Drug and Alcohol Abuse Prevention Program (DAAPP)

The Drug-Free Schools and Communities Act of 1989 requires every higher education institution that receives any form of Federal funding to implement a drug and alcohol abuse prevention program (DAAPP). The purpose of this program is to prevent the unlawful possession, use or distribution of alcohol and drugs by students and employees on College property and as part of the College’s activities. Gettysburg College is concerned about the well-being of its community members and has embraced the expectations of the Drug-Free School and Communities Act. Below is the most recent version of the College’s Drug and Alcohol Abuse Prevention Program, which is distributed annually to all students and all employees.

Questions about this policy should be directed to Ron Wiafe, Director of Student Rights and Responsibilities or Regina Campo, Co-Director of Human Resources and Risk Management.

Every other year, Gettysburg College will conduct a biennial review of the DAAPP to determine its effectiveness and implement changes to the program if they are needed. The review will also ensure that any disciplinary sanctions are consistently enforced.

Sections:

- Standards of Conduct
- Potential Legal Sanctions
- Health Risks
- Alcohol and Drug Intervention Programs
- Statement of Prohibited Behavior and Sanctions
Standards of Conduct

Prohibited Conduct

Students

- Violation of any federal, state or local law is prohibited.
- Use, possession, sale, transmission, manufacturing, or distribution of marijuana, heroin, narcotics, or other controlled substances except as expressly permitted by law. Conspiring, co-conspiring, or facilitating in drug selling, distribution, and manufacturing is prohibited. Use or possession of drug paraphernalia is also prohibited.
- Use, possession, sale, manufacturing, or distribution of alcoholic beverages is prohibited (except as expressly permitted by College regulations). Alcoholic beverages may not, in any circumstances be used by, possessed by or distributed or sold to any person under twenty-one (21) years of age. Please refer to the College’s Alcohol and Drug Policy Points System for details.

Employees

- Employees may not possess, use, purchase, sell, distribute, or transfer illegal drugs or controlled substances in any amount on College property (including parking lots), or in College vehicles (either owned by, leased to or used on behalf of the College), or while on College business or performing College-related duties on or off campus. Illegal drugs and substances are those which cannot be legally obtained, including controlled substances and controlled substance analogues, as well as those drugs which, although legal, have been illegally obtained (i.e., prescribed drugs not being used for prescribed purposes or not being used by the intended recipient of the prescription, including amphetamines and barbiturates). Examples of illegal drugs include marijuana, cocaine, "crack", heroin, morphine, phencyclidine (PCP), hallucinogens, narcotics, etc.
- Employees may not possess, use, distribute, or consume illegal drugs or substances on or off College property during working hours, lunch periods, or break or relief periods.
- Employees may not report to work "under the influence" of illegal drugs or substances.
- Employees are prohibited from bringing drug paraphernalia onto College property (including parking lots) at any time.
- Employees may not possess, use, purchase, sell, distribute, or transfer alcohol on College property (including parking lots), or in College vehicles (either owned by, leased to, or used on behalf of the College), or while on College business or performing College-related duties on or off campus. An exception to this general rule is the responsible and
legal use of alcohol at College sponsored events. The College does not take responsibility for the improper or illegal use of alcohol at such events.

✓ Reporting Violations - As a condition of continued employment with this College, any employee convicted in court of any workplace violation of any criminal drug statute must report the conviction to the College no later than five (5) days after such conviction. An employee who fails to report such a violation is subject to disciplinary action, up to and including termination.

---

### Potential Legal Sanctions

Students and employees who violate the standards of conduct outlined in this DAAPP are subject to both institutional sanctions (as outlined in the Statement of Prohibited Behavior and Sanctions section) as well as criminal sanctions provided under local, state and federal law. Pertinent criminal sanctions for unlawful possession, use, or distribution of illicit drugs and alcohol are outlined below.

#### Pennsylvania Law/Borough Ordinances

✓ Controlled Substances (18 Pa. C.S.A 27-2015(45))
  - A drug, substance or immediate precursor as defined in Schedules 1 through 5 of the Pennsylvania Controlled Substance, Drug Device and Cosmetic Act, 35 P.S. § 790.104, or any amendments thereto.
    - Any objects, devices, instruments, apparatus or contrivances whose primary and traditionally exclusive use is in connection with the illegal use of any and all controlled substance under the laws of Pennsylvania.
  - Immediate Precursor (18 Pa. C.S.A. 27-2015 (88))
    - A substance which under the regulations of the Pennsylvania Department of Health is a principal compound commonly used or produced primarily for use, and which is an immediate chemical intermediary used in the manufacture of a controlled substance.
    - Penalties include 30 days to 15 years in prison. Fines include $500 to $250,000.

✓ Purchase, consumption, possession or transportation of alcoholic beverages (18 Pa. C.S.A. 6308)
  - Penalties include fines up to $300 to $500, up to 90 days in prison and 90-day to two-year driver’s license suspension. Parents will be notified for those under 21.
✓ Misrepresenting age to obtain alcohol (18 Pa. C.S.A. 6307)
  o Penalties include fines up to $300 to $500, up to one year in prison, and 90-day to two-year driver’s license suspension. Parents will be notified for those under 21.

✓ Carrying a false ID to obtain alcohol (18 Pa. C.S.A. 6310.3)
  o Penalties include fines up to $500, up to one year in prison and 90-day to two-year driver’s license suspension. Parents will be notified for those under 18.

✓ Representing a minor to be 21 or older (18 Pa. C.S.A. 6309)
  o Penalties include fines of $300 to $2,500 and or up to one year in prison.

✓ Requesting or inducing a minor to obtain alcohol (18 Pa. C.S.A. 6310)
  o Penalties include fines of not less than $300 up to $2500 and or up to one year in prison.

✓ Knowingly making, altering, selling, or attempting to sell a false ID (18 Pa. C.S.A. 6310.2)
  o Penalties include fines of not less than $1,000 to $5,000 and or up to two years in prison.

✓ Furnishing alcohol to minors: including allowing minors to possess alcohol on premises owned or controlled by person charged (18 Pa. C.S.A. 6310.1).
  o Penalties include fines of not less than $1,000 up to $2,500 (can be per person served) and or up to one year in prison.

✓ Restriction on alcoholic beverages (18 Pa. C.S.A. 7513)
  o It is unlawful for any person who is an operator or an occupant in any motor vehicle to be in possession of an open alcoholic beverage container or to consume any alcoholic beverage or controlled substance.
  o Penalties include fines up to $300, up to 90 days in prison.

✓ Alcoholic Beverages (Open Containers) (18 Pa. C.S.A 6202)
  o It shall be unlawful, within the Borough of Gettysburg, for any person to drink “liquor” or “malt or brewed beverages” upon any public street, municipal parking lot, private parking lot open for public use or public park, or in any vehicle operated or parked thereon.
  o It shall be unlawful, within the Borough of Gettysburg, for any person to have in such person’s possession or in a vehicle under such a person’s control any open container containing “Liquor” or “malt or brewed beverages” upon any public street, municipal parking lot, private parking lot open for public use or public park.
  o Penalties include: Any person, firm or corporation who shall violate any provision of this Part 2 shall, upon conviction thereof, be sentenced to pay a fine of not more than $600.
Noise Violations (Disorderly Conduct) (18 Pa. C.S.A 2104)
- It shall be unlawful for any person to make unreasonable noise as to disturb, annoy or inconvenience any other person. Any noise includes but is not limited to noises caused by loud music, loud talking, yelling, and barking dogs (etc.). The Gettysburg Borough Police Department has the right to issue citations on a single complaint from the public. A warning is not necessary if the Police Officer feels the citation is warranted.
- Penalties include: Any person who shall violate any provision of this Part 1 shall, upon conviction thereof, be sentenced to pay a fine of not more than $1,000. Every day that a violation of this Part 1 continues shall constitute a separate offense.

Federal Penalties and Sanctions for Illegal Possession of a Controlled Substance

- Penalties for Simple Possession 21 U.S.C. 844(a)
  - 1st conviction - Up to 1 year imprisonment and fined at least $1,000 but not more than $100,000, or both.
  - After 1 prior drug conviction: At least 15 days in prison, not to exceed 2 years and fined at least $2,500 but not more than $250,000, or both.
  - After 2 or more prior drug convictions: At least 90 days in prison, not to exceed 3 years and fined at least $5,000 but not more than $250,000, or both.
  - Special sentencing provision for possession of crack cocaine: Mandatory at least 5 years in prison, not to exceed 20 years and fined up to $250,000, or both if:
    - 1st conviction and the amount of crack possessed exceeds 5 grams.
    - 2nd crack conviction and the amount of crack possessed exceeds 3 grams.
    - 3rd or subsequent crack conviction and the amount of crack possessed exceeds 1 gram.

- Criminal Forfeitures and Forfeiture
  - 21 U.S.C. 853(a)(2) and 881(a)(7)
  - Forfeiture of personal and real property used to possess or to facilitate possession of a controlled substance if that offense is punishable by more than 1 year imprisonment. (See special sentencing provisions re: crack)
  - 21 U.S.C. 881(a)(4)
  - Forfeiture of vehicles, boats, aircraft or any other conveyance used to transport or conceal a controlled substance.
  - 21 U.S.C. 853
- A Denial of Federal benefits, such as student loans, grants, contracts, and professional and commercial licenses, up to 1 year for first offense, up to 5 years for second and subsequent offenses.

- **Simple Possession 21 U.S.C. 844**
  - A civil fine up to $10,000 (pending adoption of final regulations).

- **Unlawful Acts 18 U.S.C. 922(g)**
  - Ineligible to receive or purchase a firearm.

### Federal Trafficking Penalties for Schedules I, II, III, IV, and V (except Marijuana)

<table>
<thead>
<tr>
<th>Schedule</th>
<th>Substance/Quantity</th>
<th>Penalty</th>
</tr>
</thead>
<tbody>
<tr>
<td>II</td>
<td>Cocaine 500-4999 grams mixture</td>
<td>First Offense: Not less than 5 yrs. and not more than 40 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fines of not more than $5 million if an individual, $25 million if not an individual.</td>
</tr>
<tr>
<td>II</td>
<td>Cocaine Base 28-279 grams mixture</td>
<td>Second Offense: Not less than 10 yrs. and not more than 15 yrs. If death or serious bodily injury, life imprisonment. Fines of not more than $5 million if an individual, $25 million if not an individual.</td>
</tr>
<tr>
<td>IV</td>
<td>Fentanyl 40-399 grams mixture</td>
<td>First Offense: Not less than 5 kilograms or more mixture, 280 grams or more mixture, 400 grams or more mixture, 100 grams or more mixture, 1 kilogram or more mixture, 300 grams or more mixture, 500 grams or more mixture, PCP, 100 grams or more or 1 kilogram or more mixture</td>
</tr>
<tr>
<td>I</td>
<td>Fentanyl Analogue 10-99 grams mixture</td>
<td>Second Offense: Not less than 10 yrs. and not more than 15 yrs. If death or serious bodily injury, life imprisonment. Fines of not more than $5 million if an individual, $25 million if not an individual.</td>
</tr>
<tr>
<td>I</td>
<td>Heroin 100-999 grams mixture</td>
<td>First Offense: Not less than 5 yrs. and not more than 40 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fines of not more than $5 million if an individual, $25 million if not an individual.</td>
</tr>
<tr>
<td>I</td>
<td>LSD 1-9 grams mixture</td>
<td>Second Offense: Not less than 10 yrs. and not more than 15 yrs. If death or serious bodily injury, life imprisonment. Fines of not more than $5 million if an individual, $25 million if not an individual.</td>
</tr>
<tr>
<td>II</td>
<td>Methamphetamine 5-49 grams pure or 50-499 grams mixture</td>
<td>First Offense: Not less than 5 yrs. and not more than 40 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fines of not more than $5 million if an individual, $25 million if not an individual.</td>
</tr>
<tr>
<td>II</td>
<td>PCP 10-99 grams pure or 100-999 grams mixture</td>
<td>Second Offense: Not less than 10 yrs. and not more than 15 yrs. If death or serious bodily injury, life imprisonment. Fines of not more than $5 million if an individual, $25 million if not an individual.</td>
</tr>
</tbody>
</table>

### Substance/Quantity

- **Any Amount Of Other Schedule I & II Substances**
  - **First Offense:** Not more that 20 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fines of not more than $1 million if an individual, $5 million if not an individual.
  - **Second Offense:** Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fines of not more than $2 million if an individual, $10 million if not an individual.

- **Any Drug Product Containing Gamma Hydroxybutyric Acid**

- **Flunitrazepam (Schedule IV)**
  - **First Offense:** Not more than 10 yrs. If death or serious bodily injury, not more than 15 yrs. Fines of not more than $500,000 if an individual, $2.5 million if not an individual.
  - **Second Offense:** Not more than 20 yrs. If death or serious injury, not more than 30 yrs. Fines of not more than $1 million if an individual, $5 million if not an individual.

- **Any Amount Of Other Schedule III Drugs**

- **Any Amount Of All Other Schedule IV Drugs (other than one gram or more of Flunitrazepam)**
  - **First Offense:** Not more than 5 yrs. If death or serious injury, not more than 10 yrs. Fines of not more than $250,000 if an individual, $1 million if not an individual.
  - **Second Offense:** Not more than 10 yrs. Fines of not more than $500,000 if an individual, $2 million if not an individual.

- **Any Amount Of All Schedule V Drugs**
  - **First Offense:** Not more than 1 yr. Fines of not more than $100,000 if an individual, $250,000 if not an individual.
  - **Second Offense:** Not more than 4 yrs. Fines of not more than $200,000 if an individual, $500,000 if not an individual.

<table>
<thead>
<tr>
<th>Substance Description</th>
<th>First Offense</th>
<th>Second Offense</th>
</tr>
</thead>
<tbody>
<tr>
<td>Marijuana 1,000 kilograms or more marijuana mixture or 1,000 or more marijuana plants</td>
<td>Not less than 20 yrs. or more than life. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine not more than $10 million if an individual, $50 million if other than an individual.</td>
<td>Not less than 20 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than $20 million if an individual, $75 million if other than an individual.</td>
</tr>
<tr>
<td>Marijuana 100 to 999 kilograms marijuana mixture or 100 to 999 marijuana plants</td>
<td>Not less than 5 yrs. or more than 40 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine not more than $5 million if an individual, $25 million if other than an individual.</td>
<td>Not less than 10 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than $8 million if an individual, $50 million if other than an individual.</td>
</tr>
<tr>
<td>Marijuana 50 to 99 kilograms marijuana mixture, 50 to 99 marijuana plants</td>
<td>Not more than 20 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine $1 million if an individual, $5 million if other than an individual.</td>
<td>Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine $2 million if an individual, $10 million if other than an individual.</td>
</tr>
<tr>
<td>Hashish More than 10 kilograms</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hashish Oil More than 1 kilogram</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Marijuana less than 50 kilograms marijuana (but does not include 50 or more marijuana plants regardless of weight)</td>
<td>Not more than 5 yrs. Fine not more than $250,000, $1 million if other than an individual.</td>
<td>Not more than 10 yrs. Fine $500,000 if an individual, $2 million if other than an individual.</td>
</tr>
<tr>
<td>1 to 49 marijuana plants</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hashish 10 kilograms or less</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hashish Oil 1 kilogram or less</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>


**Health Risks**

**Health Risks Associated with Alcohol Abuse**

The consequences associated with alcohol abuse among college students are far reaching. According to the National Institute on Alcohol Abuse and Alcoholism, “Students who engage in risky drinking may experience blackouts (i.e., memory loss during periods of heavy drinking); fatal and nonfatal injuries, including falls, drownings, and automobile crashes; illnesses; missed classes; unprotected sex that could lead to a sexually transmitted disease or an unwanted pregnancy; falling grades and academic failure; an arrest record; accidental death; and death by suicide. In addition, college students who drink in excess may miss opportunities to participate in the social, athletic, and cultural activities that are part of college life.”

The risks are not just limited to students. The Centers for Disease Control and Prevention identifies the following short-term and long-term health risks related to alcohol use and abuse:

1. Taken from: [http://www.collegedrinkingprevention.gov/niaaacollegematerials/panel01/highrisk_04.aspx](http://www.collegedrinkingprevention.gov/niaaacollegematerials/panel01/highrisk_04.aspx)
2. These health risks have been reproduced verbatim from the CDC’s “Fact Sheets-Alcohol Use and Your Health” which is available here: [http://www.cdc.gov/alcohol/fact-sheets/alcohol-use.htm](http://www.cdc.gov/alcohol/fact-sheets/alcohol-use.htm)
Short-Term Health Risks

Excessive alcohol use has immediate effects that increase the risk of many harmful health conditions. These are most often the result of binge drinking and include the following:

- Injuries, such as motor vehicle crashes, falls, drownings, and burns.
- Violence, including homicide, suicide, sexual assault, and intimate partner violence.
- Alcohol poisoning, a medical emergency that results from high blood alcohol levels.
- Risky sexual behaviors, including unprotected sex or sex with multiple partners. These behaviors can result in unintended pregnancy or sexually transmitted diseases, including HIV.
- Miscarriage and stillbirth or fetal alcohol spectrum disorders (FASDs) among pregnant women.

Long-Term Health Risks

Over time, excessive alcohol use can lead to the development of chronic diseases and other serious problems including:

- High blood pressure, heart disease, stroke, liver disease, and digestive problems.
- Cancer of the breast, mouth, throat, esophagus, liver, and colon.
- Learning and memory problems, including dementia and poor school performance.
- Mental health problems, including depression and anxiety.
- Social problems, including lost productivity, family problems, and unemployment.
- Alcohol dependence or alcoholism.

### Health Risks Associated with Drug Abuse

<table>
<thead>
<tr>
<th>Substances: Category and Name</th>
<th>Examples of Commercial or Street Names</th>
<th>DEA Schedule / How Administered</th>
<th>Intoxication Effects / Potential Health Consequences</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Cannabinoids</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hashish</td>
<td>Boom, chronic, gangster, hash, hash oil, hemp</td>
<td>Swallowed, smoked</td>
<td>Euphoria, slowed thinking and reaction time, confusion, impaired balance and coordination/cough, frequent respiratory infections, impaired memory and learning; increased heart rate, anxiety, panic attacks; tolerance, addiction.</td>
</tr>
<tr>
<td>Marijuana</td>
<td>Blunt, dope, ganja, grass, herb, joints, Mary Jane, pot, reefer, sinsemilla, skunk, weed</td>
<td>Swallowed, smoked</td>
<td></td>
</tr>
<tr>
<td><strong>Depressants</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Alcohol</td>
<td>Oil, juice, liquid courage, booze</td>
<td>Legal for those 21 and over/ swallowed</td>
<td>Slurred speech, slowed reaction time, nausea/vomiting, sedation, loss of consciousness, coma.</td>
</tr>
<tr>
<td>Barbiturates</td>
<td>Amytal, Nembutal, Seconal, Phenobarbital: barbs, reds, red birds, phennies, tooies, yellows, yellow jackets</td>
<td>Injected, swallowed</td>
<td>Reduced anxiety; feeling of well-being; lowered inhibitions; slowed pulse and breathing; lowered blood pressure; poor concentration / fatigue; confusion; impaired coordination, memory, judgment; addiction; respiratory depression and arrest; death. Also, for barbiturates—sedation, drowsiness / depression, unusual excitement, fever, irritability, poor</td>
</tr>
<tr>
<td>Benzo diazepines (other than flunitrazepam)</td>
<td>Ativan, Halcion, Librium, Valium, Xanax: candy, downers, sleeping pills, tranks</td>
<td>Injected, swallowed</td>
<td></td>
</tr>
<tr>
<td>Flunitrazepam</td>
<td>Rohypnot, forget-me pill, Mexican Valium, R2, Roche, roofles, roofinol, rope, rophies</td>
<td>Injected, swallowed</td>
<td></td>
</tr>
<tr>
<td>Drug</td>
<td>Description</td>
<td>Administration</td>
<td>Effects</td>
</tr>
<tr>
<td>------</td>
<td>-------------</td>
<td>----------------</td>
<td>---------</td>
</tr>
<tr>
<td>GHB</td>
<td>Gamma-hydroxybutyrate: G, Georgia home boy, grievous bodily harm, liquid ecstasy</td>
<td>Injected, swallowed</td>
<td>Judgment, slurred speech, dizziness, life-threatening withdrawal. For benzodiazepines—sedation, drowsiness/dizziness. For flunitrazepam—visual and gastrointestinal disturbances, urinary retention, memory loss for the time under the drug’s effects. For GHB—drowsiness, nausea/vomiting, headache, loss of consciousness, loss of reflexes, seizures, coma, death. For methaqualone—euphoria/depression, poor reflexes, slurred speech, coma.</td>
</tr>
<tr>
<td>Methaqualone</td>
<td>Quaalude, Sopor, Parest: ludes, mandrex, quad, quay</td>
<td>Injected, swallowed</td>
<td>Increased heart rate and blood pressure, impaired motor function/memory loss; numbness; nausea/vomiting. Also, for ketamine—at high doses, delirium, depression, respiratory depression and arrest for PCP and analogs—possible decrease in blood pressure and heart rate, panic, aggression, violence/loss of appetite, depression.</td>
</tr>
<tr>
<td>Ketamine</td>
<td>Ketalar SV: cat Valiums, K, Special K, vitamin K</td>
<td>Injected, snorted, smoked</td>
<td>Altered states of perception and feeling, nausea, persisting perception disorder (flashbacks). Also, for LSD and mescaline—increased body temperature, heart rate, blood pressure, loss of appetite, sleeplessness, numbness, weakness, tremors. For LSD—persistent mental disorders. For psilocybin—nervousness, paranoia.</td>
</tr>
<tr>
<td>Phencyclidine</td>
<td>angel dust, boat, hog, love boat, peace pill</td>
<td>Injected, swallowed, smoked</td>
<td>Altered states of perception and feeling, nausea, persisting perception disorder (flashbacks). Also, for LSD and mescaline—increased body temperature, heart rate, blood pressure, loss of appetite, sleeplessness, numbness, weakness, tremors. For LSD—persistent mental disorders. For psilocybin—nervousness, paranoia.</td>
</tr>
<tr>
<td>LSD</td>
<td>Lysergic acid diethylamide: acid, blotter, boomers, cubes, microdot, yellow sunshine</td>
<td>Swallowed/absorbed through mouth tissues</td>
<td>Altered states of perception and feeling, nausea, persisting perception disorder (flashbacks). Also, for LSD and mescaline—increased body temperature, heart rate, blood pressure, loss of appetite, sleeplessness, numbness, weakness, tremors. For LSD—persistent mental disorders. For psilocybin—nervousness, paranoia.</td>
</tr>
<tr>
<td>Mescaline</td>
<td>Buttons, cactus, mesc, peyote</td>
<td>Swallowed</td>
<td>Altered states of perception and feeling, nausea, persisting perception disorder (flashbacks). Also, for LSD and mescaline—increased body temperature, heart rate, blood pressure, loss of appetite, sleeplessness, numbness, weakness, tremors. For LSD—persistent mental disorders. For psilocybin—nervousness, paranoia.</td>
</tr>
<tr>
<td>Psilocybin</td>
<td>Magic mushroom, purple passion, shrooms</td>
<td>Swallowed</td>
<td>Altered states of perception and feeling, nausea, persisting perception disorder (flashbacks). Also, for LSD and mescaline—increased body temperature, heart rate, blood pressure, loss of appetite, sleeplessness, numbness, weakness, tremors. For LSD—persistent mental disorders. For psilocybin—nervousness, paranoia.</td>
</tr>
<tr>
<td>Codeine</td>
<td>Emprin with Codeine, Fiorinal with Codeine, Robitussin A-C, Tylenol with Codeine; Captain Cody, Cody, schoolboy; (with glutethimide) doors &amp; fours, loads, pancakes and syrup</td>
<td>Injected, swallowed</td>
<td>Pain relief, euphoria, drowsiness-nausea, constipation, confusion, sedation, respiratory depression and arrest, tolerance, addiction, unconsciousness, coma, death. Also, for codeine—less analgesia, sedation, and respiratory depression than morphine. For heroin—staggering gait.</td>
</tr>
<tr>
<td>Fentanyl and fentanyl analogs</td>
<td>Actiq, Duragesic, Sublimaze: Apache, China girl, China white, dance fever, friend, goodfella jackpot, murder 6, TNT, Tango</td>
<td>Injected, smoked, snorted</td>
<td>Pain relief, euphoria, drowsiness-nausea, constipation, confusion, sedation, respiratory depression and arrest, tolerance, addiction, unconsciousness, coma, death. Also, for codeine—less analgesia, sedation, and respiratory depression than morphine. For heroin—staggering gait.</td>
</tr>
<tr>
<td>Heroin</td>
<td>Diacetylmorphine: brown sugar, dope, H, horse, junk, skag, skunk, smack, white horse</td>
<td>Injected, smoked, snorted</td>
<td>Pain relief, euphoria, drowsiness-nausea, constipation, confusion, sedation, respiratory depression and arrest, tolerance, addiction, unconsciousness, coma, death. Also, for codeine—less analgesia, sedation, and respiratory depression than morphine. For heroin—staggering gait.</td>
</tr>
<tr>
<td>Morphine</td>
<td>Hoxanorl, Duramorph: M, Miss Emma, monkey, white stuff</td>
<td>Injected, swallowed, snorted</td>
<td>Pain relief, euphoria, drowsiness-nausea, constipation, confusion, sedation, respiratory depression and arrest, tolerance, addiction, unconsciousness, coma, death. Also, for codeine—less analgesia, sedation, and respiratory depression than morphine. For heroin—staggering gait.</td>
</tr>
<tr>
<td>Opium</td>
<td>laudanum, paregoric: big O, black stuff, block, gum, hop</td>
<td>Swallowed, smoked</td>
<td>Pain relief, euphoria, drowsiness-nausea, constipation, confusion, sedation, respiratory depression and arrest, tolerance, addiction, unconsciousness, coma, death. Also, for codeine—less analgesia, sedation, and respiratory depression than morphine. For heroin—staggering gait.</td>
</tr>
<tr>
<td>Oxycodeone HCL</td>
<td>OxyContin: Oxy, O.C., killer</td>
<td>Injected, swallowed, snorted</td>
<td>Pain relief, euphoria, drowsiness-nausea, constipation, confusion, sedation, respiratory depression and arrest, tolerance, addiction, unconsciousness, coma, death. Also, for codeine—less analgesia, sedation, and respiratory depression than morphine. For heroin—staggering gait.</td>
</tr>
<tr>
<td>Hydrocodone bitartrate, acetaminophen</td>
<td>Vicodin: vike, Watson-387</td>
<td>Swallowed</td>
<td>Pain relief, euphoria, drowsiness-nausea, constipation, confusion, sedation, respiratory depression and arrest, tolerance, addiction, unconsciousness, coma, death. Also, for codeine—less analgesia, sedation, and respiratory depression than morphine. For heroin—staggering gait.</td>
</tr>
<tr>
<td>Stimulants</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Amphetamine</td>
<td>Biphetamine, Dextedrine: bennies, black beauties, crosses, hearts, LA turnaround, speed, truck drivers, uppers</td>
<td>Injected, smoked, snorted, swallowed</td>
<td>Increased heart rate, blood pressure, metabolism; feelings of exhilaration, energy, increased mental alertness/rapid or irregular heart beat; reduced appetite, weight loss, heart failure, nervousness, insomnia. Also, for amphetamine—rapid breathing/tremor, loss of coordination; irritability, anxiousness, restlessness, delirium, panic, paranoia, impulsive behavior, aggressiveness, tolerance, addiction, psychosis.</td>
</tr>
<tr>
<td>Cocaine</td>
<td>Cocaine hydrochloride: blow, bump, C, candy, Charlie, coke, crack, flake, rock, snow, toot</td>
<td>Injected, smoked, snorted</td>
<td>Increased heart rate, blood pressure, metabolism; feelings of exhilaration, energy, increased mental alertness/rapid or irregular heart beat; reduced appetite, weight loss, heart failure, nervousness, insomnia. Also, for amphetamine—rapid breathing/tremor, loss of coordination; irritability, anxiousness, restlessness, delirium, panic, paranoia, impulsive behavior, aggressiveness, tolerance, addiction, psychosis.</td>
</tr>
<tr>
<td>Compound</td>
<td>Method of Administration</td>
<td>Common Effects</td>
<td></td>
</tr>
<tr>
<td>---------------------------------------------------</td>
<td>--------------------------</td>
<td>---------------------------------------------------------------------------------</td>
<td></td>
</tr>
<tr>
<td>MDMA (methylenedioxyamphetamine)</td>
<td>Swallowed</td>
<td>For MDMA—mild hallucinogenic effects, increased tactile sensitivity, empathic feelings/impaired memory and learning, hyperthermia, cardiac toxicity, renal failure, liver toxicity.</td>
<td></td>
</tr>
<tr>
<td>Methamphetamine</td>
<td>Injected, smoked, swallowed, snorted</td>
<td>For methamphetamine—aggression, violence, psychotic behavior/memory loss, cardiac and neurological damage; impaired memory and learning, tolerance, addiction.</td>
<td></td>
</tr>
<tr>
<td>Methyphenidate (safe and effective for treatment of ADHD)</td>
<td>Injected, swallowed, snorted</td>
<td>For nicotine—additional effects attributable to tobacco exposure: adverse pregnancy outcomes; chronic lung disease, cardiovascular disease, stroke, cancer; tolerance, addiction.</td>
<td></td>
</tr>
<tr>
<td>Nicotine</td>
<td>Not scheduled/smoked, snorted, taken in snuff and spit tobacco</td>
<td>No intoxication effects/hypertension, blood clotting and cholesterol changes, liver cysts and cancer; kidney cancer; hostility and aggression, acne; in adolescents, premature stoppage of growth; in males, prostate cancer, reduced sperm production, shrunken testicles, breast enlargement; in females, menstrual irregularities, development of beard and other masculine characteristics.</td>
<td></td>
</tr>
<tr>
<td>Anabolic steroids</td>
<td>Injected, swallowed, applied</td>
<td>Dissociative effects, distorted visual perceptions to complete dissociative effects/of effects at higher doses see ‘dissociative anesthetics’.</td>
<td></td>
</tr>
<tr>
<td>Dextromethorphan (DXM)</td>
<td>Not scheduled/swallowed</td>
<td>Stimulation, loss of inhibition; headache; nausea or vomiting; slurred speech, loss of motor coordination; wheezing/unconsciousness, cramps, weight loss, muscle weakness, depression, memory impairment, damage to cardiovascular and nervous systems, sudden death.</td>
<td></td>
</tr>
<tr>
<td>Inhalants</td>
<td>Not scheduled/inhaled through</td>
<td>Stimulation, loss of inhibition; headache; nausea or vomiting; slurred speech, loss of motor coordination; wheezing/unconsciousness, cramps, weight loss, muscle weakness, depression, memory impairment, damage to cardiovascular and nervous systems, sudden death.</td>
<td></td>
</tr>
</tbody>
</table>

Alcohol and Drug Prevention and Intervention Programs

Students

✓ Counseling
  - Gettysburg College’s Counseling Services has a staff of five licensed psychologists and counselors who are available to students for on-going counseling, assessment, referral to off-campus counseling, and crisis support. One counselor focuses primarily on substance abuse prevention, education, assessment and referral. Students may participate in a confidential individual assessment of their alcohol and other drug use by Counseling Services staff. The counselor and student then collaborate to set mutually agreed upon goals. Substance use assessments generally take three, one-hour sessions. Harm-reduction and abstinence support groups are offered on an as-requested basis. On-campus support for students returning from off-campus treatment programs is available. All counseling services are offered at no charge and are strictly confidential. For more information or to schedule an appointment, call 717-337-6960.

✓ AlcoholEDU
  - All first year students participate in a mandatory on-line alcohol education course, AlcoholEDU, before arriving on campus and during orientation.

✓ “Second Look” Program
  - Our campus peer educators facilitate this 1-hour program. It gives students a chance to examine attitudes, consequences and perceptions and to look at how these influence behavior. Students discuss strategies to reduce risks related to their drinking choices. Peer students and their outreach programs are supervised by Counseling Services.

✓ BASICS Group*
  - Counseling Services offers this as a 1-session educational group followed by an individual meeting with a counselor. This program gives students the opportunity to assess the effects of their drinking, to set goals and to get support for effecting positive change in their lives. Students complete BASICS only once. (*Group adaptation of Brief Alcohol Screening and Intervention for College Students, G. Alan Marlatt et. al., U. of Washington, Guilford Press, 1999)

✓ Marijuana 101
  - Counseling Services offers an online and in person program for students with marijuana uses challenges.
You must first complete the online Marijuana 101 program.
After completing the online portion, you must schedule and attend one assessment meeting with a Gettysburg College Counseling Services counselor.
These two steps MUST be completed within strict time deadlines in order for you to receive credit for completing these sanctions.

Positive Choices Group
Gettysburg College Counseling Services offers this 4-week counselor-facilitated group twice each semester. Each session introduces one core aspect of successful change based on SMART Recovery ® model:
- Building and Maintaining Motivation
- Coping with Urges
- Managing Thoughts, Feelings and Behaviors
- Living a Balanced Life

SMART Recovery
- SMART Recovery ® helps empower individuals to make desired positive behavior changes. It features practical ways to deal with every day challenges. While the program supports abstinence, all students who are considering behavior change are welcome. It is not a 12-step program. Meetings are free and confidential.

Substance Use Assessment
- Students may refer themselves for a substance use assessment on-campus by contacting Gettysburg College Counseling Services at 717 337-6960.
- Students may refer themselves for a substance use assessment off-campus at the following locations:
  - There is a fee for this service but both providers participate with many health insurance plans, including our student health insurance provider.
  - True North Wellness Services, 44 South Franklin Street, Gettysburg, PA; 717-334-9111
  - Pennsylvania Counseling Services, 334 York St., Gettysburg, PA; 717-337-0026
  - Wellspan Behavioral Health, 1270 Fairfield Rd., Gettysburg, PA; 717-337-2257
  - Wellspan Behavioral Health, 40 V Twin Drive, Suite 202, Gettysburg, PA; 717-339-2710
Gettysburg College community members experiencing an acute alcohol or other drug emergency should be transported to the Gettysburg Hospital Emergency Department via ambulance (call 911).

**Anonymous Mental Health/Substance Use Self-Assessment**
- A student can utilize this link below to complete this assessment.
  - [http://screening.mentalhealthscreening.org/gettysburg](http://screening.mentalhealthscreening.org/gettysburg)

**Alcohol & Drug-Free Housing (RISE Program)**
Gettysburg College offers alcohol and drug-free housing through the RISE program (Respecting Individual Students Expectations about alcohol). Students who participate in this program agree to live in a residence hall where alcohol and tobacco are not present nor used, and no drugs are used contrary to prescription or law. Upperclass students are eligible to apply to live in the RISE House and are required to meet all expectations of that community. First-year RISE students are assigned to be roommates with other members of the RISE program and each student will have an opportunity to participate in activities with other First-Year RISE members. RISE members who do not abide by their substance-free commitment are subject to relocation in addition to sanctions through the campus conduct system.

**Alcohol and Drug Required Leave**
- The College may require a student to take a leave of absence if a student illustrates that he or she is repeatedly unable to make sound and safe decisions about alcohol and drug use, or the student engages in drinking or drug use that threatens the life, health and safety of one’s self or others.
- The Vice President for College Life and Dean of Students or their designee will identify the criteria to return to campus.

**Employees**

**Employee Assistance Program**
- We encourage employees who think they may have a drug or alcohol dependency problem to seek help voluntarily through the Employee Assistance Program.
- The EAP may be accessed at [www.wellspaneap.org](http://www.wellspaneap.org) or by phone 1-866-227-6527.

**Local Drug and Alcohol Assessment, Treatment, and Referral Resources**
- True North Wellness Services, 44 South Franklin St., Gettysburg, PA; 717-334-9111
Statement of Prohibited Behavior and Sanctions

Statement of Prohibited Behavior

It is the policy of Gettysburg College to maintain a drug-free workplace. Illegal possession, use, manufacture, or distribution of drugs or narcotics by employees (while engaged in employment activities or activities related to a federal grant, regardless of the location of these activities) constitutes unacceptable conduct by such employees and makes such employees subject to disciplinary procedures of the College ranging from a reprimand through termination of employment, according to procedures set out in the employee handbooks for staff employees, administrative employees, and faculty.

The purpose of this summary is to provide students and employees of Gettysburg College with general information on applicable laws. Although every effort has been made to provide accurate information at the time of printing, this information can at any time be superseded by changes in the law. Each student and employee has the ultimate responsibility to stay informed concerning changes in the law. Those with specific legal questions are encouraged to seek the services of an attorney.

The College supports the laws of the Commonwealth of Pennsylvania. Student violations of the policies and guidelines pertaining to alcohol and drugs specified in the Gettysburg College Conduct System will result in sanctions appropriate to the degree of the violation. Sanctions will increase in severity for repeated violations. Sanctions will include, but are not limited to, fines, education, referrals for counseling, community service, probations, residence hall separation, or suspension or expulsion from the College.

Description of Sanctions

Gettysburg College will impose sanctions on students and employees for violations of the standards of conduct outlined in this DAAPP (consistent with local, state, and federal law), up to and including expulsion (for students) and termination of employment (for employees).
Students and employees who violate the standards of conduct may be referred for prosecution. Specific sanctions for students and employees are listed below.

**Students**

A student found responsible for violating the College’s Alcohol or Drug policy is subject to a range of sanctions. Additionally, the College utilizes an Alcohol and Drugs Points System to hold students accountable for these violations. The Points System and possible alcohol and drug sanctions are below.

<table>
<thead>
<tr>
<th>Item</th>
<th>Point Value</th>
<th>Violation</th>
<th>Fine</th>
<th>Required Sanctions</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>0</td>
<td>Underage student present in a location where the alcohol or drug policy is violated. Students may choose to take a voluntary breathalyzer test and have a BAC of .00 following the voluntary test as a way to prove innocence in this situation. Otherwise, the student conduct administrator will use all other available evidence (e.g. observations of Public Safety, RA, and other witnesses) to determine whether the student was participating in the policy violation.</td>
<td></td>
<td>“Accumulation of 10 or more points results in Alcohol and Drug Required Leave”.</td>
</tr>
<tr>
<td>B</td>
<td>0</td>
<td>Medical Amnesty: underage student who has consumed alcohol who seeks assistance for another in need of emergency care.</td>
<td></td>
<td>Parental/Coach/ Academic Advisor Notification</td>
</tr>
<tr>
<td>C</td>
<td>1</td>
<td>Medial Amnesty: a student who engages in drinking practices or activities that seriously threaten one’s health and life (e.g. transported to the hospital for alcohol or drug consumption), who seeks help for self or has an RA/RC/CA/HL or a friend seek help for them. One time opportunity.</td>
<td></td>
<td>Counseling Assessment-* see note below, grid*</td>
</tr>
<tr>
<td>D</td>
<td>1</td>
<td>Consumption/possession of alcohol by an underage guest of a student</td>
<td>$50</td>
<td>Coach Notification</td>
</tr>
<tr>
<td>E</td>
<td>2</td>
<td>Underage possession or consumption of alcohol (alcohol content less than 16%)</td>
<td>$50 for 1st violation $100 for repeat violations</td>
<td>Educational Program (AlcoholEdu, Innerview, Second Look, BASICS,or Counseling Assessment) Coach Notification</td>
</tr>
<tr>
<td>F</td>
<td>2</td>
<td>For students 21+: Public drunkenness, engaging in alcohol-related disruptive behavior or vandalism/damage to property.</td>
<td>$50 for 1st violation $100 for repeat violations</td>
<td></td>
</tr>
<tr>
<td>G</td>
<td>2</td>
<td>Possession of an open container of alcohol, regardless of age, in any location other than a residence hall room/apartment house.</td>
<td>$50 for 1st violation $100 for repeat violations</td>
<td></td>
</tr>
<tr>
<td>H</td>
<td>2</td>
<td>Consumption of alcohol by an underage student who is subject to hazing pressures or activities. If the student is physically compelled to drink, and pursues campus conduct remedies, no points or sanctions attach to the student who consumed.</td>
<td>$50 for 1st violation $100 for repeat violations</td>
<td></td>
</tr>
<tr>
<td>I</td>
<td>3</td>
<td>Underage possession hard alcohol (alcohol content = to or &gt; 16 %), distilled spirits, or alcoholic energy drinks that include caffeine or other stimulants.</td>
<td>$50 for 1st violation $100 for repeat violations</td>
<td></td>
</tr>
<tr>
<td>Column</td>
<td>Code</td>
<td>Description</td>
<td>Penalty</td>
<td>Notes</td>
</tr>
<tr>
<td>--------</td>
<td>------</td>
<td>-------------</td>
<td>---------</td>
<td>-------</td>
</tr>
<tr>
<td>J 3</td>
<td>Providing alcohol to an underage person (alcohol content less than 16%). Any student providing alcohol to an underage person, which is not consumed in the residence of the providing.</td>
<td>$100</td>
<td></td>
<td></td>
</tr>
<tr>
<td>K 4</td>
<td>Underage consumption hard alcohol (alcohol content = to or &gt; 16 %), distilled spirits, or alcoholic energy drinks that include caffeine or other stimulants.</td>
<td>$100</td>
<td>Parental/Coach/Academic Advisor Notification; Educational Program (AlcoholEdu, Innerview, Second Look, BASICS, Marijuana Program, or Counseling Assessment. *Any violation of marijuana requires notification.</td>
<td></td>
</tr>
<tr>
<td>L 4</td>
<td>Possession or use of marijuana or paraphernalia.</td>
<td>$100</td>
<td></td>
<td></td>
</tr>
<tr>
<td>M 4</td>
<td>Hosting (in your place of residence) an event with alcohol (alcohol content less than 16 %) which involves disruptive behavior, drinking games, underage drinking, or other violations of College policy.</td>
<td>$50 for 1st violation $100 for repeat violations</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>At 5 points students are;</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>-Ineligible to join a Greek organization.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>-Ineligible to study off campus/abroad.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>-Ineligible to live off-campus.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>N 5</td>
<td>Hosting (in your place of residence) an event with hard alcohol (alcohol content = to or &gt; 16 %), distilled spirits, or alcoholic energy drinks that include caffeine or other stimulants which involves disruptive behavior, drinking games, underage drinking, or other violations of College policy.</td>
<td>$100</td>
<td>Parental/Coach/Academic Advisor/Notification/Counseling Assessment. Prohibited from living off campus. Prohibited from studying in an off campus/study abroad program. Prohibited from joining and a Greek organization.</td>
<td></td>
</tr>
<tr>
<td>O 5</td>
<td>Hosting (in your place of residence) an event in which marijuana or synthetic marijuana (K2, Spice) is shared.</td>
<td>$100</td>
<td></td>
<td></td>
</tr>
<tr>
<td>P 5</td>
<td>Possession of a large common source of alcohol (e.g. keg or barrel, punch with alcohol/juice, etc.), regardless of age on college premise college managed properties.</td>
<td>$250</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>At 6 points students are;</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>-Ineligible to join a Greek organization.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>-Ineligible to study off campus/abroad.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>-Ineligible to live in off-campus housing.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Q 6</td>
<td>Providing hard alcohol (alcohol content = to or &gt; 16 %), distilled spirits, or alcoholic energy drinks that include caffeine or other stimulants to an underage person. Any student providing hard alcohol to an underage person, which is not consumed in the residence of the providing student.</td>
<td>$100</td>
<td>Parental/Coach/Academic Advisor Notification; Educational Program (AlcoholEdu, Innerview, Second Look, BASICS, Marijuana Program, or Counseling Assessment. Prohibited from living off campus. Prohibited from studying in an off campus/study abroad program. Prohibited from joining and a Greek organization.</td>
<td></td>
</tr>
<tr>
<td>R 9</td>
<td>Drinking and Driving- regardless of age</td>
<td>$100</td>
<td>Parental/Coach/Academic Advisor Notification; Educational Program (AlcoholEdu, Innerview, Second Look, BASICS, Marijuana Program, or Counseling Assessment. Prohibited from living off campus. Prohibited from studying in an off campus/study abroad program. Prohibited from joining and a Greek organization.</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Driving with alcohol in the system (BAC of .08 or higher).</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>If under 21- Driving with alcohol in system with ABC of .02 or higher. Charged by the police with Driving Under the Influence (DUI) Driving Under the Influence of other drugs (including but not limited to marijuana).</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
## Alcohol and Drug Sanctions

- **Advisor notification** - Advisors for student organizations of which the student is a member may also be informed of violations when:
  - The student conduct administrator hearing the case believes that this would be helpful to the student.
  - The advisor requests such information.
- **Alcohol and Drug Required Leave** - A key component of Gettysburg College’s mission is to provide a safe environment where students are able to pursue their academic and social goals. The College may require a student to take a leave of absence if a student illustrates that they are repeatedly unable to make sound and safe decisions about alcohol and drug use, or the student engages in drinking or drug use that threatens the

### Item | Additional Points | Violation | Fine | Additional Sanctions
--- | --- | --- | --- | ---
AA | 0 | Repeated alcohol-related violation within the same semester. | $150 |
BB | 1 | Consumption/possession of alcohol by an underage guest of a student when a student has also received points for drinking. |
CC | 2 | Damaging College property or the property of another. | Restitution for damage. |
DD | 2 | Participating in any drinking games. |
EE | 2 | Failure to cooperate with a College official or local law enforcement official. | Additional discretionary sanctions (i.e. apology letters, work hours, ride along). |
FF | 2 | Disruptive public behavior (e.g. excessive public noise, public drunkenness, public urination, screaming/cursing in public, arrest, other forms of public disorderly conduct). | Additional discretionary sanctions (i.e. apology letters, work hours, ride along). |
GG | 2 | Possession or use of a false I.D. and or providing false information to a College official. |
HH | 2 | Engaging in drinking practices that threaten one’s health (e.g. transports to the hospital for alcohol or drug consumption, arrest due to intoxication) when a student does not seek help for themselves or when a friend does not seek help for them. | Second transport due to overconsumption, overdose, or arrest involving intoxication may result in an immediate Alcohol and Drug Required Leave. |

**Prohibited from parking on campus plus a $200 fine.**

**Final Warning – Students who reach 10 points will be sent home.**

S | 10 | Use or possession of illegal drugs other than marijuana | Alcohol and Drug Required Leave or student may be charged with a Student Code of Conduct violation and referred to the Student Conduct Review Board for a hearing. |
life, health and safety of one’s self or others. An Alcohol and Drug Required Leave will be invoked for significant or repeated violations of the terms of the College’s Alcohol and Drug Policy Points System.

- The Vice President for College Life and Dean of Students or their designee will determine the terms of the Alcohol and Drug Required Leave. If a student violates the terms of the Alcohol and Drug Policy Points System by reaching or exceeding ten points, the terms of the Alcohol and Drug Required Leave will normally include a provision for the student to receive care (medical, psychiatric, psychological, counseling, or therapy) while on leave.

- Our procedures will follow the protocol outlined in the Medical Leave of Absence and Withdrawal Policy on page 7 of the Handbook of Student Rights and Responsibilities. The Vice President for College Life and Dean of Students or their designee may identify additional criteria in order to return to campus. The Vice President for College Life and Dean of Students or their designee, in consultation with Health and Counseling Services, will determine if all criteria have been met and if the student is eligible to return. If a student is required to leave during the fall semester, normally the leave will be extended to the entire spring semester as well.

- A student returning from Required Leave will have 5 points on their record upon return.

- A student that accumulates 10 or more points for a SECOND time during their Gettysburg career will be referred to the Student Conduct Review Board for consideration of suspension/expulsion, along with any sanctions assigned through the point system process. Instances of any of these behaviors, whether alcohol-related or not, could also be referred to the Student Conduct Review Board for consideration of possible suspension or expulsion (along with other sanctions, as detailed in the Handbook of Student Rights and Responsibilities).

- BAC Testing - Is done only by Public Safety and the local Police, at the discretion of the officer addressing the situation. RAs will not administer Breathalyzer tests. Public Safety may ask students to take a voluntary Breathalyzer test in order to demonstrate that they have not been drinking. Security may also ask students to take a Breathalyzer test to help assess the need for medical treatment.

- Warning – a notice in writing to the student that the student is violating or has violated institutional regulations.

- Conduct Probation – a written reprimand for violation of specified regulations. Probation is for a designated period of time and includes the probability of more severe disciplinary sanctions, such as suspension or expulsion, if the student is found to violate any institutional regulation(s) during the probationary period. A letter will be sent to parents or guardians notifying them of this sanction. Students on probation are
normally not permitted to live off-campus, join a Greek letter social organization, or study off-campus.

- **Loss of Privileges** – denial of specified privileges for a designated period of time. This includes, but is not limited to, loss of position in club or organization, suspension from athletic team or performing group, loss of privileges to use specified facilities, prohibition from participation in co-curricular activities, loss of privilege to have car on campus, loss of privilege to live in residence hall or lottery system, loss of privilege to join a fraternity or sorority, restricted access to a fraternity chapter house.

- Fines – previously established and published fines may be imposed.

- Restitution – compensation for loss, damage, or injury. This may take the form of appropriate service and/or monetary or material replacement.

- Discretionary Sanctions – work assignments, essays, alcohol and drug assessment or substance use advising, service to the College, community service, or other related discretionary assignments.

- **Behavioral Contract** – a Dean in College Life or the Director of Student Rights & Responsibilities may meet with a student to develop a mutual consent/behavioral contract. This is an agreement between the student and College outlining the behaviors or tasks a student is to perform or avoid, the criteria for an acceptable level of performance or completion, the reinforcement/support (i.e., activities, privileges, or resources available to the student), and the timeline for completion. Violation of any of the terms outlined in the mutual consent sanction may result in disciplinary action which may include a Required Leave.

- Residence Hall Relocation – students may be assigned to a different residential space on campus if they violate policy or demonstrate an inability to continue living in their current community or room.

- Residence Hall Separation – separation of the student from the residence halls for a definite period of time, after which the student is eligible to return. Conditions for readmission to the residence halls may be specified.

- Restorative Justice Conference or Circle – The purpose is restorative justice is to: identify and take steps to repair harm, involve all harmed parties, and place emphasis on community.

- Drug Testing – Periodic drug screening performed at a certified off-campus facility at the students’ expense, as arranged by College Life within 24 hours’ notice. Once a student has signed an agreement for periodic drug testing, failure or refusal to be tested as scheduled, or a positive test result, will be a breach of the agreement which will likely result in suspension or expulsion.

- College Suspension – separation of the student from the College for a definite period of time, after which the student is eligible to return. Conditions for readmission may be specified. Students who are suspended forfeit all fees that have been paid to the
College; are ineligible to visit the campus (including fraternity chapter houses) or participate in College activities unless permission is granted by the Director of Student Rights and Responsibilities. In addition, a ‘suspension’ notation is placed on their College transcript until the term of suspension has expired (notation changed to ‘withdrew’ after suspension ends). Students must seek readmission as outlined in the Academic Procedures section of the Handbook. A letter will be sent to parents or guardians notifying them of this sanction.

- **College Expulsion** – permanent separation of the student from the College. A letter will be sent to parents or guardians notifying them of this sanction. In addition, an “expulsion” notation is placed on the College transcript indefinitely.
- **Revocation of Admission** – Gettysburg College reserves the right to revoke admission to admitted or deposited students for fraud, misrepresentation, violation of College standards, or for other serious violations committed by a student prior to enrolling at Gettysburg. The Director of Admissions along with the Vice President of Enrollment and Educational Services will handle all revocations with consultation from the Vice President for College Life and Dean of Students. Incoming students matriculate on June 1 of each year and as of this date they are expected to comply with the conduct outlined in the Gettysburg College Student Code of Conduct Handbook. Violations could lead to a revocation of admission. The Vice President for College Life and Dean of Students in consultation with the Vice President of Enrollment and Educational Services will handle all revocation of newly matriculated students.
- **Revocation of Degree** – Gettysburg College reserves the right to revoke a degree awarded from the College for fraud, misrepresentation, or other violations of College standards in obtaining the degree, or for other serious violations committed by a student prior to graduation.
- **Withholding Diploma** – the College may withhold a student’s diploma for a specified period of time if that student has judicial charges pending. Additionally, a student may be assigned this sanction by the Student Conduct Review Board or the Director of Student Rights and Responsibilities if they are found responsible for violating a policy. The student may also be denied participation in commencement exercises while charges are pending or as a sanction.

**Employees**

An employee found responsible for violating the College’s Drug-Free Workplace and Drug-Free Campus Policy is subject to a range of sanctions. These sanctions are below.

- **Disciplinary Action** - Any employee found to be in violation of this policy will be subject to disciplinary action that may include warning, immediate suspension, and up to and including termination. All such action requires the joint review and approval by the
immediate supervisor and the Co-Directors of Human Resources and Risk Management. Any illegal substance confiscated will be turned over to the appropriate law enforcement agency for additional investigating and handling. Illegal substances include medication or prescription drugs not being used in accordance with a legitimate prescription.

☑ Relapse by Employee - Any employee who is rehabilitated through the EAP must abide by the terms of any last chance agreement and/or the terms and conditions of the EAP program. Any relapse by an employee will be considered a violation of this policy and the employee will be subject to disciplinary action, up to and including termination.