



To: University Faculty and Staff
From: Human Resources
Date: September 2024
Subject: Alcohol and Drug Free Workplace

In an effort to maintain a drug-free and alcohol-free work environment and in compliance with the Drug-Free Workplace Act of 1988, the Drug Free Schools and Campus Act of 1989, and University policy, this memo provides a description of the health risks and legal sanctions associated with alcohol and other drugs; explains University standards of conduct and disciplinary sanctions for students and employees who violate the standards; and outlines resources for education, prevention, and treatment.

Alcohol and Other Drugs

Introduction

Illinois State University is concerned about the health and safety of its students and employees. It seeks to maintain a campus environment free from the disruptive and destructive effects of the abuse or illegal use of alcohol, cannabis, and controlled substances. Abuse of alcohol, cannabis, or controlled substances can seriously impair a student's or employee's health and ability to work and study. It may also endanger the safety and well-being of the individual and others. Illinois State University is committed to prevention and prohibition of illegal use and abuse of alcohol, cannabis, and controlled substances on the campus or within facilities owned, operated, or controlled by the University (including vehicles owned or leased by the University or personal vehicles used for university business). Policies are subject to change. The most current policies are available on the applicable University website (<https://policy.illinoisstate.edu/>).

Health Effects

Alcohol

Alcohol is a central nervous system depressant that can produce relaxed euphoric sensations. Large amounts of alcohol can cause respiratory and cardiac failure resulting in death. Many consequences associated with alcohol are often brought on by high-risk drinking. Alcohol abuse directly correlates with lower academic performance, sexual assault, driving under the influence, increased accidents, legal difficulties, financial difficulties, and injuries.

Cannabis (Marijuana, Hashish)

Some immediate physical effects of marijuana, along with intoxication, are confusion and anxiety, loss of coordination, increased appetite, hallucinations, and a dry mouth and throat. Studies of marijuana's mental effects show that the drug can increase symptoms of anxiety, impair or reduce short-term memory, alter sense of time, and reduce the ability to do things which require concentration, swift reactions, and coordination. Users often have a lowered immune system and may be at higher risk for respiratory problems. The active ingredient in cannabis, THC, is stored in fatty tissues and in grey matter of the brain and can take a month or more to be cleared from the body.

Club Drugs (ecstasy, GHB, rohypnol, and methamphetamine)

Club drugs are used for their psychoactive properties and their euphoric effects. These drugs are often associated with use at raves, dance clubs, and bars. Variations in purity and potency of these drugs make them especially dangerous and can cause serious injury or death. Mixing these drugs with alcohol can have serious consequences. Since many club drugs are colorless, tasteless, and odorless, these drugs can be unknowingly added to beverages by individuals who want to intoxicate or sedate others.

Hallucinogens (LSD, MDA, PCP, mescaline, and peyote)

Hallucinogens may cause the user to experience panic, confusion, suspicion, anxiety, and loss of control. Flashbacks may occur even after use has ceased. An overdose can cause heart failure, lung failure, coma, and death.

Narcotics (heroin, codeine, morphine, methadone, and prescription analgesics, e.g., hydrocodone, oxycodone)

Narcotics are very addictive physically and psychologically. Anxiety, mood swings, nausea, confusion, constipation, and respiratory depression are among the health effects of narcotics. An overdose may lead to convulsions, coma, and death. The risk of HIV infection and other diseases increases significantly when individuals inject drugs and share needles.

Stimulants (cocaine, crack, and amphetamines)

Use of cocaine and crack is physically and psychologically addictive and extremely dangerous. An overdose can result in seizures and death. Health effects of stimulants include agitation, loss of appetite, irregular heart rhythm, chronic sleeplessness, and hallucinations.

Policies

All members of the University community are expected to abide by university policies and state and federal laws pertaining to alcohol, cannabis, and controlled substances. Policies are subject to change. The most current policies are available on the applicable University website (<https://policy.illinoisstate.edu/>).

Alcohol

In accordance with State law, persons under 21 years of age may not possess or consume alcoholic beverages on any property controlled by Illinois State University, including residence halls and apartments. The sale, delivery, possession, and consumption of alcoholic beverages in or on any property owned or controlled by the University by any person, regardless of age, is prohibited except as otherwise provided in law and/or University policies. This includes University vehicles or personal vehicles when being used for university business. Where permitted under university policies, the use of alcoholic beverages on university premises shall be considered a privilege and may be allowed only if consistent with State laws and University policies and only when it will not interfere with the decorum and academic atmosphere of the campus.

Drugs

Illinois State University Policy prohibits unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance upon any property owned, operated, or controlled by Illinois State University or in association with any University-related duties or activities. This includes University vehicles or personal vehicles when being used for university business.

Sanctions

Employees may be subject to disciplinary action, up to and including discharge, for any violation including but not limited to: unauthorized consumption of alcohol or other substances (i.e. drugs, narcotics, or intoxicants, including cannabis) on institutional time or property; unauthorized or unlawful possession, sale or distribution of drugs, narcotics, or intoxicants, including cannabis; reporting to work and/or engaging in activities related to employment with one's mental or physical ability, alertness or judgment impaired by substances (i.e. alcohol, drugs, narcotics, or intoxicants, including cannabis) in a way that makes it impracticable or unsafe to perform one's job duties; and inability or failure to perform assigned duties and/or represent the University in a competent and satisfactory manner due to being under the influence of any substances (i.e. alcohol, drugs, narcotics, or intoxicants, including cannabis). Any individual who is convicted of any criminal offense, including drug or alcohol offenses, including cannabis, must inform Human Resources of this information the next business day that they report to work following the conviction.

Grant, Contracts, and Research

As a condition of continued employment, any employee directly engaged in work pursuant to a federal contract or grant or grant from the State of Illinois in the amount of \$5,000 or more must comply not only with this policy, but must also notify the Office of Research and Sponsored Programs (RSP) of any conviction under a criminal drug statute where the criminal act upon which the conviction is based occurred upon property owned, operated, or controlled by the University within five (5) business days of the date of the conviction. The University will notify the federal or state grant or contract authority within ten (10) business days after receiving the notice from a covered employee or otherwise receiving actual notice of such conviction.

Within thirty (30) days after receiving such notice, the University may initiate appropriate disciplinary action, including discharge, against the employee or require the employee to participate in an approved rehabilitation program.

Laws

State of Illinois Laws on Alcohol

It is a violation of state law:

- for any person under the age of 21 to possess alcohol in any public place (235 ILCS 5/6-16).
- to sell, give, or deliver alcohol to anyone under 21, or to an intoxicated person (235 ILCS 5/6-16).
- to possess alcohol within the passenger area of a motor vehicle with the seal broken (625 ILCS 5/11-502).
- for a person under 21 to represent that they are over 21 for the purpose of obtaining alcohol (235 ILCS 5/10-1).
- to sell or give a false ID to any person under the age of 21 (235 ILCS 5/6-16).
- for a person under 21 to use a false ID or an ID which is not actually one's own in attempting to purchase any alcoholic beverage (235 ILCS 5/6-16).

Violations of these laws can result in fines of up to \$2,500, one year in jail, and suspension of driving privileges.

The driver's license of a person under 21 may be suspended or revoked without a hearing when that person has purchased or attempted to purchase alcohol from a duly licensed establishment or who has consumed alcohol on licensed premises. Persons convicted of violating local ordinances prohibiting a person under 21 years of age from purchasing, accepting, possessing, or consuming alcohol and prohibiting the transfer or alteration of ID cards, the use of the ID card of another or a false or forged ID card, or the use of false information to obtain an ID card may have their driver's license suspended or revoked.

Any amount of alcohol in the system of a driver under the age of 21 results in a suspension or revocation of one's license (625 ILCS 5/11-501). The operation of a motor vehicle by a driver, regardless of age, with a blood or breath alcohol concentration of .08 or greater carries substantial penalties. Depending on the severity of the offense, penalties can include significant fines, community service, incarceration, and suspension or revocation of the offender's driver's license.

Town of Normal Ordinances on Alcohol

It is a violation of Town Ordinances for a person under the age of 21 to possess alcohol anywhere within Normal (Section 17.3-1(B)). It is also a violation for any person to possess alcohol with the seal broken on any public street, sidewalk, or other public place (Section 17.3-1(A)).

State of Illinois Laws on Illicit Drugs

Possession and delivery of illicit drugs are prohibited in Illinois under the Controlled Substances Act (720 ILCS 570). Penalties vary according to the type of drug, the amount of the drug, previous offenses of offender, and whether the offender intended to manufacture, deliver, sell, or use the drug. Public Act 101-0027, the Cannabis Regulation and Tax Act, effective January 1, 2020, changed the State Law on Cannabis under 720 ILCS 550. However, federal law still has prohibitions related to cannabis use and/or possession on university property and during university activities.

Federal Laws on Illicit Drugs

Simple possession of controlled substances can result in a one-year prison term and a minimum of a \$1,000 fine for first offenders found guilty in a federal court. Subsequent convictions can result in significantly greater penalties (21 U.S.C. 844(a)). Federal penalties for illegal trafficking of a controlled substance can range from 1 year to life imprisonment with significant fines. [DEA Drugs of Abuse](#) Cannabis remains a Schedule I controlled substance under the federal Controlled Substance Act, 21 U.S.C. 812. **NOTE:** Local, state, and federal laws and local ordinances are subject to change. Students and employees are advised to check Federal laws <http://uscode.house.gov/>, State of Illinois Statutes <http://www.ilga.gov/>, and Town of Normal Municipal Code <https://www.normal.org/101/Municipal-Code> for changes in laws and ordinances.

Alcohol and Drug Prevention, Counseling and Treatment Programs

Illinois State University Health Promotion and Wellness (309) 438-9355 / Wellness.IllinoisState.edu

Alcohol, Tobacco, and Other Drug Prevention Program

Provides resources to students, faculty, and staff, delivers the Alcohol Wise and Cannabis Wise prevention courses to all new students, offers presentations to student groups and residence halls, and coordinates awareness campaigns, events, and screenings.

State of Illinois Employee Assistance Program 833-955-3400, TTY 800-697-0353 or [ComPsych](#) (WebID: StateofIllinois)

Illinois State University employees eligible to participate in the State group insurance program are entitled to five visits per issue per year, at no charge, with a mental health professional through ComPsych. Their dependents are also entitled to assistance (up to five visits per issue per year) provided the dependent seeking assistance is enrolled in the State group insurance program. If further care is needed after these five visits, the individual must receive services through their insurance provider. The on-campus EAP support phone number is 438-8311, during regular business hours.

Community Resources

PATH - 211 (direct line for any referral) or (888) 865-9903

A 24-hour information, referral, and crisis response telephone service. Trained paraprofessionals listen and clarify the caller's situations then help the caller evaluate alternatives, including referral options.

National Suicide and Crisis Hotline - 988

Dial 988 if you or someone you know is having thoughts of suicide or experiencing a mental health or substance use crisis, 988 provides a connection to free, 24/7 confidential support, and accessible care for anyone experiencing mental health-related distress, including family, friends, and/or caregivers.

Alcoholics Anonymous (309) 828-7092

A fellowship group of individuals who share their experience and hope to solve their common problem and help others recover from alcoholism.

Alanon/Alateen (309) 827-7426 Voice 24-Hour Hotline

A support group for spouses, family, and friends whose lives have been affected by someone else's drinking.

Narcotics Anonymous (217) 373-2063 or (800) 407-7195 Toll-free 24/7 Helpline

A fellowship group for individuals recovering from drug addiction.

Treatment Programs within Bloomington/Normal

Employees should confirm coverage and prior authorization requirements with their insurance provider before utilizing services

Chestnut Health Systems (309) 827-6026 or (888) 924-3786 1003 Martin Luther King Drive, Bloomington, IL 61701

Carle Bromenn Addiction Recovery (309) 268-5993