



Bryan University

Drug and Alcohol Education Prevention Program (DAAPP)

Bryan University is committed to having a drug-free and alcohol-free campus that prohibits at a minimum, the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees.

Standards of Conduct

Use of illegal drugs, and the illegal use of alcoholic beverages, is identified as “conduct that adversely affects the community.” University regulations prohibit any unlawful possession, use, distribution, or sale of alcohol and other drugs by University students, faculty, staff, or guests of the University, on University property and at all University sponsored events.

Bryan University students and employees are also prohibited from the illegal use of drugs or alcohol whether on or off campus.

The legal age for the consumption of alcohol is 21 years of age. Any underage student consuming alcohol is violating standards for student conduct. Additionally, excessive use of alcohol can lead to additional violations, such as driving while intoxicated or public intoxication.

Disciplinary Sanctions

The penalties for misconduct range from admonition to expulsion. Typically, students who have violated this policy or the Student Code of Conduct (outlined in the Catalog) will be referred to Student and Alumni Outreach for assessment. Examples of sanctions include:

1. Written warning
2. Probation
3. Fines
4. Restitution
5. Suspension
6. Expulsion

Employees or staff that are not in compliance with this policy (or the drug policies outlined in the employee manual) will be referred to human resources and may be suspended, lose wages, or terminated.

In addition, known student or employee violations, if required by state law, will be brought to the attention of local law, state, and or federal enforcement agencies.

Disciplinary sanctions may also include completion of an appropriate rehabilitation program.

In addition to University imposed sanctions, local law, state, and federal enforcement sanctions may also be imposed, including, but not limited to the following:

- **Tempe Arizona Campus** - In addition to the Federal Laws, the State of Arizona has its own laws dealing with controlled substances. It is illegal for persons under the age of 21 to possess



Bryan University

Drug and Alcohol Education Prevention Program (DAAPP)

alcoholic beverages with the intent to consume them, and for anyone to falsify or misrepresent his or her age to another person under that age of 21. Arizona law (ARS & 8-323) provides for the following penalties for a minor who purchases, possesses or consumes spirituous liquor:

1. Probation
2. A juvenile court hearing
3. Driving privileges suspended for 180 days
4. Attendance at a counseling for education program
5. A fine up to \$500
6. Community service work

Arizona law also makes it a misdemeanor to be intoxicated in public and cause a public disturbance, or to be intoxicated and endanger the safety of another person or of property. This carries a fine of up to \$1000 and up to 90 days imprisonment. Penalties for drug possession under Arizona law range from a minimum of probation to a maximum of 10 years in prison and a \$150,000 fine.

Information is given for first offenses only as repeat offenses carry progressively greater sanctions. Trafficking (selling) any illegal drugs, excluding alcohol, are all felonies.

- **Federal** – Federal law penalizes the unlawful manufacturing, distribution, use, sale, and possession of controlled substances. The penalties vary based on many factors, including the type and amount of the drug involved, and whether there is intent to distribute. Federal law sets penalties for first offenses ranging from less than one year to life imprisonment and/or fines into \$10 million. Penalties may include forfeiture of property, including vehicles used to possess, transport, or conceal a controlled substance; the denial of professional licenses or Federal benefits, such as student loans, grants, and controls; successful completion of drug treatment program, community service; and ineligibility to receive or purchase a firearm. See Federal Controlled Substances Act at 21 USC 800.

Health Risks

Specific serious health risks are associated with the use of alcohol and illicit drugs. Some of the major risks are listed below.

General Risks:

- Physical and mental dependence
- Memory Loss
- Violent behavior, aggressive acts, and angry feelings
- Headaches
- Nausea or vomiting
- Muscle weakness



Bryan University

Drug and Alcohol Education Prevention Program (DAAPP)

- A drug tolerance
- Liver, lung, and kidney problems
- Brain damage
- Hallucinations, tremors and convulsions
- Hyperactivity or Sluggish behavior
- Poor academic performance
- Unwanted sexual activity (i.e. date rape)
- Sexually transmitted diseases, including HIV/AIDS
- Unwanted pregnancy
- Impact on future career prospects
- Adverse effects from withdrawal

Specific Risks:

Alcohol and Other Depressants (barbiturates, sedatives, tranquilizers) – Addiction, accidents as a result of impaired ability and judgment, alcohol poisoning, overdose when used with other depressants, damage to a developing fetus, heart and liver damage.

Marijuana – Impair short-term memory, thinking, and physical coordination. Can cause panic reaction and increase risk of lung cancer and emphysema. Can interfere with judgment, attention span, concentration, and overall intellectual performance. Impairs driving ability. May cause psychological dependence and compromised the immune system.

Cocaine – Addiction, cardiovascular system damage including heart attack, brain damage, seizures, lung damage, severe depression, paranoia, psychosis. Similar risks are associated with other stimulants, such as speed and uppers.

Nicotine – Tobacco smoke contains thousands of chemical compounds, many of which are known to cause cancer. Nicotine, which is a central nervous system stimulant, produces an increase in heart and respiration rates, blood pressure, adrenaline production and metabolism. People can rapidly become physically and psychologically dependent on tobacco. Compromises the immune system.

Inhalants – Inhalants are a diverse group of chemicals that easily evaporate and can cause intoxication when their vapors are inhaled. Most inhalants are central nervous system depressants. Use of these drugs slows down many body functions. High doses can cause severe breathing failure and sudden death. Chronic abuse of some of these chemicals can lead to irreversible liver damage and other health problems.

Prescription Drug Abuse – Adverse reactions, dependency, withdrawal, and overdose.

Counseling and Treatment



Bryan University

Drug and Alcohol Education Prevention Program (DAAPP)

A variety of resources exist for alcohol and other drug prevention education, counseling and referral. Employees may contact the Bryan University Human Resources Department at 888-768-6861, Monday through Friday from 8am PST to 5pm PST. Students may contact Student and Alumni Outreach also at 888-768-6861, Monday through Thursday from 6am PST to 8pm PST.

Lastly, in the event of an emergency, please dial 911 or these local assistance numbers:

- Tempe Local Resources:
 - Police Department – 480-350-8311
 - Alcoholics Anonymous – 602-264-1341
 - Assisted Recovery Centers of America – 602-264-7897
 - Phoenix House – 1-800-DRUG-HELP
 - Nationwide Addition Assistance Helpline – 1-800-559-9503

Policy Management

This policy will be distributed to each new student and each new employee within their respective enrollment packets during new student and new employee orientation. Students and employees will confirm receipt and acknowledge understanding of this policy, with copies maintained in the employee and student files respectively. In addition, all employee and students will receive an additional copy in writing to ensure completeness of distribution every January. Lastly, a copy of this policy will be hosted on the Bryan University website, accessible at all times.

Bryan University performs a summary review each December in preparation for any non-material needed revisions for the January release. An exhaustive review with an associated report will be conducted biennially, which review will include, but not be limited to review of the policy, review of infractions, review of states resources etc.