

# **Drug-Free Schools and Campuses Act (EDGAR Part 86) Annual Notification 2022-2023**

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*In accordance with the Drug Free Schools and Campuses Act passed by Congress, the University of Cincinnati is required to provide enrolled students, faculty, and staff with various pieces of information regarding the unlawful use of drugs or alcohol on University property. The following information describes legal sanctions, health risks, available assistance, and treatment resources as well as University-imposed disciplinary standards for the Main and Regional Campuses.*

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## Standards of Conduct

### Alcohol and Other Drugs: Standards for Students

It is the goal of the University of Cincinnati to maintain an on campus environment that is conducive to intellectual, emotional, and social growth of all members of its community. The University of Cincinnati has established the [following policy](#) governing the possession, sale, and consumption of alcohol on its campuses. It is the university's intention, through these policies, to be clear about university consequences attributed to irresponsible or illegal usage of alcohol on campus.

The university shall implement and enforce the laws of the state of Ohio as stated in the Ohio Revised Code. It is the responsibility of each student, staff, and faculty member to be familiar with the requirements of the Ohio Revised Code and the provisions of this policy and to conduct themselves accordingly.

As permitted by law, individual students, faculty, and/or staff may purchase, possess, and/or consume beer or intoxicating liquor on campus at certain campus events, in designated campus facilities, and in campus facilities having permits issued by the Ohio department of liquor control.

Restrictions in the Ohio Revised Code include the following:

- (1) It is unlawful for a person under 21 years of age to purchase, consume, possess, or transport any beer or intoxicating liquor.
- (2) It is unlawful to knowingly and falsely misrepresent one's age to obtain alcoholic beverages and/or to misrepresent that another is of legal age for such purpose.
- (3) It is unlawful to have in one's possession in a public place without a permit an open container of beer or intoxicating liquor.
- (4) It is unlawful to possess an open container and/or consume any beer or intoxicating liquor in a motor vehicle.
- (5) It is unlawful to serve, distribute beer, and/or intoxicating liquor to a minor.

These laws are contained in Chapter 4301 of the Ohio Revised Code. The complete text of the state liquor laws and administrative regulations may be obtained from the department of campus security, campus library, or the Ohio department of liquor control.

Student organizations will be permitted to schedule and/or sponsor on-campus events at which alcohol would be available only at those locations having permits issued by the Ohio department of liquor control.

Student organizations that sponsor off-campus events are expected to adhere to state law. Organizations found to have violated state law may be subjected to the loss of registered status.

Administrative and academic units (colleges, departments) are permitted to schedule and/or sponsor

on-campus student events at which beer or intoxicating liquor would be available only in designated areas within those units and only with the approval of the unit head. These events may not be all campus events and must adhere to regulations for on-campus events.

### **Policy for Campus Events**

The following regulations must be followed at on-campus events at which beer or intoxicating liquor are served and/or sold:

- (1) The events must be properly authorized by the administrative unit responsible for the facility(s) to be used.
- (2) Consumption and/or sales are permitted only within the approved area for the event.
- (3) Non-alcoholic beverages must be available at the same place as alcoholic beverages and featured as prominently as the alcoholic beverages.
- (4) The sponsors of the event will implement precautionary measures to ensure that alcoholic beverages are not accessible or served to persons under the legal drinking age or to persons who are intoxicated.
- (5) The sponsors of the event must require proof of legal age for those individuals in question as to legal age.
- (6) Marketing, advertising, and promotion of events with alcoholic beverages being served should not emphasize the serving of alcohol and/or have any drinking games there associated with the event.
- (7) Management of licensed facilities on-campus reserves the right to limit consumption and/or sales at events in the designated facilities.
- (8) Policy violations and sanctions.

Individuals and organizations found in violation of university regulations will be subject to disciplinary action and may be subject to action outlined in the Ohio Revised Code.

### **Student Code of Conduct**

The following information is included in the [Student Code of Conduct](#). Information related to alcohol, tobacco, and other drugs is included in the Annual Notification.

a) **Alcohol or Drug Possession: Parental Disclosure**

In order to reach its goal of maintaining an on campus environment that is conducive to intellectual, emotional, and social growth of all members of its community, the University of Cincinnati's Student Code of Conduct provides for discipline and parental notification as deterrents to alcohol and drug abuse.

- i) The University of Cincinnati may notify the parents or guardians of any student who is under the age of 21 and who has been found to be in violation of the SCOC with respect to any federal, state, or local law or university policy governing the use or possession of alcohol or a controlled substance.
  - ii) Students will receive copies of notification letters sent to their parents or guardians.
  - iii) The university also reserves the right to make any other parental disclosures as permitted by FERPA
- b) Student Code of Conduct Violations: Nonacademic Misconduct
- i) Nonacademic misconduct definitions [Section (C)(1)]
    - 1) Alcohol  
Possesses, consumes, or distributes alcoholic beverages on campus in unlicensed facilities, except during events or in circumstances authorized by university officials; failing to comply with state law or university policy regarding use, transportation, or sale of alcoholic beverages. Possession of containers designed for alcohol beverages in unauthorized locations and/or while underage. Containers include, but are not limited to: alcohol boxes, flasks, empty alcohol bottles/cans. Behavior that evidences public intoxication.
    - 2) Drugs or narcotics  
Uses, manufactures, distributes, buys, sells, offers for sale, or possesses illegal drugs, narcotics, drug paraphernalia, or unauthorized use or unauthorized possession of prescription medication.
    - 3) Hazing  
Hazing includes participating in, allowing, or coercing another, including the victim, to do any act that creates a substantial risk of causing mental or physical harm to any person. A forced or coerced activity shall also be considered hazing when the initiation or admission into, or continued affiliation with, a group or organization is directly or indirectly conditional upon performing that activity. In no event shall the willingness of an individual to participate in such activity serve as a defense in cases of hazing.
    - 4) Passive participation  
Knowingly being in the presence of any form of misconduct identified in the S.C.O.C. after one has had a reasonable opportunity to remove themselves.
    - 5) Residence hall rules and regulations  
Violating the terms and conditions of the university housing agreement, university lease agreement, or of published rules and regulations of the office of resident education and development (RED), office of housing, or university dining facilities.
    - 6) Smoking rule  
Violating rule 10-17-06 of the Administrative Code on tobacco and smoke free

environment.

- 7) Violation of federal, state, or local law  
Violation of any federal, state, or local law where the effect is interference with university activities or an identifiable individual's university work or academic activities.
- ii) Sanctions and interim measures for nonacademic misconduct [Section (C)(3)(d)]
    - 1) Alcohol or drug possession disclosure
      - (a) The university of Cincinnati may notify the parents or guardians of any student who is under the age of twenty-one and who has been found to be in violation of the S.C.O.C. with respect to any federal, state, or local law or university policy governing the use or possession of alcohol or a controlled substance
      - (b) Students will receive copies of notification letters sent to their parents or guardians.
      - (c) The university also reserves the right to make any other parental disclosures as permitted by FERPA.
      - (d) In complaints involving crimes of violence and sexual violence, the complainant will receive written notification of sanctions that the respondent may receive, consistent with federal and state law.
  - iii) Disciplinary sanctions for nonacademic misconduct [Section (C)(3)(e)]
    - 1) University disciplinary reprimand  
Notifies the student in writing that his or her behavior is unacceptable and that any other violation may warrant further sanctions.
    - 2) University disciplinary probation  
Disciplinary probation is in effect for a specified period of time. A violation(s) of any university policy, rule, or agreement during the period of probation will be viewed as a violation of probation, and will result in further action being imposed, which may include suspension or dismissal. Disciplinary probation may impose specific restrictions or place extra requirements on the student or student organization for a specified period. Restrictions may vary with each case and may include but are not limited to restrictions related to participation in intercollegiate athletics, representing the university, student leadership, and extracurricular and/or residence life activities. A student or student organization may be required to meet periodically with designated persons. Students or student organizations on university disciplinary probation are not considered to be in good disciplinary standing with the university.
    - 3) University disciplinary suspension  
Prohibits the student from attending, or student organization being recognized by, the university and from being present without permission of the director of the Student Conduct and Community Standards (or designee) on any university owned, leased, or controlled property, and prohibits the student from enrolling or participating in remote or online classes or other remote or online university events or activities, for a specified period of time. University disciplinary suspensions shall have effective beginning and ending dates. Students or student organizations placed on university disciplinary suspension must comply with all suspension requirements. A student seeking to attend

the university, or student organization seeking recognition, after the conclusion of the suspension shall first request permission to re-enroll, or reregister, from SCCS.

4) University disciplinary dismissal

Permanently prohibits the student, or student organization, from enrolling, attending, or being recognized by, the university and from being present, without permission, at any university event or on any university owned, leased, or controlled property.

5) University educational sanctions

Sanctions designed to address the student's, or student organization's, behavior may include, but are not limited to, the following: educational conferences and/or discussions, reflection papers, educational workshops, service to the university or university community; restrictions on the right of access to campus facilities or events and participation in student organizations or events; restitution for damage or expenses caused by the misconduct; and referral for psychological or psychiatric evaluation or other educational or developmental programs.

6) Interim suspension

(a) An interim suspension is an interim action, effective immediately, designed to evaluate the student, or student organization, status, prohibit the presence of the student, or student organization, on campus and/or from participating in any university-related activities, registered student organization activities, and academic coursework until the student's, or student organization's, disciplinary case can be resolved in accordance with prescribed disciplinary procedures. Such action shall be taken when the dean of students (or designee) has reasonable cause to believe that the student's or student organization's operation or presence on university owned, leased, or controlled property or at a university-related activity, or registered organization related activity, or remote or online classes or other remote or online university events or activities, poses a substantial threat to the health, welfare, or safety of others or the university. An interim suspension begins immediately upon written notice by the dean of students (or designee).

(b) Interim suspension may be imposed pending the application of the disciplinary process. A disciplinary hearing shall be scheduled by the university without undue delay. The student or student organization may, within three days of the imposition of the suspension, petition the vice president for student affairs for reinstatement prior to the hearing. The petition must be in writing and must include supporting documentation or evidence that the student or student organization does not pose, or no longer poses, a significant risk of substantial harm to the health or safety of others or to property. A meeting on such petition will be conducted as soon as possible by the vice president for student affairs (or designee). The purpose of this meeting will be to determine if the interim suspension shall remain in effect, be modified, or be revoked pending a disciplinary hearing.

iv) Sanctioning student organizations

1) Loss of student organization privileges

Restricts or removes an organization's privileges on and off campus for a specified period of time. Restrictions may vary with each case and may include, but are not limited

to, the following: use of university facilities or services; ability to sponsor, cosponsor, host, or co-host activities or events; and ability to participate in activities or events such as, but not limited to, intercollegiate athletics, social events, representing the university, student leadership, extracurricular and/or residence life activities.

2) Loss of university funds

Loss of university funds includes ineligibility to receive funds from any university entity for student organization purposes for a specified period of time, including but not limited to: university funding board, undergraduate student government, graduate student government, student activities and leadership development, and/or fraternity and sorority life.

3) Restitution for damage

Restitution may include a student organization being required to repair all damages related to the misconduct, which may include, but is not limited to, assessment of reasonable expenses, such as repair or replacement cost for any damage to property, or any related expenses incurred by the affected parties.

4) Termination of university registration / revocation of university recognition

Prohibits a student organization from being registered or recognized by the university for a specified period of time. During this time, the student organization is prohibited from functioning as a student organization in any capacity both on and off campus. This includes, but is not limited to, the following: alumni events; hosting, sponsoring, co-hosting or co-sponsoring charitable and philanthropic events and social events; participating as an organization in charitable or philanthropic events and social events; meeting as an organization; and, participating in tournaments or other sporting events, trainings, or recruitment. Unregistered and/or unrecognized student organizations are not allowed to re-activate as a student organization without prior written permission from S.C.C.S., student activities and leadership development, and/or fraternity and sorority life. An unregistered or unrecognized student organization must apply for reinstatement following the term of the suspension by submitting a letter to S.C.C.S., student activities and leadership development; and/or fraternity and sorority life, if applicable.

c) Policy on amnesty

i) The university's primary concern is the health, safety, and welfare of its members. To maintain a safe and scholarly community, the university encourages students to report code of conduct violations and crimes involving a victim, including sexual misconduct.

ii) To encourage reporting, the university of Cincinnati has the discretion not to pursue certain non-violent code violations such as use of alcoholic beverages or drugs related to the incident. Amnesty may be applied to parties, bystanders, witnesses, students, or student organizations who participate in the conduct process, or students who seek assistance for themselves or other students experiencing an alcohol and/or other drug-related emergency. Amnesty will be determined on a case-by-case basis, in an equitable manner so as not to interfere with the rights of the parties, at the discretion of the director of S.C.C.S. (or designee).

iii) Students receiving amnesty may still be required to participate in an educational conference.

iv) Educational response



- 1) The university may administer an educational response(s) to address student behavior. Educational responses are intended to incorporate values of the university community and allow an opportunity for students to grow as responsible members of the university community. While educational responses are not sanctions, they may be administered as a result of a student's behavior even if the behavior does not warrant a procedural review. In such cases where behavior does not warrant a procedural review, the conversation may be documented and kept on file in S.C.C.S. but is not considered disciplinary.

### **Tobacco Policy**

The University of Cincinnati has a [tobacco-free policy](#) for students, faculty, staff, and visitors.

- 1) Smoking is one of the largest causes of illness and premature death in the United States. Research findings indicate that nonsmokers who are regularly exposed to tobacco smoke are also at increased risk of illness. The university recognizes that smoking any substance in any form poses a public health hazard. For purposes of this policy, "smoking" has the same meaning as in section 3794.01 division (A) of the Revised Code, which is the inhaling, exhaling, burning, or carrying any lighted cigar, cigarette, pipe, or other lighted smoking device for burning tobacco or any other plant. Additionally, this prohibition includes all tobacco-derived or tobacco-containing products including, but not limited to, cigarettes, electronic cigarettes, vaporizing devices, cigars and cigarillos, hookah smoked products, pipes, oral tobacco (e.g., spit and spitless, smokeless, chew or snuff), and nasal tobacco (e.g., snus). It also includes any product intended to mimic tobacco products, contain tobacco flavoring or the smoking of any other substance that delivers nicotine.
- 2) The university has had smoking regulations in place that are stipulated by the state of Ohio and, as a matter of policy, it shall be dedicated to providing a safe and healthy environment. Furthermore, the university has substantial commitments to health-related research, teaching and patient care. Thus, the university community has a particular obligation to be sensitive to health-protection issues and as a result, the University of Cincinnati intends to provide a one hundred percent tobacco and smoke free environment. The following policy has been developed with these interests in mind and shall be applied consistently to all faculty, staff, students, visitors, volunteers, contractors and patients of the University of Cincinnati. Exemptions can include cessation devices approved by the federal drug administration (not including electronic cigarettes), nicotine replacement therapy, university-sponsored research, and conduct protected by the American Indian Religious Freedom Act codified under 42 U.S.C. § 1996.

### **Restrictions**

- 1) "Effective May 1, 2017, smoking and tobacco use (including chewing tobacco and electronic cigarettes as outlined in (A)(1) above shall be prohibited by students, staff, faculty, visitors, vendors, and contractors at all times in or on University of Cincinnati Properties, including events on university property during non-school hours, including but not limited to the following: all facilities owned or leased by the University of Cincinnati as well as the grounds of any property owned or leased by the university. This includes all shelters, indoor and outdoor theaters and athletic facilities, bridges,

walkways, sidewalks, residence halls, parking lots, and street parking and garages owned by the university. Please note this also prohibits smoking inside personal vehicles parked on university property as well as any vehicles owned, operated, or leased by the University of Cincinnati.

2) To ensure compliance with this regulation:

- (a) “No tobacco use” signage shall be posted in appropriate locations;
- (b) University literature and advertising, particularly that which is related to the posting of employment opportunities and campus events, shall identify the university as being one hundred percent smoke and tobacco free; and
- (c) Announcements regarding this policy shall be made during university-sponsored events, as well as at campus functions where deemed appropriate. Event programs shall include a written reminder of this policy.

Tobacco advertising, sales, and distribution are prohibited on college campus grounds, in all sponsored publications, and at all college campus sponsored events. Affiliated organizations are prohibited from accepting any form of contribution including, but not limited to, financial support, gifts (such as curriculum, book covers, speakers, etc.) or in-kind support from the tobacco industry for the sponsorship or promotions of any event or activity affiliated in a manner with the University of Cincinnati.

Although not under the authority of the University of Cincinnati, all students, staff, faculty, and visitors of the university are requested to refrain from smoking and tobacco use on sidewalks and other areas adjacent to university property in an effort to remain good neighbors with our community.

#### Responsibility and compliance

- 1) It shall be the responsibility of all members of the University of Cincinnati community to observe this rule, both smokers and nonsmokers. Enforcement of this policy will depend on the cooperation of all faculty, staff, and students to not only comply with this policy but to encourage others to comply as well. This helps promote a healthy environment in which to work, study, and live. Civility and respect are expected at all times in regard to this policy.
- 2) The appropriate union contract or university policies shall prevail in addressing those faculty and staff who fail to comply with this rule.
- 3) Tobacco education and cessation shall be closely coordinated with other components of the University of Cincinnati’s wellness program.
- 4) Any employee of the University of Cincinnati who violates this policy may be subject to disciplinary action up to and including termination and may be subject to monetary fines for violating Ohio’s smoking ban (Chapter 3794 of the revised code).
- 5) Any student of the University of Cincinnati who violates this policy may be subject to sanctions pursuant to the Student Code of Conduct and may be subject to monetary fines for violating Ohio’s smoking ban (Chapter 3794 of the revised code).
- 6) Any visitor who [violates this policy](#) may be denied access to University of Cincinnati campuses and may ultimately be subject to arrest for criminal trespass.

## **Alcohol and Drugs: Standards for Faculty and Staff**

### Reasonable Suspicion Drug and Alcohol Testing for Employees

#### Scope

This policy applies to employees, including student workers, who are not covered by a collective bargaining agreement or individual employment agreement that provides contrary language.

#### Purpose

The University of Cincinnati (“University”) is committed to providing a safe and secure environment for its students, faculty, staff, and visitors. To that end, employees are prohibited from being under the influence of drugs or alcohol while on the job. The following policy addresses the process for reasonable suspicion drug and alcohol testing.

In compliance with the Drug-Free Workplace Act and the Drug-Free Schools and Community Act, the University maintains a drug-free campus and prohibits the unlawful manufacture, distribution, dispensing, or possession of illegal drugs on its campuses or as part of any University activity.

#### Definitions

1. “Illegal drug” means a substance whose use or possession is controlled by federal or state law, and is not being prescribed and used or possessed under the supervision of a licensed health care professional. Marijuana, including medical marijuana, cannabis, and/or THC remains a drug or controlled substance under federal law and is considered an illegal drug.
2. “Refuse/refusal to consent” means to obstruct the collection or testing process; to submit an altered, adulterated, or substituted sample; to fail to show up for a scheduled test; to refuse to complete the requested drug testing forms; to refuse to release the results of the test to the appropriate University entities; or to fail to promptly provide specimen(s) for testing when directed to do so, without a valid medical basis for the failure.
3. “Under the influence of alcohol” means a positive test result for alcohol, or actions, appearance, speech or bodily odors that reasonably cause a supervisor, manager, or administrator to conclude that an employee is impaired because of alcohol use.
4. “Under the influence of drugs” means a positive test result for illegal drug use. In addition, it means a positive test result for the use of legal drug(s) (prescription and possibly over-the-counter) where either: (1) there is not a valid prescription from a physician for the lawful use of the prescription drug in the course of medical treatment (prescription containers must include the patient’s name, the name of the substance, quantity/amount to be taken, and the period of authorization); or (2) the test results present a finding that the legal drug was taken in a manner that was inconsistent with how it was prescribed and/or exceeded its dosage instructions.

5. “On the job” means any time the employee is engaged in activities on behalf of the University. This includes, but is not limited to, travel between work sites, breaks, training, meetings, and time spent performing duties. This also includes any time the employee is present on University property or in any building or vehicle owned or leased by the University during the working hours of the employee.

## Policy

1. Any employee found to be under the influence of drugs or alcohol while on the job will be subject to disciplinary action up to and including termination of employment.
2. Refusal by an employee to consent to a drug or alcohol test or to have their drug or alcohol test results shared with the University has the same force and effect as a positive test result.
3. Any employee suspected of being under the influence of drugs or alcohol while on the job may be required to submit to a drug or alcohol test. The test will be administered by the On Site Drug & Alcohol Collection Service Inc. (“ODACS”).
4. The University does not conduct random drug or alcohol tests on its employees unless required by federal or state law, or as set forth in this policy. This policy does not prohibit, infringe, or address the ability of an academic or clinical program to require students to submit to random drug or alcohol testing. The University may conduct random drug or alcohol testing on employees when the employee operates a University vehicle in the course and scope of their employment.
5. Managers, supervisors, and administrators are responsible for enforcing this policy in a consistent manner. Managers, supervisors, and administrators who knowingly violate this policy will be subject to disciplinary action up to and including termination of employment.
6. All employees are required to report known or suspected violations of this policy to their supervisor, manager, or an appropriate administrator. Any employee who is convicted of or pleads guilty to any criminal drug statute violation shall notify their supervisor, manager or appropriate administrator not later than five days after such conviction or plea. Failure to follow these requirements may result in disciplinary action up to and including termination of employment.
7. This policy is subject to all applicable collective bargaining agreements and state and federal laws and regulations.

## Procedure

### 1. Criteria for Reasonable Suspicion Testing:

Drug or alcohol testing may be ordered when a manager, supervisor, or appropriate

administrator has a reasonable suspicion that an employee is under the influence of drugs or alcohol while on the job. Reasonable suspicion may be based on, among other things:

- Direct observation of the physical symptoms of being under the influence of drugs or alcohol in the workplace;
- A pattern of abnormal conduct or erratic behavior in the workplace that is consistent with being under the influence of drugs or alcohol;
- Information provided either by reliable and credible sources or independently corroborated; or
- Newly discovered evidence that the employee has tampered with a previous drug test.

Physical symptoms and abnormal behavior may include, but are not limited to the following:

- slurred/incoherent speech
- drowsiness or sleepiness
- unusually aggressive behavior
- unexplained work errors
- rapid changes in mood
- impaired manual dexterity
- lack of coordination in walking
- dilated pupils
- smell of alcohol or marijuana on the breath with observed behavior issues

Note: Because the symptoms listed above could be attributable to causes other than drugs or alcohol, the manager, supervisor or appropriate administrator will document the facts that led them to have a reasonable suspicion that the suspected employee was under the influence of drugs or alcohol. In addition, personnel from ODACS will evaluate the employee before testing (if possible) to ensure reasonable suspicion of being under the influence of drugs or alcohol exists.

## 2. Confirmation and Documentation:

When a manager, supervisor, or appropriate administrator has reasonable suspicion that an employee is under the influence of drugs or alcohol on the job, they shall immediately notify their immediate supervisor or other appropriate administrator for confirmation. If the immediate supervisor is unavailable for confirmation, the manager or supervisor may utilize any of the following to confirm their reasonable suspicion:

- another manager, supervisor or administrator;
- a public safety or health services personnel;
- another UC employee; or
- a union official (for bargaining unit employees).

If no one listed above is available to confirm the manager or supervisor's reasonable suspicion, then the manager or supervisor must act on their own reasonable suspicion.

The manager or supervisor should call ODACS at 513-761-0539.

Personnel from ODACS will also confirm and document the existence of reasonable suspicion prior to testing, if possible.

After contacting ODACS, the supervisor or manager must prepare a written report documenting the facts that led them to have a reasonable suspicion that the employee was under the influence of drugs or alcohol on the job. The manager or supervisor must provide that report to Central Human Resources in a timely manner.

### 3. Submission for Drug or Alcohol Test:

Once at ODACS, the employee will be asked to execute a consent form to authorize the testing entity to perform the drug or alcohol test and release its results and information to the employing unit and Central Human Resources. Employees who refuse to consent to the test and release of its results will not be tested. If possible, the employee should be informed that refusal to consent to the test and the release of its results will be treated by the University as having the same force and effect as a positive test result and will subject them to discipline up to and including termination of employment. Failure to inform the employee of the potential consequences of their refusal to consent shall not prevent or hinder the University from treating their refusal to consent as a positive test result, which may subject them to discipline up to and including termination.

### 4. Relief of Duty:

When reasonable suspicion exists, the employee shall be immediately relieved of all duties. The employee may be placed on administrative leave pending the outcome of the test. Under no circumstances will the employee be permitted to operate machinery or equipment, including a motor vehicle, until cleared to do so by ODACS.

### 5. Confidentiality:

Test results (including information gathered during the testing process, information regarding drug or alcohol dependencies, and legitimate medical explanations provided by the suspected employee) and the report prepared by the supervisor or manager that provides the basis for the reasonable suspicion will be kept confidential to the extent required by law. Test results may be disclosed to managers and supervisors on a strictly need-to-know basis, and to the tested individual upon request. Disclosure without consent may also occur when: (1) the information is compelled by law or by judicial or administrative process; or (2) the information has been placed at issue in a formal dispute between the University and employee.

### 6. Supervisory Training:

Managers and supervisors may be trained to recognize behaviors that give rise to and to document circumstances that support reasonable suspicion of drug or alcohol use on the job. Failure to receive such training, however, shall not invalidate otherwise proper reasonable suspicion testing.

## 7. Employee Assistance:

Employees are encouraged to take advantage of the University's employee assistance plan (EAP). Voluntary submission for treatment of substance abuse problems will not subject employees to disciplinary action. However, submission for treatment shall not serve as a shield from or a substitute for disciplinary action under this policy, or any other University policy.

## **Employee Conduct Policy**

### **Background**

This policy applies to employees who are not covered by a collective bargaining agreement or for whom the agreement contains no provision regarding this subject.

### **Policy**

1. All employees are expected to conduct themselves in a professional and workplace- appropriate manner that reflects positively on the University.
2. An employee may receive disciplinary action, up to and including termination, for conduct and/or rules violations.
3. Conduct and/or rules violations may include, but are not limited to, the below categories of infractions with some examples of each. The following list is not all-inclusive. Other circumstances may arise that require the discipline and/or immediate termination of an employee.

#### **A. Non-Compliance**

- Failure to comply with federal, state, or local laws and/or regulations
- Failure to comply with any University, unit, or department policies or procedures
- Encouraging or inciting students, patients, visitors, or other employees to violate any applicable laws, regulations, policies or procedures

#### **B. Disruption in the Workplace**

- Discourteous behavior toward students, patients, visitors, volunteers, or other employees
- Threats of violence or violent acts towards students, patients, visitors, volunteers, or other employees
- Fighting
- Throwing objects
- Harassment, intimidation of, and/or retaliation against students, patients, visitors, volunteers, or other employees

#### **C. Failure to Protect Company Property**

- Failure to use and safeguard the property of others and of the University through proper and authorized use
- Failure to use the University's property only for legitimate work purposes (telephones, e-mail, facsimile machines, computers, printers, copiers, cell phones, tools, vehicles,

- furniture, and other work-related equipment)
- Unauthorized use, abuse, or destruction of University property (ID badge, telephones, computers, vehicles, access, etc.)
- Permitting another individual the use of an employee's identification card
- Viewing sexually explicit material on University time or property

#### **D. Lack of Professionalism**

- Insubordination
- Theft
- Falsification of records or falsification (theft) of time, including clocking-in for another employee or allowing another employee to clock-in for you
- Failure to maintain a clean and neat appearance, and/or failure to adhere to appropriate departmental standards of dress
- Failure to keep work area neat and clean
- Possession of intoxicants (alcohol or illegal drugs) while on University duty, or being under the influence of intoxicants (alcohol, illegal drugs, any prescription substance for which the employee does not have a valid prescription, and/or any prescription substance not taken in a manner consistent with how it was prescribed) while on University duty
- Unauthorized possession of firearms, explosives, or other lethal materials while on University property

#### **E. Failure to Report to Work as Authorized**

- Failure to attend work as scheduled, including failure to arrive on time fully prepared to begin work, failure to remain at work through the entire work period, and/or failure to request authorization according to established department procedures if there is a need to leave the workplace early
- Failure to notify the supervisor well in advance of any unscheduled absence in accordance with department notification procedures
- Unapproved absence without pay
- Repeated tardiness
- Failure to comply with leave notification policies and/or procedures
- Absence without notice for three consecutive workdays constitutes voluntary resignation
- Working overtime without prior authorization

#### **F. Neglect of Duty**

- Failure to perform assigned tasks safely, competently, or according to the performance and/or behavioral expectations of the department/work unit
- Failure to successfully perform assigned job duties consistent with standards, including both those specifically part of the job description and other duties related to the job (as assigned by a supervisor)
- Inefficiency
- Failure to cooperate and collaborate with supervisors and/or co-workers in performing assignments and service requests
- Excessive use of personal mobile phones or electronic equipment while on duty
- Sleeping on the job
- Any other deviation from standard and acceptable behavior



**Procedure**

1. All new employees are advised at orientation that the Work Rules of the University are posted on the Human Resources website in the on-line Policies & Procedures manual.
2. The administrative authority/supervisor is responsible for monitoring employee compliance with the work rules.

**Drug and Alcohol Abuse Statement**

The University of Cincinnati is committed to providing a safe and healthy learning environment for all our faculty, staff, and students. Our institution recognizes that the improper use of alcohol and drugs will interfere with the school's mission and vision by negatively affecting the health and safety of our faculty, staff, and students. All faculty, staff, and students are governed by University rules, as well as by federal, state, and local laws, and will be held accountable for any illegal use or possession of alcohol or other drugs. It is the responsibility of all faculty, staff, and students to be aware of these laws. Employees, students, and campus visitors may not unlawfully manufacture, consume, possess, sell, distribute, transfer, or be under the influence of alcohol, drugs, or other controlled substances on school property, while driving a university vehicle or while otherwise engaged in any university activity or business.

## Legal and Disciplinary Sanctions

### *Federal, State, and Local Legal Sanctions*

The following is a description of the applicable legal sanctions under Local, State, or Federal law for the unlawful possession or distribution of illicit drugs and alcohol.

#### A. Federal Law

##### 1. Controlled Substances

Federal law prohibits the illegal possession of controlled substances. Depending on the number of previous offenses, a person federally convicted of illegal possession of a controlled substance is subject to imprisonment, fine forfeiture of property, or all of the above. In addition to these sanctions, punishments may include forfeiture of any conveyance used to transport or conceal a controlled substance, denial of federal benefits for at least one year, ineligibility to receive or purchase a firearm, and a civil penalty up to \$10,000.00. Federal law also forbids the illegal trafficking or manufacturing of a controlled substance. Penalties differ based upon circumstance and number of previous offenses, but may be enhanced by as much as three times, if such offenses are committed at or near a public or private school, a college or university, or the drugs were sold to persons under the age of 21. A trafficking offense committed after two previous drug trafficking offenses results in a mandatory life imprisonment. In addition, the violator's federal benefits (including school loans) may be terminated for a period of up to 5 years for a first offense, up to 10 years for a second offense, and for life for a third or subsequent offense.

Any person knowingly or intentionally manufacturing, distributing, dispensing, or possessing with an intent to distribute or dispense, a "controlled substance" (as defined in 21 U.S.C. Sections 802,812) is subject to sentencing under Federal law to a term of imprisonment of as much as twenty (20) years to life and a fine of four million dollars (\$4,000,000). Although the sentences imposed under Federal law vary according to the specific controlled substance involved, all Federal sentencing requirements are stringent.

Federal law was updated in 2020 regarding drug penalties for financial aid. Students and potential students will no longer face financial aid penalties for drug convictions. More information can be found on the [UC Student Financial Aid web site](#).

##### 2. Alcohol

The illegal manufacture or sale of alcoholic beverages, without obtaining the necessary and proper permits from Federal alcohol authorities may subject a convicted individual to fines of up to one thousand dollars (\$1,000).

#### B. State Law

Criminal sanctions under Ohio law vary significantly depending upon the controlled substance and the act involved. All specific laws and relevant sections are written in the Ohio Revised Code (ORC).

1. Possession of Controlled Substances

**ORC 2925.11** Prohibits any person from knowingly obtaining, possessing, or using a controlled substance.

Penalty: Varies depending on the type of substance. Please review the [Ohio Revised Code](#) for more information.

2. Alcohol

**ORC 4301.63** Provides that no person under the age of twenty-one (21) shall purchase beer or intoxicating liquor.

Penalty: A fine of up to \$250 and/or 30 days in jail for people under 18 years old; a fine of up to \$1,000 and/or up to 180 days in jail for people 18-21 years old.

**ORC 4301.69A** Prohibits selling beer or intoxicating liquor to a person under the age of twenty one (21) years, or buying it for or furnishing it to such a person.

Penalty: Misdemeanor of the first degree. Maximum penalty is imprisonment for up to 6 months and a \$1,000 fine.

**ORC 4301.69E** Provides that no underage person shall knowingly possess or consume any beer or intoxicating liquor, in any public or private place, unless he is accompanied by a parent, spouse, or legal guardian, who is not an underage person, unless it is for medical or religious reasons.

Penalty: A fine of up to \$250 and/or 30 days in jail for people under 18 years old; a fine of up to \$1,000 and/or up to 180 days in jail for people 18-21 years old.

3. Medical Marijuana

**ORC 3796.02** Establishes a medical marijuana control program in the department of commerce and the state board of pharmacy. The department shall provide for the licensure of medical marijuana cultivators and processors and the licensure of laboratories that test medical marijuana. The board shall provide for the licensure of retail dispensaries and the registration of patients and their caregivers. The department and board shall administer the program.

**ORC 3796.06** Establishes that the only forms of medical marijuana that may be dispensed are oils, tinctures, plant materials, edibles, and patches. It also prohibits the smoking or combustion of medical marijuana.

**ORC 3796.28** Nothing in this chapter does any of the following:

- (1) Requires an employer to permit or accommodate an employee's use, possession, or distribution of medical marijuana;
- (2) Prohibits an employer from refusing to hire, discharging, disciplining, or otherwise taking an adverse employment action against a person with respect to hire, tenure, terms, conditions, or privileges of employment because of that person's use, possession, or distribution of medical marijuana;
- (3) Prohibits an employer from establishing and enforcing a drug testing policy, drug-free workplace policy, or zero-tolerance drug policy;
- (4) Interferes with any federal restrictions on employment, including the regulations adopted by the United States department of transportation in Title 49 of the Code of Federal Regulations, as amended;
- (5) Permits a person to commence a cause of action against an employer for refusing to hire, discharging, disciplining, discriminating, retaliating, or otherwise taking an adverse employment action against a person with respect to hire, tenure, terms, conditions, or privileges of employment related to medical marijuana;
- (6) Affects the authority of the administrator of workers' compensation to grant rebates or discounts on premium rates to employers that participate in a drug-free workplace program established in accordance with rules adopted by the administrator under Chapter 4123. of the Revised Code.

A person who is discharged from employment because of that person's use of medical marijuana shall be considered to have been discharged for just cause for purposes of division (D) of section [4141.29](#) of the Revised Code if the person's use of medical marijuana was in violation of an employer's drug-free workplace policy, zero-tolerance policy, or other formal program or policy regulating the use of medical marijuana.

It is not a violation of division (A), (D), or (E) of section [4112.02](#) of the Revised Code if an employer discharges, refuses to hire, or otherwise discriminates against a person because of that person's use of medical marijuana if the person's use of medical marijuana is in violation of the employer's drug-free workplace policy, zero-tolerance policy, or other formal program or policy regulating the use of medical marijuana.

#### C. Local Ordinances

The City of Cincinnati enforces all the state criminal statutes cited above and all others cited in the ORC.

#### D. University sanctions

Information on University sanctions is provided on page 6 for students and page 12 for employees.

## Health Risks

The abuse of alcohol and use of drugs increases the risk for a number of health-related and other medical, behavioral, and social problems. Below is a general description of the health risks associated with alcohol and drug use.

### *Alcohol*

People drink to socialize, celebrate, and relax. Alcohol often has a strong effect on people—and throughout history, people have struggled to understand and manage alcohol's power. The National Institute on Alcohol Abuse and Alcoholism is actively researching the health risks associated with alcohol and here's what is known:

Alcohol's effects vary from person to person, depending on a variety of factors, including:

- How much you drink
- How often you drink
- Your age
- Your health status
- Your family history

While drinking alcohol is itself not necessarily a problem, [drinking too much](#) can cause a range of consequences, and increase your risk for a variety of problems.

Alcohol enters your bloodstream as soon as you take your first sip. Alcohol's immediate effects can appear within about 10 minutes. As you drink more, you increase your blood alcohol concentration (BAC), which is the amount of alcohol present in your bloodstream. The higher your BAC, the more impaired you become by alcohol's effects. These effects can include:

- Reduced inhibitions
- Slurred speech
- Motor impairment
- Confusion
- Memory problems
- Concentration problems
- Coma
- Breathing problems
- Death

Other risks of drinking can include:

- Car crashes and other accidents
- Risky behavior
- Violent behavior
- Suicide and homicide

For more information on alcohol's effects on the body, please see the [National Institute on Alcohol Abuse and Alcoholism's](#) related web page describing [alcohol's effects on the body](#).

### ***Other Drugs***

There are significant health risks associated with the use of illegal substances. Illicit drugs used in excess over time can produce illness, disability, and death. The health consequences of substance abuse may be immediate and unpredictable, such as cardiac arrest with cocaine use. In addition to health related problems, other concerns relating to substance abuse include the following:

- Regular users of alcohol and other drugs often have erratic lifestyles which interfere with sleep, nutrition, and exercise.
- Substance use and abuse may lead to financial difficulties, domestic violence, deterioration of the family structure, motor vehicle accident injuries, and reduced job performance.
- Repeated use of a drug can lead to dependency.
- [Long-term marijuana use](#) has been linked to temporary paranoia. Marijuana use can also cause breathing problems, increased heart rate, and problems with child development if used during pregnancy.

### **Health Risks**

The following are health risks associated with a variety of substances.

- Alcohol
  - Description
    - Alcohol is the ingredient found in beer, wine, and liquor that causes drunkenness. In lower amounts, alcohol can have a stimulating effect and at higher amounts, it is a central nervous system depressant.
  - Short term risks
    - Risks from alcohol use can happen with even one night of heavy or binge drinking. These include, but are not limited to, hangovers, injuries, traffic accidents, academic consequences (like missing class, lower grades), violent crimes, engaging in sexual activity without a condom or other form of safer sex method, alcohol poisoning, death.
    - Heavy or binge drinking is defined by the Substance Abuse and Mental Health Services Association (SAMHSA) as drinking five or more drinks (male-bodied people) or four or more drinks (female-bodied people) on the same occasion on at least one day in the past 30 days.
  - Long term risks
    - Heavy drinking over a longer period of time can lead to risks such as substance use disorder, dependency, addiction, cancer, liver disease, heart disease, and academic consequences (such as lower grades, falling behind in studies).
  - Withdrawal symptoms

- Withdrawal symptoms happen when someone who has been drinking too much alcohol on a regular basis suddenly stops drinking alcohol. Symptoms may look different for each person, and even on different days. Symptoms include, but are not limited to: anxiety or nervousness, irritability, fatigue, mood swings, jumpiness or shakiness, headache, loss of appetite, rapid heart rate.
    - Treatment options
      - 12-step therapy
      - Behavioral treatments
      - Medications
- Cocaine
  - Description
    - A powerfully addictive stimulant drug made from the leaves of the coca plant native to South America.
  - Short term risks
    - Narrowed blood vessels; enlarged pupils; increased body temperature, heart rate, and blood pressure; headache; abdominal pain and nausea; euphoria; increased energy, alertness; insomnia, restlessness; anxiety; erratic and violent behavior, panic attacks, paranoia, psychosis; heart rhythm problems, heart attack; stroke, seizure, coma.
  - Long term risks
    - Loss of sense of smell, nosebleeds, nasal damage and trouble swallowing from snorting; infection and death of bowel tissue from decreased blood flow; poor nutrition and weight loss from decreased appetite.
  - In combination with alcohol
    - Greater risk of overdose and sudden death than from either drug alone.
  - Withdrawal symptoms
    - Depression, tiredness, increased appetite, insomnia, vivid unpleasant dreams, slowed thinking and movement, restlessness.
  - Treatment options
    - Cognitive-behavioral therapy (CBT)
    - Community reinforcement approach plus vouchers
    - Contingency management, or motivational incentives
    - The matrix model
    - 12-Step facilitation therapy
- GHB
  - Description
    - A depressant approved for use in the treatment of narcolepsy, a disorder that causes daytime "sleep attacks."
  - Short term risks
    - Euphoria, drowsiness, decreased anxiety, confusion, memory loss, hallucinations, excited and aggressive behavior, nausea, vomiting, unconsciousness, seizures, slowed heart rate and breathing, lower body temperature, coma, death.
  - Long term risks
    - Unknown
  - In combination with alcohol



- Nausea, problems with breathing, greatly increased depressant effects.
  - Withdrawal symptoms
    - Insomnia, anxiety, tremors, sweating, increased heart rate and blood pressure, psychotic thoughts.
  - Treatment options
    - Benzodiazepines
- Heroin
  - Description
    - An opioid drug made from morphine, a natural substance extracted from the seed pod of the Asian opium poppy plant.
  - Short term risks
    - Euphoria; warm flushing of skin; dry mouth; heavy feeling in the hands and feet; clouded thinking; alternate wakeful and drowsy states; itching; nausea; vomiting; slowed breathing and heart rate.
  - Long term risks
    - Collapsed veins; abscesses (swollen tissue with pus); infection of the lining and valves in the heart; constipation and stomach cramps; liver or kidney disease; pneumonia.
  - In combination with alcohol
    - Dangerous slowdown of heart rate and breathing, coma, death.
  - Withdrawal symptoms
    - Restlessness, muscle and bone pain, insomnia, diarrhea, vomiting, cold flashes with goose bumps ("cold turkey"), leg movements.
  - Treatment options
    - Methadone
    - Buprenorphine
    - Naltrexone
    - Contingency management, or motivational incentives
    - 12-Step facilitation therapy
- Inhalants
  - Description
    - Solvents, aerosols, and gases found in household products such as spray paints, markers, glues, and cleaning fluids.
  - Short term risks
    - Confusion; nausea; slurred speech; lack of coordination; euphoria; dizziness; drowsiness; disinhibition, lightheadedness, hallucinations/delusions; headaches; sudden sniffing death due to heart failure (from butane, propane, and other chemicals in aerosols); death from asphyxiation, suffocation, convulsions or seizures, coma, or choking.
  - Long term risks
    - Liver and kidney damage; bone marrow damage; limb spasms due to nerve damage; brain damage from lack of oxygen that can cause problems with thinking, movement, vision, and hearing.
  - In combination with alcohol
    - Unknown
  - Withdrawal symptoms
    - Nausea, loss of appetite, sweating, tics, problems sleeping, and mood

- changes.
    - Treatment options
      - More research needed
  - Ketamine
    - Description
      - A dissociative drug used as an anesthetic in veterinary practice. Dissociative drugs are hallucinogens that cause the user to feel detached from reality.
    - Short term risks
      - Problems with attention, learning, and memory; dreamlike states, hallucinations; sedation; confusion and problems speaking; loss of memory; problems moving, to the point of being immobile; raised blood pressure; unconsciousness; slowed breathing that can lead to death.
    - Long term risks
      - Ulcers and pain in the bladder; kidney problems; stomach pain; depression; poor memory.
    - In combination with alcohol
      - Increased risk of adverse effects.
    - Withdrawal symptoms
      - Unknown
    - Treatment options
      - More research needed
  - Marijuana/Cannabis
    - Description
      - Marijuana is made from the hemp plant, Cannabis sativa. The main psychoactive (mind-altering) chemical in marijuana is delta-9-tetrahydrocannabinol, or THC.
    - Short term risks
      - Enhanced sensory perception and euphoria followed by drowsiness/relaxation; slowed reaction time; problems with balance and coordination; increased heart rate and appetite; problems with learning and memory; hallucinations; anxiety; panic attacks; psychosis.
    - Long term risks
      - Mental health problems, chronic cough, frequent respiratory infections.
    - In combination with alcohol
      - Increased heart rate, blood pressure; further slowing of mental processing and reaction time.
    - Withdrawal symptoms
      - Irritability, trouble sleeping, decreased appetite, anxiety.
    - Treatment options
      - Cognitive-behavioral therapy (CBT)
      - Contingency management, or motivational incentives
      - Motivational Enhancement Therapy (MET)
      - Behavioral treatments geared to adolescents
  - MDMA (Molly/Ecstasy)
    - Description
      - A synthetic, psychoactive drug that has similarities to both the stimulant amphetamine and the hallucinogen mescaline. MDMA is an abbreviation of

the scientific name 3,4-methylenedioxy-methamphetamine.

- Short term risks
  - Lowered inhibition; enhanced sensory perception; confusion; depression; sleep problems; anxiety; increased heart rate and blood pressure; muscle tension; teeth clenching; nausea; blurred vision; faintness; chills or sweating; sharp rise in body temperature leading to liver, kidney, or heart failure and death.
- Long term risks
  - Long-lasting confusion, depression, problems with attention, memory, and sleep; increased anxiety, impulsiveness, aggression; loss of appetite; less interest in sex.
- In combination with alcohol
  - May increase the risk of cell and organ damage.
- Withdrawal symptoms
  - Fatigue, loss of appetite, depression, trouble concentrating
- Treatment options
  - More research needed
- Methamphetamine
  - Description
    - An extremely addictive stimulant amphetamine drug.
  - Short term risks
    - Increased wakefulness and physical activity; decreased appetite; increased breathing, heart rate, blood pressure, temperature; irregular heartbeat.
  - Long term risks
    - Anxiety, confusion, insomnia, mood problems, violent behavior, paranoia, hallucinations, delusions, weight loss, severe dental problems (“meth mouth”), intense itching leading to skin sores from scratching.
  - In combination with alcohol
    - Masks the depressant effect of alcohol, increasing risk of alcohol overdose; may increase blood pressure and jitters.
  - Withdrawal symptoms
    - Depression, anxiety, tiredness.
  - Treatment options
    - Cognitive-behavioral therapy (CBT)
    - Contingency management or motivational incentives
    - The matrix model
    - 12-Step facilitation therapy
- Over-the-counter cough/cold medicine
  - Description
    - Psychoactive when taken in higher-than-recommended amounts.
  - Short term risks
    - Euphoria; slurred speech; increased heart rate, blood pressure, temperature; numbness; dizziness; nausea; vomiting; confusion; paranoia; altered visual perceptions; problems with movement; buildup of excess acid in body fluids.
  - Long term risks
    - Unknown
  - In combination with alcohol

- Increased risk of adverse effects.
  - Withdrawal symptoms
    - Unknown
  - Treatment options
    - More research needed
- Opioids
  - Description
    - Pain relievers with an origin similar to that of heroin. Opioids can cause euphoria and are often used nonmedically, leading to overdose deaths.
  - Short term risks
    - Pain relief, drowsiness, nausea, constipation, euphoria, confusion, slowed breathing, death.
  - Long term risks
    - Unknown
  - In combination with alcohol
    - Dangerous slowing of heart rate and breathing leading to coma or death.
  - Withdrawal symptoms
    - Restlessness, muscle and bone pain, insomnia, diarrhea, vomiting, cold flashes with goose bumps ("cold turkey"), leg movements.
  - Treatment options
    - Methadone
    - Buprenorphine
    - Naltrexone
    - Behavioral therapies that have helped treat addiction to heroin may be useful in treating prescription opioid addiction.
- Sedatives
  - Description
    - Medications that slow brain activity, which makes them useful for treating anxiety and sleep problems.
  - Short term risks
    - Drowsiness, slurred speech, poor concentration, confusion, dizziness, problems with movement and memory, lowered blood pressure, slowed breathing.
  - Long term risks
    - Unknown
  - In combination with alcohol
    - Further slows heart rate and breathing, which can lead to death.
  - Withdrawal symptoms
    - Must be discussed with a health care provider; barbiturate withdrawal can cause a serious abstinence syndrome that may even include seizures.
  - Treatment options
    - More research needed
- Stimulants
  - Description
    - Medications that increase alertness, attention, energy, blood pressure, heart rate, and breathing rate.
  - Short term risks

- Increased alertness, attention, energy; increased blood pressure and heart rate; narrowed blood vessels; increased blood sugar; opened-up breathing passages.
      - High doses: dangerously high body temperature and irregular heartbeat; heart failure; seizures.
    - Long term risks
      - Heart problems, psychosis, anger, paranoia.
    - In combination with alcohol
      - Masks the depressant action of alcohol, increasing risk of alcohol overdose; may increase blood pressure and jitters.
    - Withdrawal symptoms
      - Depression, tiredness, sleep problems.
    - Treatment options
      - Behavioral therapies that have helped treat addiction to cocaine or methamphetamine may be useful in treating prescription stimulant addiction.
- Steroids
  - Description
    - Synthetic substances used to treat conditions caused by low levels of steroid hormones in the body and abused to enhance athletic and sexual performance and physical appearance.
  - Short term risks
    - Headache, acne, fluid retention (especially in the hands and feet), oily skin, yellowing of the skin and whites of the eyes, infection at the injection site.
  - Long term risks
    - Kidney damage or failure; liver damage; high blood pressure, enlarged heart, or changes in cholesterol leading to increased risk of stroke or heart attack, even in young people; aggression; extreme mood swings; anger (“roid rage”); paranoid jealousy; extreme irritability; delusions; impaired judgment.
    - Males: shrunken testicles, lowered sperm count, infertility, baldness, development of breasts, increased risk for prostate cancer.
    - Females: facial hair, male-pattern baldness, menstrual cycle changes, enlargement of the clitoris, deepened voice.
  - In combination with alcohol
    - Increased risk of violent behavior.
  - Withdrawal symptoms
    - Mood swings; tiredness; restlessness; loss of appetite; insomnia; lowered sex drive; depression, sometimes leading to suicide attempts.
  - Treatment options
    - Hormone therapy
- Tobacco
  - Description
    - Plant grown for its leaves, which are dried and fermented before use.
  - Short term risks
    - Increased blood pressure, breathing, and heart rate.
  - Long term risks
    - Greatly increased risk of cancer, especially lung cancer when smoked and oral cancers when chewed; chronic bronchitis; emphysema; heart disease;

- leukemia; cataracts; pneumonia.
- In combination with alcohol
  - Unknown
- Withdrawal symptoms
  - Irritability, attention and sleep problems, increased appetite.
- Treatment options
  - Bupropion (Zyban®)
  - Varenicline (Chantix®)
  - Nicotine replacement (gum, patch, lozenge)
  - Cognitive-behavioral therapy (CBT)
  - Self-help materials
  - Mail, phone, and Internet quit resources

## Support Systems and Resources

### *For Students*

Students with alcohol or drug-related problems are encouraged to seek the help of the Student Wellness Center, Counseling and Psychological Services (CAPS), and University Health Services (UHS). Wellness and counseling staff are experienced in working with issues of substance use and abuse and can provide direct assistance, as well as provide information about off-campus assessments, treatment facilities, and area support groups.

While the University will hold students accountable for violations of the AOD Policies noted below, it is also committed to supporting any student who makes the responsible decision to address his or her substance use. Students should feel confident in knowing that Area Coordinators, advisors, faculty, and staff will support any student who is struggling to address their substance use. This support may include referrals to CAPS, UHS, and Student Wellness Center educational programming.

The University offers the following alcohol and other drug programs and services for students:

- Alcohol Skills Education Program (ASEP), BASICS (Brief Alcohol Screening and Intervention for College Students), personalized feedback program for cannabis and drugs
- [Bearcats Recovery Community](#)
- Online alcohol and marijuana assessments
- Individual and group counseling
- Educational presentations for groups and classes
- Substance-free programming on campus
- Undergraduate peer educators
- When student interest is shown, support is given for student run national programs such as Alcoholics Anonymous (AA), Narcotics Anonymous (NA), Adult Children Of Alcoholics (ACOA), and Al-Anon

## *For Employees*

### *Impact Solutions Employee Assistance Program (EAP)*

The University recognizes that employees may have difficulties with drug abuse which are not immediately obvious in their job performance, but which they wish to find help in controlling. The University of Cincinnati EAP offers assessment, counseling and referral services that are confidential and professional. Impact Solutions is widely recognized as a leader in the EAP field, serving a broad range of clients with strong ties to the higher education market. Impact EAP will offer our employees unlimited phone consultation with a live mental health professional 24 hours a day, 365 days a year. Face-to-face counseling is also available, with up to five sessions included per problem occurrence. Assistance will be available to all benefits eligible employees and their household members, dependents living away from home, as well as parents and parents-in-law.

[Impact Solutions](#) can be contacted by calling 800-227-6007.

To connect with staff from UC Benefits and Employee Wellness visit:

University of Cincinnati  
[Human Resources - Benefits](#)  
PO Box 210039  
Cincinnati, OH 45221-0039  
513-556-6381

### *Online Resources*

[University of Cincinnati Student Wellness Center](#)

[University of Cincinnati Counseling and Psychological Services](#)

[University of Cincinnati Office of Student Conduct and Community Standards](#)

[University of Cincinnati University Health Services](#)

[Ohio Revised Code](#)

[United States Code](#)

[National Institute on Alcohol Abuse and Alcoholism](#)

[National Institute on Drug Abuse](#)