



2009 Drug Policy Statement in accordance with: Drug-Free Workplace Act of 1988 and Drug-Free Schools and Communities Act Amendments of 1989 - Public Law 101-226 — House Bill 464

Employees, students, guests and visitors at Southern New Hampshire University (SNHU) are responsible for knowing and complying with the provisions of the LAW as they refer to the unlawful possession, sale, manufacture, use or distribution of alcohol and other drugs. Any employee, student, guest or visitor who violates pertinent federal, state and/or local law, either within the academic community of SNHU, or in a manner that otherwise affects the academic community, thereby violates SNHU policy.

Any employee convicted of any criminal drug statute violation occurring within the Southern New Hampshire University community must notify the appropriate supervisor and/or management person no later than five (5) calendar days after such conviction. Any employee who fails to provide notification shall be subject to discipline action up to and including dismissal. Disciplinary action against an employee convicted of a drug offense within the SNHU community must commence within thirty (30) days after receipt of notice of the conviction.

Penalties will be imposed for violation of the policies of SNHU only in accordance with procedural safeguards applicable to disciplinary actions against employees, students, guests and visitors. The penalties that may be imposed range from warnings with probationary status to expulsions from enrollment and/or discharge from employment. Every employee, student, guest and visitor of SNHU is responsible for being familiar and complying with the terms of the policy on illegal drugs adopted by SNHU.

Southern New Hampshire University recognizes alcohol and other drug dependency as an illness and a major health problem. Alcohol is the number one drug problem in this country and on campus. Drinking alcohol has acute effects on the body. It impairs judgment, vision, coordination and speech and often leads to dangerous risk-taking behavior. This may include drunken driving, injuries and serious accidents. Nearly half of all accidental deaths, suicides and homicides are alcohol related. The misuse of alcohol is often involved in violent behavior, acquaintance rape, unintended pregnancies, and exposure to sexually transmitted diseases. Long term excessive drinking and other drug use can lead to a wide variety of health problems in many different organ systems.

The use of alcohol and other drugs can cause physical and psychological dependence and can interfere with memory, sensation and perception. Drugs impair the brain's ability to synthesize information. Regular users of drugs develop tolerance and physical dependence often experienced by withdrawal symptoms. The psychological dependence occurs when the drug-taking becomes central to the user's life.

University Community Resources

Campus Based:

The Office of Human Resources — Exeter Hall - (603) 644-3125 offers confidential assistance with referrals for staff and families, as well as, benefit information.

The Wellness Center - Chocorua Building - (603) 645-9679 offers limited short-term outpatient service and referral information for students.

Community Based:

The Employee Assistance Program (EAP) offered through Anthem provides assessment and referral for a wide range of concerns facing employees and their loved ones including Substance use disorders. All interactions provided by our EAP are private and confidential. To speak with a consultant please call 1-800-647-9151. If you are covered by the SNHU health insurance (HMO Blue or Blue Choice) you may contact the Behavior Health Network at 1-800-228-5975 for a referral.

This summary sheet has been compiled and distributed to all members of the SNHU community to meet the requirements of the Drug-Free Schools and Communities Act. In addition to this policy, other SNHU policies remain in force. These policies are available in the following documents in the Office of Human Resources:

- SNHU Policy Statement
- The Drug-Free Workplace Act of 1988-
- Substance Abuse Policy-
- Description of the Applicable Sanctions under Local, State, and Federal Laws for the Unlawful Possession or Distribution of Illicit Drugs and Alcohol
- Drugs and Alcohol Treatment and Counseling Centers-
- Health Risks of Drug Use

The following is available on-line: -Alcohol & Other Drug Policy and Procedures may be found at:
<http://www.snhu.edu/2111.asp>

Summary of Legal Sanctions for the Unlawful Possession or Distribution of Illicit Drugs and Alcohol Provided in Compliance with the Drug-Free Schools and Communities Act

Local, state, and federal laws make illegal use of alcohol and other drugs serious crimes. Conviction can lead to imprisonment, fines and assigned community service. A felony for such an offense can prevent an individual from entering many fields of employment and licensed professions.

Cities and towns in New Hampshire prohibit public consumption of alcohol and impose fines for violation.

New Hampshire laws prohibit (1) sale or delivery of alcoholic beverages to persons under 21 and (2) misrepresentation of one's age or falsifying an identification to obtain alcoholic beverages. A first conviction of driving under the influence of alcohol has a penalty fine of not less than \$500.00 and loss of license for not less than 90 days and up to two years. Both offenses are misdemeanors punishable by up to one year in jail and possible fines.

Effective May 24, 2004, New Hampshire passed House Bill 464 which established a criminal penalty for facilitating a drug or underage alcohol house party. The language of this bill states that a person is guilty of a misdemeanor if s/he owns or has control of an occupied structure where a party is held AND continues the party knowing that people under the age of 21 possess or intend to consume alcoholic beverage or use controlled drugs at the party.

New Hampshire has criminal penalties for the illicit use of controlled substances (or "drugs"), with penalties varying with the type of drug. In general, narcotics, addictive drugs, and drugs with a high potential for abuse have heavier penalties.

CONTROLLED DRUGS INCLUDE: Amphetamines, barbiturates, cocaine, crack, D.M.T, hallucinogens, marijuana, mescaline, narcotics, opiates, psilocybin, tranquilizers, and all other drugs of a similar nature which are either outlawed outright or illegal when not prescribed by a physician.

Possession of drugs is illegal without valid authorization. While penalties for possession are generally not as great as for manufacture and distribution of drugs, possession of a relatively large quantity may be considered distribution. Under both state and federal laws, penalties for possession, manufacture and distribution are much greater for second and subsequent convictions. Many laws dictate mandatory prison terms and the full minimum term must be served.

Persons convicted of drug possession under state or federal law may be ineligible for federal student grants and loans for up to one year after the first conviction and five years after the second; the penalty for distributing drugs is loss of benefits for five years after the first, 10 years after the second and permanently after the third conviction.

Under Federal law, distribution of drugs to persons under age 21 is punishable by twice the normal penalty with a mandatory one year in prison; a third conviction is punishable by mandatory life imprisonment. These penalties apply to distribution of drugs in or within 1,000 feet of a College or School. Federal law sets greatly heightened prison sentences for the manufacture and distribution of drugs in or within 1,000 feet of a college or school. Federal law sets greatly heightened prison sentences for the manufacture and distribution of drugs if death or serious injury results from use of the substance.

**SOUTHERN NEW HAMPSHIRE UNIVERSITY'S
EAP PROGRAM
FREE AND CONFIDENTIAL – 1-800-647-9151
or, if covered by HMO Blue or Blue Choice, call:
The Behavioral Health Network @ 1-800-228-5975**

(Note: All services are administered in a fully confidential manner.)

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