ley oscilan entre 30 días de prisión, \$500 dólares de multa o ambos por posesión o distribución de una pequeña cantidad de marihuana o hachís no por venta, de 15 años de prisión o \$250,000 dólares de multa o ambos por la fabricación o distribución de categorías I o II narcóticos.

Penalidades y términos de cárcel podrían ser dobladas bajo ciertas circunstancias, incluyendo la distribución de sustancias controladas a una persona menor de 18 años de edad o una segunda condena o subsecuente ofensa. Inmunidad de persecución bajo la ley de Pensilvania podría ser disponible por cierta ofensa de droga relacionada si la persona llama al 911, seguridad de campus, policía o servicio de emergencia para reportar que otra persona es en necesidad de atención médica inmediata para prevenir la muerte o daño serio, provee su propio nombre, y permanece con la persona necesitando asistencia médica hasta que el servicio de emergencia llegue, y si la única forma de que los oficiales de policía sean advertidos de la violación es a través de la llamada

- b) 18 Pa. C.S. §§ 6314, 6317 – Una persona mayor de 18 años que es convicta por violación de la Ley de Sustancias Controladas, Droga, Dispositivos y Cosméticos puede ser sentenciada a un mínimo de un año de confinamiento total si la distribución o posesión tenía el intento de distribuir la sustancia controlada a un menor. Si la ofensa es cometida dentro de 1,000 pies de una propiedad pública o privada en la cual está localizada una escuela parroquial, universidad pública o privada entre 250 pies de una propiedad real en la cual está localizada un centro de recreación o patio de recreo o autobús de la escuela (“zona escolar libre de drogas”), la persona puede ser sentenciada mínimo de 2 años de confinamiento. Tales ofensas no envolviendo menores en zonas escolares libre

- de drogas están sujetas a un mínimo mandatorio de dos años de total confinamiento
- c) Mariguana Medica en Pensilvania Ley (Apr. 17, 2016, P.L. 84, No. 16) establece el crecimiento, proceso, manufactura, adquisición, transportación, venta, distribución, procesamiento y consumo de mariguana medica que está permitido dentro de la Ley Medica de Mariguana no será atenuada la violación de la Ley de Drogas y Substancias Controladas, Dispositivos, y Cosméticos de Pensilvania, Estas actividades continúan siendo sujeto de penalidades y sanciones bajo la ley Federal de los Estados Unidos. Para mayor información, vea el párrafo 2 debajo.
 - d) La Ley de Farmacia de 1961, 63 P.S. § 390-8 prohíbe, entre otras cosas, procurar o intentar el procurar drogas a través de fraude, mentira, engaño o , falsificación o alteración de una prescripción. La primera ofensa es un delito, con un máximo de penalidad de un año en prisión y una multa, o ambos. Por cada subsecuente ofensa, la penalidad mínima es de tres años de prisión y \$15,000 de multa, o ambos.
 - e) Código de Vehículo, 75 Pa. C.S. § 3802 et seq. prohíbe manejar, operar o estar en control físico de un vehículo en movimiento bajo la influencia de alcohol o sustancias controladas, o ambas. Si el conductor es declarado incapaz de manejar con seguridad, operar o tener el control físico del movimiento del vehículo, si la concentración de alcohol en el individuo en la sangre o aliento excede los límites estatales o si la sangre del individuo contiene una sustancia controlada. Las penalidades por primera vez violadores de la ley oscilan entre un término de seis meses de probatoria y una multa de \$300 hasta 72 horas de prisión y \$5,000 de multa. Penalidades son mayores por subsecuentes violaciones. Otras penalidades incluyen suspensión del privilegio operativo, instalación de dispositivo de bloqueo de encendido, y entrenamiento de seguridad de carreteras. Adicionalmente de las penas arriba mencionadas, la corte tiene la discreción ordenar alguna o todas de las siguientes penas: tratamiento de drogas y alcohol, servicio comunitario, y/o asistencia a un panel de impacto de víctimas.
2. Drogas – Penalidades Federales y Sanciones de Posesión Ilegal o Tráfico de Substancias Controladas:
- a) 21 U.S.C.S. §§ 841, 844 y 844(a)
Por posesión: 1ra condena: hasta 1 año de prisión y al menos una multa de \$1,000, o ambos. Después de 1 previa condena: Al menos 15 días de prisión, no excederá 2 años, y una multa de al menos \$2,500. Después de 2 o más previas condenas por droga: Al menos 90 días de prisión, no excederá 3 años, y una multa de al menos \$5,000. Especial provisiones por la posesión de flunitrazepam (la "cita con fines de violación"): prisión que no excederá 3 años, una multa de al menos \$1,000, o ambas. Adicionalmente de las penas mencionadas arriba, la corte tiene la discreción, en adición a la condena, de ordenar una multa razonable por los costos de la investigación y procesamiento de la ofensa. Penalidades adicionales incluyen prisión, y multas, aplican por manufactura, distribución, o distribución, de una sustancia controlada

A pesar de las leyes promulgadas que permiten cierta transportación, venta, distribución, posesión y consumo de mariguana bajo específicas condiciones, incluyendo la Ley de Mariguana Medica, el Departamento de Justicia de los Estados Unidos hace claro que la mariguana permanece como una droga ilegal bajo la Ley de Substancias Controladas de los Estados Unidos, y que fiscales federales continuaran

agresivamente cumpliendo este estatuto.

- b) 21 U.S.C.S. §§ 853(a) y 881(a) – Pérdida de propiedad personal o propiedades inmobiliarias usadas, o intentadas de ser usadas, poseer o facilitar posesión de sustancias controladas si la ofensa es penada con más de un año de prisión. Pérdida de dinero, sustancias controladas, objetos para droga, armas de fuego, libros y grabaciones, vehículos, vasos, aviones o cualquier otro transporte usado, o intentado de ser usado, para transportar o facilitar la transportación, venta, recepción, posesión, o escondite de sustancias controladas o cualquier material crudo, producto, o equipo de alguna de cualquier clase usado, o intentado usar, en la fabricación, composición, procesamiento, distribución, importación, o exportación de una sustancia controlada.
- c) 20 U.S.C.S. § 1091(r) – Un estudiante que ha sido condenado por cualquier delito en virtud de cualquier ley federal o estatal que implique la posesión o venta de una sustancia controlada por conducta que ocurrió durante un período de inscripción por el cual el estudiante estaba recibiendo algún subsidio, préstamo o asistencia laboral bajo la ley federal no será elegible para recibir ninguna subvención, préstamo o asistencia laboral durante el período que comienza en la fecha de dicha condena y finaliza después del intervalo especificado de la siguiente manera: Si es declarado culpable de un delito que implica la posesión de una sustancia controlada, la penalidad por el primer delito es la inelegibilidad por 1 año, el segundo delito es la inelegibilidad por 2 años y el tercer delito es la no elegibilidad por un período indefinido. Si es declarado culpable de un delito relacionado con la venta de una sustancia controlada, la pena por el primer delito es un período de no elegibilidad de 2 años, y la pena por un segundo delito es la no elegibilidad por un período indefinido. Un estudiante cuya elegibilidad ha sido suspendida según el párrafo anterior puede reanudar la elegibilidad antes del final del período de inelegibilidad determinado en dicho párrafo si (1) el estudiante completa satisfactoriamente un programa de rehabilitación de drogas que cumple con los criterios prescritos por las reglamentaciones, e incluye dos pruebas de drogas no anunciadas; (2) el estudiante pasa con éxito dos pruebas de drogas no anunciadas realizadas por un programa de rehabilitación de drogas que cumple con los criterios prescritos por las regulaciones; o (3) la condena se revierte, se anula o se convierte en nugatoria.
- d) 21 U.S.C.S. § 862 – Al ser declarado culpable de posesión, las sanciones pueden incluir (1) la negación de beneficios federales, tales como subvenciones, contratos, préstamos y licencias profesionales y comerciales, hasta 1 año por la primera infracción y 5 años por infracciones posteriores; (2) requisito para completar con éxito un programa de tratamiento de drogas aprobado, incluidas las pruebas periódicas; y (3) realizar un servicio comunitario apropiado. Estas sanciones se incrementan por el tráfico.
- e) 18 U.S.C.S. § 922(g) – No elegible de envío, transportación, recibo o compra de armas o municiones.
- f) Misceláneas -- La revocación de ciertas licencias y beneficios federales, por ejemplo, licencias de piloto, alquiler de viviendas públicas, etc., corresponde a las autoridades de las agencias federales individuales.

3. Alcohol – Sanciones y sanciones estatales y locales por posesión ilegal u otras infracciones:

El código de Pensilvania, 47 P.S. § 1-101 et seq., controla la posesión y venta de bebidas alcohólicas dentro del Estado. El Código (junto con partes de los Estatutos de Pensilvania relacionados con crímenes y delitos relacionados con menores, 18 Pa. CSA § 6307 y siguientes, y 18 Pa. CSA § 5505) establece lo siguiente:

- a) Es una ofensa sumaria que una persona menor de 21 años intente comprar, consumir, poseer o transportar a sabiendas e intencionalmente cualquier licor o malta o bebidas elaboradas. La multa por un primer delito será hasta \$ 500; por un segundo delito la multa será hasta \$ 1,000; por subsecuentes delitos la multa será hasta \$1,000.
Es un delito vender o suministrar intencional y conscientemente o comprar con la intención de vender o suministrar, cualquier licor o malta o bebidas elaboradas a cualquier menor (menor de 21 años). "Suministrar" significa suministrar, dar o proporcionar, o permitir que un menor posea en un local o propiedad o propiedad controlada por la persona acusada. La multa mínima por una primera violación es de \$ 1,000; \$ 2,500 por cada violación posterior; prisión de hasta un año por cualquier violación.
- b) locales o bienes de propiedad o bajo el control de la persona acusada. La multa mínima por una primera infracción es de \$1,000; \$2,500 por cada violación posterior.
- c) Es un delito que cualquier persona menor de 21 años posea una tarjeta de identificación que identifique falsamente a esa persona como mayor de 21 años, o que obtenga o intente obtener licor o malta o bebidas elaboradas utilizando una identificación falsa tarjeta. La pena por el primer delito será de hasta \$ 300; por un segundo delito la multa será de hasta \$ 500; por un delito posterior la multa de hasta \$ 500: por cada violación posterior la multa será hasta de \$500.
- d) Es un delito fabricar, alterar, vender o intentar vender intencionalmente, a sabiendas o imprudentemente, una tarjeta de identificación que represente falsamente la identidad, fecha de nacimiento o edad de otro. La multa es un mínimo de \$ 1,000 por la primera infracción y \$ 2,500 por infracciones posteriores.
- e) Es un delito tergiversar a sabiendas la edad para obtener licor. Las sanciones son como se indica en (c) arriba.
- f) Es un delito aparecer en cualquier lugar público manifiestamente bajo influencia en la medida en que los individuos puedan ponerse en peligro a sí mismos u otras personas o bienes, o molestar a las personas en su vecindad. La multa es de hasta \$ 500 por la primera ofensa y hasta \$ 1,000 por las ofensas posteriores.
- g) Es un delito representar a sabiendas, intencional y falsamente que otro es mayor de edad para obtener licor, malta o bebidas elaboradas. La pena es una multa mínima de \$ 300.

- h) Es un delito contratar, solicitar o inducir a un menor a comprar licor, malta o bebidas elaboradas. La multa es una multa mínima de \$ 300.
- i) Se prohíben las ventas sin licencia o las compras de una fuente sin licencia de licor o bebidas de malta.
- j) Es ilegal poseer o transportar licor o alcohol dentro del estado a menos que se haya comprado en una tienda de licores del estado de Pennsylvania o de acuerdo con las regulaciones de la Junta de Control de Licores.
- k) La inmunidad de enjuiciamiento puede estar disponible por delitos de consumo o posesión que involucren a menores para que la persona que llama al 911, la seguridad del campus, la policía o los servicios de emergencia que informen que otra persona necesita atención médica inmediata para evitar la muerte o lesiones graves / use su propio nombre, y permanezca con la persona que necesita asistencia médica hasta que lleguen los proveedores de atención médica de emergencia y la necesidad de su presencia es determinada si: (1) la única forma en que los agentes de la ley se dan cuenta de la violación es debido a la llamada, y (2) la persona cree razonablemente que él o ella es la primera persona en hacer la llamada.

Leyes Federales de Drogas

La posesión, uso o distribución de drogas ilícitas está prohibida por la ley federal. Se imponen penas estrictas por condenas por drogas, incluidas penas de prisión obligatorias por muchos delitos. La siguiente información, aunque no está completa, es una descripción general de las sanciones federales por las primeras condenas. Todas las sanciones se duplican por cualquier condena posterior por drogas.

Negación de Ayuda Financiera (20 USC 1091)

Bajo la Ley de Educación Superior de 1998, estudiantes convictos bajo la ley federal o estatal por venta o posesión de drogas perderán o será suspendida su elegibilidad de ayuda federal financiera. Esto incluye todas las ayudas federales, préstamos, programas federales de estudio y trabajo y más. Estudiantes convictos por posesión de drogas serán inelegibles por un año desde la fecha de su condena por la primera ofensa, dos años por la segunda ofensa, e indefinidamente por la tercera ofensa. Estudiantes condenados por vender drogas serán inelegibles por dos años desde la fecha de su primera condena e indefinidamente por la segunda ofensa. Aquellos que pierdan elegibilidad podrán reganar elegibilidad si exitosamente completan un programa aprobado de rehabilitación de drogas.

Pérdida de bienes personales y bienes inmuebles (21 USC 853)

Cualquier persona condenada por un delito federal de drogas punible con más de un año de prisión perderá ante los Estados Unidos cualquier propiedad personal o real relacionada con la violación, incluidas casas, automóviles y otras pertenencias personales. Se emite una orden de embargo y se confisca la propiedad en el momento en que se arresta a un individuo por cargos que pueden resultar en la confiscación.

Penalidades Federales por tráfico de Drogas (21 USC 841)

Las sanciones por condenas federales por tráfico de drogas varían según la cantidad de la sustancia controlada involucrada en la transacción. La siguiente lista es una muestra del rango y la gravedad de las sanciones federales impuestas por las primeras condenas. Las penas por condenas posteriores son dos veces más severas.

Si la muerte o lesiones corporales graves resultan del uso de una sustancia controlada que se ha distribuido ilegalmente, la persona condenada por cargos federales de distribución de la sustancia enfrenta cadena perpetua obligatoria y multas de hasta \$ 8 millones.

Las personas condenadas por cargos federales de tráfico de drogas a menos de 1,000 pies de una universidad (21 USC 845a) enfrentan penas de prisión y multas que son dos veces más altas que las penas regulares por el delito, con una pena de prisión obligatoria de al menos 1 año.

La siguiente es una lista de las infracciones de alcohol y otras drogas más comunes, y sus sanciones, cometidas bajo las leyes federales y estatales. Para una descripción más completa de los delitos, se deben consultar los códigos federales y penales y de vehículos correspondientes.

Ofensas de Drogas

Las ofensas de drogas se refieren a la posesión, uso, venta o transformación de cualquier droga o sustancia toxica o droga parrafearía que esta prohibida por la ley.

Droga/Sustancia	Cantidad	Penalidad – 1ra Condena
Barbitúricos	Cualquiera	Hasta 5 años de prisión. Multa hasta de \$250,000
Cocaína	5 Kg. o mas	No menos de 10 años de prisión, no más de vida. multa hasta de \$4 millones
	Menos 100 gramos	10-63 meses de prisión. Multa de hasta \$1 millón
Crack Cocaína	50 gramos o mas	No menos de 10 años de prisión, no más de vida. Multa de hasta \$4 millones
	5-49 gramos	No menos de 5 años de prisión, no más de 40 años. Multa de hasta \$2 millones
	5 gramos o menos	10-63 meses de prisión. Multa hasta de \$1 millón
Éctasis	Cualquier cantidad	Hasta 20 anos de prisión. Multa hasta de \$1 millón. 3 años de libertad supervisada (seguida de prisión)
GHB	Cualquier cantidad	Hasta 20 anos de prisión. Multa hasta de \$1 millón. 3 años de libertad supervisada (seguida de prisión)
Hashish	10-100 kg	Hasta 20 años de prisión. Multa hasta de un \$1 millón.
	10 kg o menos	Hasta 5 años de prisión. Multa hasta \$250,000
Aceite Hash	1-100 kg	Hasta 20 años de prisión. Multa hasta de \$1 millón.
	1 kg o menos	Hasta 5 años de prisión. Multa hasta de \$250,000
Heroína	1 kg o mas	No menos de 10 años de prisión, no más de vida. Multa hasta de \$4 millones
	100-999 gramos	No menos de 5 años de prisión, no más de 40 años. Multa hasta de \$2 millones
	100 gramos o menos	10-63 meses de prisión. Multa hasta de \$1 millón
Ketamina	Cualquier cantidad	Hasta 5 anos de prisión. Multa hasta de \$250,000. 2 años de libertad supervisada
LSD	10 gramos o mas	No menos de 10 anos de prisión, no más de vida. Multa hasta de \$4 millones

	1-10 gramos	No menos de 5 años de prisión, no más de 40 años. Multa hasta de \$2 millones
Mariguana	1000 kg o mas	No menos de 10 años de prisión, no más de vida. Multa hasta de \$4 millones
	100-999 kg	No menos de 5 años de prisión, no más de 40 años. Multa hasta de \$2 millones
	50-99 kg	Hasta 20 años de prisión. Multa hasta de \$1 millón
	50 kg o menos	Hasta 5 años de prisión. Multa hasta de \$250,000
Metanfetaminas	50 gramos o mas	No menos de 10 años de prisión, no más de vida. Multa hasta de \$4 millones
	10-49 gramos	No menos de 5 años de prisión, no más de 40 años. Multa hasta de \$2 millones
	10 gramos o menos	10-21 meses de prisión. Multa hasta de \$1 millón
PCP	100 gramos o mas	No menos de 10 años de prisión, no más de vida. Multa hasta de \$4 millones
	10-99 gramos	No menos de 5 años de prisión, no más de 40 años. Multa hasta de \$2 millones
	10 gramos o menos	10-21 meses de prisión. Multa hasta de \$1 millón
Rohypnol	1 gramos o mas	Hasta 20 años de prisión. Multa hasta de \$1 millón
	Menos de 30 miligramos	Hasta 5 años de prisión. Multa hasta de \$250,000

Penalidades Federales por Posesión de Drogas (21 USC 844)

Las personas condenadas por cargos federales de posesión de cualquier sustancia controlada enfrentan sanciones de hasta 1 año de prisión y una multa obligatoria de no menos de \$ 1,000 hasta un máximo de \$ 100,000. Las segundas condenas son punibles con no menos de 15 días, pero no más de 2 años en prisión y una multa mínima de \$ 2,500. Las condenas posteriores se castigan con no menos de 90 días, pero no más de 3 años de prisión y una multa mínima de \$ 5,000

También se pueden imponer sanciones civiles de hasta \$ 10,000 por posesión de pequeñas cantidades de sustancias controladas, ya sea que se procese o no un enjuiciamiento penal.

Prevención y Educación

La Universidad de Millersville apoya al Centro Elsie S. Shenk para la Educación y Promoción de la Salud en su función de proporcionar servicios de prevención del abuso y abuso de alcohol y otras sustancias, incluidos programas educativos y de sensibilización, información y asistencia..

<u>Departamento:</u>	<u>Contact information:</u>
Name: Elsie S. Shenk Centro de Educación y Promoción de la Salud	Telefono: (717) 871-4141 Departamento: Elsie S. Shenk Centro de Educación y Promoción de la Salud Edificio: Cumberland House

Se ofrece a nuestra comunidad universitaria una variedad de programas e intervenciones educativas individuales, grupales y comunitarias diseñadas para prevenir y reducir el uso / abuso de alcohol y otras drogas. Además, algunas universidades del Sistema Estatal tienen una coalición de alcohol y otras drogas en el campus y la comunidad que se reúne mensualmente para discutir temas y tendencias actuales relacionados con el abuso de sustancias. Para obtener más información sobre los programas, intervenciones y políticas actuales, comuníquese con la persona mencionada anteriormente.

Según lo dispuesto por la Ley de Escuelas y Campus Libres de Drogas, este aviso se distribuye a todo el personal y al profesorado anualmente, y cada dos años, se realiza una revisión bienal del programa integral de alcohol y otras drogas. Como se mencionó anteriormente, este aviso también se distribuye a todos los estudiantes anualmente, así como a través de un método determinado por la universidad individual que es independiente de este aviso para los empleados.

Riesgos para la salud de sustancias comúnmente abusadas

Substancias	Términos en Apodos/Jerga	Efectos a Corto Plazo	Efectos a Largo Plazo
Alcohol		Dificultad para hablar, somnolencia, Dolores de cabeza, falta de juicio, disminución de la percepción y coordinación, visión y audición distorsionada, vomitos, dificultad para respirar,	psicosis tóxica, dependencia física, daño neurológico y hepático, síndrome de alcoholismo fetal, deficiencia de vitamina B1, problemas sexuales, cáncer, dependencia física

		Falta de conocimiento, coma	
Anfetaminas	pastillas superiores, velocidad, metanfetamina, crack, cristal, hielo, pep	aumento de la frecuencia cardíaca, aumento de la presión arterial, boca seca, pérdida de apetito, inquietud, irritabilidad, ansiedad	delirios, alucinaciones, problemas cardíacos, hipertensión, irritabilidad, insomnio, psicosis tóxica, dependencia física
Barbitúricos y Tranquilizantes	púas, pájaros azules, azules, chaquetas amarillas, demonios rojos, tejados, rohypnol, ruffies, tranqs, mickey, v's voladores	dificultad para hablar, relajación muscular, mareos, disminución del control motor	síntomas graves de abstinencia, posibles convulsiones, psicosis tóxica, depresión, dependencia física
Cocaína	Coca-Cola, grietas, nieve, polvo, golpe, roca	pérdida de apetito aumento de la presión arterial y la frecuencia cardíaca, vasos sanguíneos contraídos, náuseas, ansiedad por hiperestimulación, paranoia, aumento de la hostilidad Aumento de la frecuencia respiratoria, espasmos musculares y convulsiones. pupilas dilatadas perturbaron el sueño,	depresión, pérdida de peso, presión arterial alta, convulsiones, ataque cardíaco, accidente cerebro vascular, hipertensión, alucinaciones, psicosis, tos crónica, lesión del conducto nasal, daño renal, hepático y pulmonar
Gama Hydroxy Butyrate	GHB, líquido B, líquido X, éxtasis líquido, G, muchacho de Georgia, daños corporales graves	euforia, disminución de las inhibiciones, somnolencia, sueño, disminución de la temperatura corporal, disminución de la frecuencia cardíaca, disminución de la presión arterial	pérdida de memoria, depresión, síntomas graves de abstinencia, dependencia física, dependencia psicológica
Heroína	H, basura, bofetada, caballo,	euforia, enrojecimiento	estreñimiento, pérdida de apetito, letargo,

	skag	de la piel, boca seca, brazos y piernas "pesadas", respiración lenta, debilidad muscular	debilitamiento del sistema inmunitario, enfermedades respiratorias (de respiración), debilidad muscular, parálisis parcial, coma, dependencia física, dependencia psicológica
Ketamine	K, super K, especial K	estados de ensueño, alucinaciones, atención y memoria deterioradas, delirio, función motora deteriorada, presión arterial alta, depresión	Problemas del tracto urinario y la vejiga, dolor abdominal, convulsiones importantes, rigidez muscular, mayor confusión, mayor depresión, dependencia física, dependencia psicológica.
LSD	acido, stampas, puntos, secante, bombas-A	pupilas dilatadas, cambio en la temperatura corporal, presión arterial y frecuencia cardíaca, sudoración, escalofríos, pérdida de apetito, disminución del sueño, temblores, cambios en la agudeza visual, cambios de humor	puede intensificar la psicosis existente, reacciones de pánico, puede interferir con el ajuste psicológico y el funcionamiento social, insomnio, dependencia física, dependencia psicológica
MDMA	ectasis, XTC, adam, X, rollos, pastillas	juicio deteriorado, confusión, confusión, visión borrosa, apretar los dientes, depresión, ansiedad, paranoia, problemas para dormir, tensión muscular	Igual que LSD, insomnio, náuseas, confusión, aumento de presión arterial, sudor, depresión, ansiedad, pérdida de memoria, insuficiencia renal y

			cardiovascular, convulsiones, muerte, dependencia física, dependencia psicológica
Mariguana/Cannabis	maceta, hierba, droga, hierba, articulación, brote, reefer, doobie, cucaracha	distorsión sensorial, mala coordinación de movimientos, tiempo de reacción lento, pánico, ansiedad	bronquitis, conjuntivas, letargo, capacidad de atención acortada, sistema inmunitario debilitado, cambios de personalidad, cáncer, dependencia psicológica, posible dependencia física para algunos
Mezcalina	peyote cactus	náuseas, vómitos, ansiedad, delirio, alucinaciones, aumento del ritmo cardíaco, presión arterial y temperatura corporal,	trauma físico y mental duradero, psicosis existente intensificada, dependencia psicológica
Morfina/Opios	M, morf, duramorph, señorita Emma, mono, roxanol, material blanco	euforia, aumento de la temperatura corporal, boca seca, sensación de "pesadez" en brazos y piernas	estreñimiento, pérdida de apetito, venas colapsadas, infecciones cardíacas, enfermedad hepática, respiración deprimida, neumonía y otras complicaciones pulmonares, dependencia física, dependencia psicológica
PCP	cristal, té, polvo de ángel, líquido de embalsamamiento, hierba asesina, combustible para cohetes,	respiración superficial, enrojecimiento, sudoración profusa,	pérdida de memoria, dificultades para hablar y pensar, depresión, peso

	super grass, estrafalaria, ozono	entumecimiento en brazos y piernas, disminución de la coordinación, náuseas, vómitos, vista borrosa, delirios, paranoia, pensamiento desordenado	pérdida, comportamiento psicótico, actos violentos, psicosis, dependencia física, dependencia psicológica
Psilocybin	hongos, hongos mágicos, hongos, gorras, psilocibina y psilocin	Perdida coordinación muscular, náuseas, vómitos, visión borrosa, delirios, paranoia, desorden de pensar	confusión, pérdida de memoria, capacidad de atención acortada, flashbacks pueden intensificar la psicosis existente,
Steroides	roids, jugo	aumento de la masa muscular magra, aumento de la fuerza, acné, piel grasa, exceso de crecimiento del cabello, presión arterial alta	Desequilibrio de colesterol, problemas de manejo de la ira, masculinización o mujeres, agrandamiento de los senos en los hombres, fusión prematura de huesos largos que impiden alcanzar una altura normal, atrofia de los órganos reproductivos, impotencia, fertilidad reducida, accidente cerebro vascular, hipertensión, insuficiencia cardíaca congestiva, daño hepático, dependencia psicológica

Recursos para Asistencia

Empleados son alentados a buscar ayuda temprana si ellos sienten que tienen problemas con el alcohol y/o otras drogas, y aprender cómo ayudar a otros con el asunto del abuso de sustancias. Con la asistencia temprana, es menos probable que se produzcan graves consecuencias de un problema con el alcohol u otras drogas. Hay recursos en el campus y en la comunidad para asistencia. Algunos recursos incluyen

- Program de Assistance de Empleados Estatales de Pensilvania (State Employee Assistance Program)- <https://www.liveandworkwell.com/en/member/benefits/eap.html>
- Centro de Consejería y Servicios de desarrollo humano de la Universidad de Millersville (Millersville University Center for Counseling and Human Deveolpment), 717-871-7821
- Centro de Salud Educativa y Promoción de la Universidad de Millersville (Millersville University Center for Health Education and Promotion) - 717-871- 4141.
- Policia de la Universidad de Millersville (Millersville University Police) - 717- 871-4357
- Servicios de Salud de la Universidad de Millersville (Millersville Health Services)- 717-871-5250
- Compass Mark- <https://www.compassmark.org/addiction-treatment/>
- Alcoholocos Anonimos (Alcoholics Anonymous)-www.aa.org
- Al-Anon – <https://al-anon.org/>
- Narcoticos Anonimos (Narcotics Anonymous) – <https://www.na.org>
- Linea de ayuda Nacional de Prevención del Suicidio (National Suicide Prevention Lifeline) – 1-800-SUICIDE (784-2433) - <https://suicidepreventionlifeline.org/> (includes chat feature)
- Departamento de Veteranos de Asuntos Educativos y de Servicio de los Estados Unidos (US Department of Veterans Affairs Educational Services) - 1- 888-442-4551
- Departamento de Asuntos de los Veteranos (cuidado médico) de los Estados Unidos (US Department of Veterans Affairs (medical care)) – 1-800-827-1000

ANNEX B: BLOODBORNE PATHOGENS