

DRUG-FREE WORKPLACE AND DRUG-FREE SCHOOLS AND COMMUNITIES ACT POLICY

MOUNT VERNON NAZARENE UNIVERSITY

AN INSTITUTIONAL POLICY STATEMENT

Preface

In keeping with the religious heritage of the Church of the Nazarene and in compliance with the Drug-Free Workplace Act and the Drug-Free Schools and Communities Act, it is the policy of Mount Vernon Nazarene University (MVNU) that abstaining from the use of alcohol, tobacco, and non-medical uses of controlled substances is the positive ideal for persons and communities. It is MVNU's policy to maintain a drug-free workplace and campus.

Health Risks

In addition to MVNU disciplinary actions, potential criminal penalties, and workplace hazards, specific serious health risks are associated with the use of illicit drugs and alcohol. All drugs, including alcohol, can cause marked changes in behavior and have side effects. Their influences can affect the safety and well-being of the users and those around them.

Alcohol is a central nervous system depressant that is absorbed into the bloodstream and transmitted to all parts of the body. Even low doses can impair the judgment and coordination required to drive a car safely, increasing the likelihood that a driver will be involved in an accident. Low to moderate doses reduce physical coordination and mental alertness, while increasing the incidence of aggressive behavior. Moderate to high doses of alcohol drastically impair an individual's availability to function, sometimes rendering them unconscious.

Illicit drugs, including but not limited to stimulants, depressants, hallucinogens, narcotics, or inhalants, can interfere with important brain activities, including coordination, memory, and learning. They increase the risk of lung cancer, destroy liver cells, initiate severe weight loss, and may weaken the immune system. Users may also experience abdominal pain, nausea, vomiting, rapid heartbeat, and irregular breathing. Convulsions, coma, and death are also possible. Combining drugs can be fatal.

Standards of Conduct

Employees

The MVNU Faculty and Staff Handbooks describe acceptable behavior of all faculty and staff, both on and off campus. The Faculty and Staff Handbooks can be found on the MVNU website.

In addition to the personal, moral, and religious lifestyle guidelines provided in the Faculty and Staff Handbooks, which prohibit the use of alcohol and illicit drugs, MVNU staff and faculty must comply with the following Drug-Free Workplace Policy as a condition for continued employment.

The unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance (including but not limited to marijuana/medical marijuana) is prohibited on campus and/or while conducting MVNU business and/or while otherwise representing MVNU to the public.

Employees are also required to report any conviction under a criminal drug statute, no later than five days after the conviction, to the Vice President for Finance. MVNU will notify the appropriate government granting agency within then days after receiving such notice. The employee will be subject to discipline, up to and including termination of employment.

Smoking is prohibited on campus. All employees are expected to adhere to this policy and are requested to advise campus guests of this policy.

Violations will be considered employee misconduct and will be subject an employee to discipline, up to and including termination of employment.

Students

The MVNU **Student Life Handbook** describes the behavior expected of all students, both on and off campus. The Student Life Handbook is available on the MVNU website. The drug and alcohol policies can be found in the Community Expectations chapter of the Student Life Handbook. The unlawful manufacture, possession, use, dispensation or distribution of illicit drugs (including but not limited to marijuana/medical marijuana) and alcohol by students on MVNU property or as part of any of MVNU activities is prohibited. Violations of these drug and alcohol policies will result in institutional disciplinary sanctions consistent with MVNU policies and federal, state, and local laws specified below, up to and including potential expulsion and/or referral for prosecution. MVNU reserves the right to update and revise the Student Life Handbook at any time.

<https://www.mvnu.edu/currentstudents>

Criminal Sanctions

State of Ohio Alcohol and Drug Laws

1. **Underage drinking:** Ohio Revised Code (O.R.C.) 4301.63 provides that no person under the age of 21 shall purchase beer or intoxicating liquor. Penalty for violation: Violation of O.R.C. 4301.63 will result in a fine of not less than \$25 but not more than \$100. The court may order that the fine be paid by the performance of public work at a reasonable hourly rate established by the court and may specify the designated time in which the public work shall be completed
2. **False identification used to purchase alcohol for someone under 21:** O.R.C. 4301.633 provides that no person shall knowingly furnish any false information as to the name, age, or other identification of any person under 21 years of age for the purpose of obtaining or with the intent to obtain, beer or intoxicating liquor for a person under 21 years of age, by purchase, or as a gift. Penalty for violation: Violation of O.R.C. 4301.633 is a misdemeanor of the first degree. The maximum penalty is imprisonment for not more than six months and a fine not more than \$1,000.
3. **False identification used to purchase alcohol by someone under 21:** O.R.C. 4301.634 provides that no person under the age of 21 years shall knowingly show or give false

information concerning the same person's name, age, or other identification for the purpose of purchasing or otherwise obtaining beer or intoxicating liquor in any place in this state where beer or intoxicating liquor is sold under a permit issued by the division of liquor control or sold by the division. Penalty for violation: Violation of O.R.C. 4301.634 is a misdemeanor of the first degree, punishable by up to six months imprisonment and fines up to \$1,000. If a false or altered state identification card was used in commission of a violation of O.R.C. 4301.634, the punishment is a first degree misdemeanor with a fine of not less than \$250 but not more than \$1,000 and up to six months imprisonment.

4. **Open container in a motor vehicle:** O.R.C. 4301.64 prohibits the consumption of beer or intoxicating liquor in a motor vehicle. Penalty for violation: Violation of O.R.C. 4301.64 is a misdemeanor of the fourth degree punishable by up to 30 days in jail and a fine up to \$250.
5. **Furnishing or selling alcohol to someone under 21:** O.R.C. 4301.69(A) prohibits any person from selling or furnishing beer or intoxicating liquor to an person under 21 years of age, or buying it for any person under the age of 21. Penalty for violation: Violation of O.R.C. 4301.69(A) is a misdemeanor punishable by a fine of at least \$500 but not more than \$1,000, and up to six months imprisonment
6. **Underage purchase, possession or consumption of alcohol:** O.R.C. 4301.69(E) provides that no underage person shall knowingly order, pay for, share the cost of, attempt to purchase, possess, or consume any beer or intoxicating liquor in any public or private place or knowingly be under the influence of any beer or intoxicating liquor unless he or she is accompanied by a parent, spouse, or legal guardian who is not an underage person, or unless the beer or intoxicating liquor is given for religious purposes or by a physician for medical purposes. Penalty for violation: Violation of O.R.C. 4301.69(E) is a misdemeanor of the first degree. The maximum penalty is imprisonment for not more than six months and a fine up to \$1,000.
7. **Driving while intoxicated:** O.R.C. 4511.19 prohibits any person from driving a motor vehicle while under the influence of alcohol or drugs. Penalty for violation: A violation of O.R.C. Section 4511.19 is a misdemeanor of the first degree, the maximum penalty for which is a jail term of up to six months and a fine up to \$1,000. The court may also impose additional fines, community rehabilitation or intervention programs, and suspend or revoke the offender's driver's license. Additional penalties exist for repeat offenders of O.R.C. 4511.19.
8. **Selling or distributing illicit drugs:** O.R.C. 2925.03 prohibits any person from selling or offering to sell any controlled substance, preparing or packaging any controlled substance for sale, or distributing any controlled substances. Penalty for violation: Anyone who violates this statute is guilty of drug trafficking. Violation of this statute is a felony, the level of which depends on the specific criteria set forth in O.R.C. 2925.03(C), including type and weight of drug. The minimum penalty for a fifth degree felony can include six to 12 months in jail and/or a fine up to \$2,500. The maximum penalty for a first degree felony can include imprisonment up to 10 years and a fine up to \$20,000.

9. **Possessing or using illicit drugs:** O.R.C. 2925.11 prohibits any person from knowingly obtaining, possessing, or using a controlled substance. Penalty for violation: Violation of O.R.C. 2925.11 is drug abuse, which may be a misdemeanor or a felony depending on the specific criteria set forth in O.R.C. 2925.11(C), including type and weight of drug. The minimum penalty, a fourth degree misdemeanor, is punishable by imprisonment of up to 30 days and a fine up to \$250. The maximum penalty, a first degree felony, is punishable by up to 10 years in prison and a fine up to \$20,000.
10. A complete list of Ohio drug prohibitions can be found in Chapter 2925 of the Ohio Revised Code.

Federal Drug Laws

1. Federal law prohibits the trafficking and illegal possession of controlled substances as outlined in 21 United States Code, Sections 841 and 844.
2. Depending on the amount possessed, first offense maximum penalties for trafficking marijuana range from five years' imprisonment with a \$250,000 fine to imprisonment for life with a \$10 million fine for an individual, and from five years imprisonment with a \$1 million fine to imprisonment for life with a \$50 million fine if not an individual. Also depending on the amount possessed, first offense maximum penalties for trafficking Class I and Class II controlled substances (methamphetamine, heroin, cocaine, cocaine base, PCP, LSD, fentanyl analogue) range from five years' imprisonment with a \$5 million fine to imprisonment for life with a \$10 million fine for an individual, and from five years' imprisonment with a \$25 million fine to imprisonment for life with a \$50 million fine if not an individual. Penalties for simple possession, 21 USC §844, range from at most one years' imprisonment or at least a \$1,000, fine or both; to at most 3 years' imprisonment and a fine of at least a \$5,000.
3. For the most current and complete information regarding Federal penalties for drug trafficking, visit the U.S. Drug Enforcement Administration Federal Trafficking Penalties.

Assistance, Treatment and Community Resources

MVNU Student Resources

- Counseling and Wellness: Counselingcenter@mvnu.edu; 740-397-9000, Ext. 4610

Community Resources

- Riverside Recovery Services: <https://www.riversiderecovery.rehab/>; 740-326-9255
- Alcoholics Anonymous: 740-393-2439
- The Freedom Center: <https://freedomctr.net/>; 740-397-2660
- Knox Recovery: <https://knoxrecovery.com/>; 740-326-9099
- New Vision at Knox Community Hospital: <https://specialcarecorp.com/locations/mount-vernon-ohio/>; 740-212-1887