

# Rhodes College (DAAPP)

DRUG & ALCOHOL ABUSE PREVENTION PROGRAM

## 2019



Rhodes College  
—1848—

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## Introduction

Rhodes College joins with Universities and Colleges across the United States in the effort to educate and prevent drug and alcohol use and abuse. Drug and Alcohol Abuse Prevention Programs (DAAPP) are the foundation of this education and prevention.

The United States Congress passed and the President signed into law the Drug-Free Schools and Communities Act Amendments of 1989-Public Law 101-226 on December 12, 1989. This Act requires institutions of higher education must certify that they have adopted and instituted a program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students, faculty, and staff.

To comply with the Drug Free Schools and Communities Act of 1989 (DFSCA) and subsequent amendments, students and employees of Rhodes College are informed that strictly enforced policies are in place which prohibit the possession, use, or distribution of any illicit drugs, including alcohol, on Rhodes College property or as part of any College-sponsored activity unless event-specific permission is given for of-age students to consume alcohol moderately. Students and employees are also subject to all applicable legal sanctions under local, state, and federal law for any offenses involving illicit drugs on Rhodes College property or at College-sponsored activities.

## Off-Campus Conduct

The values of Rhodes College apply wherever Rhodes community members live, work, or play. Students may be held accountable for conduct which constitutes a hazard to the health, safety, or well-being of members of the College community or which is detrimental to the College's interests whether such conduct occurs on campus, off campus, or at College-sponsored events. All complaints filed with Rhodes College regarding off-campus conduct will be investigated by the Office of Community Standards.

### Good Neighbor Policy

Rhodes College values all community members, including those outside our gates. The College strives to build positive, respectful, and civil relationships with our community neighbors to ensure positive, open streams of dialogue.

Complaints involving excessive noise and/or trash reported by community neighbors will result in an investigation led by the Office of Community Standards. The following are possible sanctions for community violations involving noise and/or trash:

- Warning
- Impact/Reflection Letters
- Mandatory Community Service
- Disciplinary Probation

## Rhodes College Social & Alcohol Policy

In 2009, led by a group of students, the College adopted the following statement:

As a community we embrace the vision of a healthy and balanced social environment, grounded in trust and open communication among faculty, staff, and students. Such an environment fosters personal and community growth and embodies a sense of responsibility and accountability to self and others. This vision depends upon each member's commitment to achieve and maintain inclusiveness, consistency, continual education, and the growth of shared traditions. This is our duty to one another.

Rhodes supports behavior and social interactions that are:

- Legal
- Responsible
- Healthy
- Reflective of our community values

### Expectations & Procedures

#### *Responsible & Healthy Behavior*

- There is a time and place for alcohol consumption that is consistent with certain college activities and times of day. Behavior should demonstrate respect for the campus, its visitors, and its community.
- Reasonable and safe consumption happens when drinking is done in moderation and not toward a goal of inebriation. When drinking is the focus of an activity or gathering, consumption is less likely to be reasonable and safe. Drinking during or before certain high-risk activities or in conjunction with health conditions or medications is dangerous to both the student and his or her surrounding community.
- Public intoxication is not a community value or activity endorsed by the social policy or alcohol policy of the College. Public intoxication is defined as a state of inebriation indicating impaired judgment, visible intoxication, or behavior that endangers or threatens the welfare of self and others. The public consumption and/or possession of alcohol in public areas, including on-campus buildings and outdoor venues, is prohibited unless a college-sanctioned event. All student events involving alcohol must be



registered in the Events Management System, and the student host of the event must have approval from the organization's advisor. Once approved, carrying alcohol from one on-campus venue to another is prohibited unless carried in a cup. No bottles, cans, kegs or other containers are allowed to be carried from one on-campus venue to another. This includes, but is not limited to: academic buildings, the library, parking lots, outdoor quads and spaces, athletic fields, roadways, and administrative buildings.

- Driving under the influence of alcohol and/or drugs is strictly prohibited both on and off campus.
- Public consumption and/or possession of alcohol in public areas, including on-campus buildings and outdoor venues, is prohibited unless a college-sanctioned event.
- Good Samaritan Statement: The health and safety of students is a priority for the Rhodes community. Because of this, the College has adopted a Good Samaritan Statement, and students are expected to assist fellow community members by utilizing this service. Students are to contact Campus Safety or Residence Life staff when they believe an impaired/intoxicated student is in need of assistance. In case of a medical emergency, students should call 911. When a student or organization calls for assistance, neither the student/organization nor the impaired student will be subject to an alcohol violation, unless the student involved demonstrates a repeated lack of care for him/herself and the campus community. This policy does not protect students from violations of other college policies, such as threatening/causing physical harm, sexual assault, harassment, damage to property, hazing, etc. This policy likewise does not prevent action by local and state authorities. Staff members will record names of intoxicated students to allow for appropriate follow-up, which may result in timely completion of alcohol education programs, assessment, or treatment, depending upon the level of concern for the student's health and safety.
- High-risk drinking and associated paraphernalia (such as funnels) which encourage the abuse of alcohol are strictly forbidden.
- In order to promote safer alcohol consumption and individual responsibility, common containers and mass sources – including kegs and stockpiles of beer or other alcohol – are not permitted.
- Shared Responsibility Statement: Students who are found to be present in an environment when illegal, unhealthy, irresponsible, or unreflective of community values drinking is occurring may be held responsible for a "Shared Responsibility-Alcohol" violation. This violation will likely result in a warning.

### ***Hosting Events and Parties***

All events planned and hosted by Rhodes College departments and registered organizations must use the Events Management System to:

- Reserve the location (indoor, outdoor, and off-campus) seven days prior to the event start date. In coordination with other departments listed below, arrangements are needed at least three days in advance.
- Arrange catering through Bon Appétit and request any of the following: set-up from Physical Plant (chairs, tables, stage, etc.), AV equipment from the Barret Media Center, Campus Safety if cash is collected or security is needed, and publicity through Communications.
- In planning of events where alcohol is anticipated, the host will work with the advisor (if student group) or the VP for Finance and Business Affairs (faculty and staff) and Campus Safety to plan logistics and procedures related to compliance with the law, organizational rules and by-laws, and the well-being of guests.
- Advertising for events must follow the Posting Signs Policy in the Student Handbook.
- Clean-up of events on campus must be completed by 8 a.m. the following morning unless an earlier time is requested in advance.

### ***Regulatory and Contractual Compliance***

- Bon Appétit is Rhodes College's approved contract vendor for food and beverages. To consume alcohol in the Lair and/or Lair Patio, it must be purchased through Aramark.
- In compliance with the National Collegiate Athletic Association, possession and consumption of alcohol is prohibited at National Collegiate Athletic Association athletic events.
- No organization shall furnish alcoholic beverages to students on campus or at any College function.
- Requests for exceptions to these procedures should be made to the Dean of Students for student groups or the VP for Finance and Business Affairs for other groups.

### ***Mailroom***

It is prohibited for any student, regardless of age, to have alcohol shipped to the mailroom at Rhodes College. The mailroom will inform the Office of Community Standards if/when shipments of alcohol are received. This is a violation of the Social and Alcohol Policy.

## **Alcohol Laws**

### ***Local Alcohol Laws***

- Sec. 10-8-5. - Drunkenness in private places.

It is unlawful for any person to be drunk in any private place, to the annoyance of others.  
(Code 1967, § 22-17; Code 1985, § 20-11; Ord. No. 933, § 1, 4-27-1971)

- Sec. 10-8-6. - Drunkenness in public places.

It is unlawful for any person to be drunk in any public place so as to be incapable of protecting his or her own safety or in such condition as to constitute a danger to himself or herself or to others or to be drunk in any public place to the annoyance of other persons.  
(Code 1967, § 22-17.1; Code 1985, § 20-12)

State Law reference—Public intoxication, T.C.A. § 39-17-305; local public intoxication ordinances, T.C.A. § 33-10-203.

Title 7 - ALCOHOLIC BEVERAGES—Below is the link to the additional Local Alcohol Laws

[https://library.municode.com/tn/memphis/codes/code\\_of\\_ordinances?nodeId=TIT7ALBE](https://library.municode.com/tn/memphis/codes/code_of_ordinances?nodeId=TIT7ALBE)

The following summary is provided to promote increased awareness of the Tennessee laws concerning alcoholic beverages. This summary is not intended to be a restatement of the law nor a summary of all of the laws relating to alcoholic beverages. All members of the Rhodes community are responsible for compliance with the state laws governing the use of alcohol.

**Regarding alcohol consumption, according to Tennessee law, it is illegal:**

- For any person or group of legal drinking age to sell, furnish, or provide alcoholic beverages to any person under twenty-one years of age;
- For any person under the age of twenty-one to purchase, receive, or possess alcoholic beverages;

- For any person to make a false statement to the effect that he or she is twenty-one years of age or older for the purpose of obtaining alcoholic beverages;
- For any person or group to sell alcoholic beverages without a license;
- For any person or group of legal drinking age to sell or furnish any alcoholic beverages to any person who is known to be visibly intoxicated, or to any person who appears to habitually drink alcoholic beverages to excess, or to any person who appears to be a habitual user of narcotics or other habit-forming drugs.

**Regarding alcohol & driving a motor vehicle, according to Tennessee law, it is illegal:**

- To drive or be in physical control of a motor vehicle if a person is under twenty-one years of age and register .02 or more blood-alcohol content (BAC); for individuals who are twenty-one or over, the blood-alcohol test level is set at .08.
- To consume any alcoholic beverage or possess an open container of alcoholic beverage while operating a motor vehicle.

**Partial summary of punishments for offenses related to alcohol and motor vehicles:**

- The offense of driving while impaired (.02 or greater BAC) for a person under age twenty-one (21) is a Class A misdemeanor punishable by a driver's license suspension of one (1) year and by a fine of two-hundred fifty dollars (\$250). As additional punishment, the court may impose public service work.
- The offense of driving while the driver is in possession of an open container of alcohol, or of a beverage containing any amount of alcohol, is a Class C misdemeanor punishable by a fine to be established by the court.
- The first DUI offense (.08 or higher BAC) is punishable by 48 hours minimum jail time, one (1) year suspension of license, \$350 minimum fine, 11 months and 29 days probation, and participation in an alcohol treatment program.
- The second DUI offense (.08 or higher BAC) is punishable by 45 straight days minimum jail time, two (2) year suspension of license, \$600 minimum fine, 11 months and 29 days probation, and treatment.
- The third DUI offense (.08 or higher BAC) is punishable by 120 straight days minimum jail time, three (3) to ten (10) year suspension of license, \$1,100 minimum fine, 11 months and 29 days probation, and treatment.
- The fourth DUI offense (.08 or higher BAC) is punishable by 150 straight days minimum jail time, five (5) year suspension of license, \$3000 minimum fine, and 1 to 6 years probation or parole.

**Federal Alcohol Laws**

[www.ttb.gov/what-we-do/program-areas/beverage-alcohol](http://www.ttb.gov/what-we-do/program-areas/beverage-alcohol)

**Violations & Sanctions**

In light of our Vision and policy we seek to establish an appropriate system for addressing violations of our community, remembering our commitment to fostering an atmosphere of personal and communal development.

- To emphasize learning versus punishment
- To promote development
- To emphasize success and support
- To support responsibility and judgment of individuals and groups

Student violations of this policy are on a two-tiered system. "Level 1" Violations include, but are not limited to, the possession or consumption of alcohol if under the age of 21 or providing alcohol to underage students. "Level 2" Violations include, but are not limited to, alcohol intoxication or substance-induced behavior that places a student at risk in terms of health and safety issues. The adjudicator determines the level of the violation.

**Students in violation will:**

1. Dispose of all alcoholic beverages in his or her possession or the alcoholic beverages will be confiscated and disposed of by a College staff member;
2. Receive a written or oral warning that current or future policy violation(s) may result in more severe sanctions and/or administrative action at the discretion of the adjudicator.

**Level 1 Violation**

- 1st Violation - Alcohol Education, Letter of Warning, Other Sanctions
- 2nd Violation - Alcohol Education, Substance Evaluation, Letter of Warning, Parent/Guardian Notified, Disciplinary Probation, Other Sanctions
- 3rd Violation - Substance Evaluation, Parent/Guardian Notified, Deferred Suspension, Letter of Warning, Suspension, Other Sanctions
- 4th Violation - Suspension, Parent/Guardian Notified, Other Sanctions

**Level 2 Violation**

- 1st Violation - Alcohol Education, Parent/Guardian Notified, Substance Evaluation, Letter of Warning, Other Sanctions
- 2nd Violation - Alcohol Education, Parent/Guardian Notified, Substance Evaluation, Disciplinary Probation or Deferred Suspension, Letter of Warning, Other Sanctions
- 3rd Violation - Parent/Guardian Notified, Substance Evaluation, Suspension, Other Sanctions

**Alcohol Education** – designed to increase awareness of health, safety and legal issues surrounding alcohol misuse.

**Substance Evaluation** – evaluation for substance abuse issues.

**Parent Notified** – The parent/guardian will be notified via telephone.

**Other Sanctions** – see section on "Disciplinary Sanctions."

Failure to complete the required sanction(s) within six (6) weeks will result in: (1) the inability to register at enrollment clearance for the following semester until requirements are met; and (2) additional sanctions.

**Special Note:** Any violation that includes drinking and driving on campus will likely result in a suspension of parking and driving privileges for the rest of the student's college career at Rhodes.

**Violations by Employees**

All Rhodes College employees are responsible for compliance with the College **Social and Alcohol Policy**. The following employee regulations represent the college's policy concerning alcohol:

1. While at work or at college-sponsored events, on or off campus, all employees are prohibited from being under the influence of alcohol to the point where, in the opinion of the college, judgment or performance is impaired.
2. Employees who exhibit chronic erratic or unusual behavior, incur excessive absences or incidents of tardiness, are involved in a work-related accident, or otherwise give the college reasonable cause to believe they are under the influence of alcohol will be subject to drug and alcohol testing and possible disciplinary action as stated in the college handbook.

Employees who organize or sponsor a student group, whether on or off campus, have the responsibility to enforce the College's **Social and Alcohol Policy**. Failure to comply with these responsibilities will be considered a violation of the Alcohol Policy and violators will be subject to disciplinary action suited to the severity of the violation as stated in the College Handbook.

### **Alcohol Consumption in the Lynx Lair**

The procedures outlined below apply to all students, faculty, staff, alumni, visitors and guests of the College. At all times each member of the Rhodes community is responsible for his or her behavior and the conduct of his or her guests.

#### **Identification & Purchasing Procedures**

1. Students, faculty, staff, alumni, visitors and guests of the college who are of legal drinking age can present a valid driver's license for the purchase and consumption of alcohol. Each person may purchase only one alcoholic beverage at a time.
2. In accordance with the rules and regulations of the Alcohol Commission of the City of Memphis, the Memphis police shall be called promptly by Bon Appétit employees to report a fight or disturbance at the Lynx Lair. Students and employees involved in an alcohol-related incident in the Lair will be subject to disciplinary action described in the Alcohol Policy.
3. Bon Appétit reserves the right to refuse service to any persons.
4. No alcohol may be brought into the Lynx Lair.

#### **Reservations Procedures**

Persons or groups wishing to reserve the Lynx Lair for special events during alcohol service hours may do so as follows:

1. Contacting the Director of Student Involvement and the Facilities Coordinator and completing the campus facilities usage form.
2. Submitting a Special Event registration form to the Director of Student Involvement no later than seven days prior to the date of the event.
3. Complying with all regulations and responsibilities as listed in the above policy on alcohol apply during registered events in the Lynx Lair.

Student organizations may reserve the Lynx Lair for special events, however, because it is a place of business, a group may not restrict access to any member of the Rhodes community, visitors, or guests during the event.

#### **Alcohol Awareness**

Rhodes is committed to providing students, faculty, and staff with factual information about alcohol as well as confidential referrals for professional assistance in the event that they are needed. An awareness of the negative effects of alcohol consumption may assist you in your efforts to make safe and responsible choices about alcohol. Educational programs will be organized and conducted annually to promote continued awareness and encourage an attitude of genuine concern and care for others. Information concerning responsible use, effective party planning, indications of abuse or addiction, and resources for assistance are available for you or someone you care about in the Counseling Center.

## **Rhodes College Drug Policy**

### **The Drug-Free Schools and Communities Act Amendments of 1989**

Rhodes complies with the requirements of the Drug-Free Schools and Communities Act Amendments of 1989. The College will not tolerate the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance or the misuse of medications or other legal drugs on the Rhodes campus. Such activity is a threat to the personal safety of the people who work and live on the campus, and a threat to the reputation and mission of the College. Such conduct:

1. Violates the law
2. Compromises the physical and mental health of those involved
3. Threatens the fabric of the community by introducing unlawful elements.

The students, faculty, and staff of Rhodes are responsible for knowing and complying with all applicable state and local laws that make it a crime to possess, sell, deliver or manufacture those drugs considered to be "controlled substances" by the state of Tennessee. Any member of the Rhodes community who violates the law is subject to both prosecution and punishment by civil authorities and to disciplinary proceedings by the College.

Students, faculty, or staff at Rhodes are subject to disciplinary action for the possession, manufacture, use, sale, or distribution (by either sale or gift) of any quantity of any prescription drug or controlled substance or for being under the influence of any prescription drug or controlled substance, except for the appropriate use of an over-the-counter medication or for the prescribed use of medication in accordance with the instructions of a licensed physician. Controlled substances include, but are not limited to, marijuana, cocaine, cocaine derivatives, heroin, amphetamines, barbiturates, LSD, PCP, and substances typically known as "designer drugs" such as "ecstasy" or "eve." Possession of paraphernalia associated with the use, possession or manufacture of a prescription drug or controlled substance is also prohibited. Students, faculty or staff also are subject to disciplinary action for the misuse or abuse of mind-altering substances (e.g., Amyl Nitrate, Ephedrine, etc.).

The penalties to be imposed by the College may range from probation to suspension or expulsion from one's place of residence, to expulsion from enrollment, or termination from employment. However, the following are minimum penalties.

#### **Local Drug Laws:** Memphis and Shelby County use State and Federal Drug Laws

#### **Summary of State Law Concerning Drugs**

The following summary of the Tennessee Code Annotated is provided to promote increased awareness of the Tennessee laws concerning controlled substances. This summary is not intended to be a restatement of the law nor a summary of all of the laws relating to controlled substances. All members of the Rhodes community are responsible for compliance with laws concerning controlled substances.



It is a criminal offense to knowingly manufacture, deliver, sell, or possess with the intent to manufacture, deliver, or sell controlled substances. The State of Tennessee defines seven categories of controlled substances. Depending upon the type and quantity of substance, felony penalties include fines ranging from \$5,000 to \$500,000 and imprisonment for not less than one year to not more than 60 years.

For misdemeanor possession of a controlled substance, the penalty is imprisonment of not more than 11 months and 29 days and a \$2,500 fine.

The term “drug paraphernalia” means any equipment, products, and materials of any kind which are primarily used, intended for use, or designed for use by the person in possession of them, in planting, propagating, cultivating, growing, harvesting, manufacturing, compounding, converting, producing, processing, preparing, testing, analyzing, packaging, repackaging, storing, containing, concealing, injecting, ingesting, inhaling, or otherwise introducing into the human body, a controlled substance. (T.C.A. 22-42A-1)

The maximum penalty for unlicensed possession of drug paraphernalia is a Class A misdemeanor with imprisonment up to 11 months and 29 days in jail and a \$2,500 fine.

The maximum penalty for the unlicensed possession of drug paraphernalia with intent to sell, deliver, or manufacture a controlled substance is a Class E felony with imprisonment for not less than one year nor more than six years, or a fine of not more than \$5,000, or both.

### **Federal Drug Laws**

The Federal Controlled Substances Act specifies penalties, for a first offense individual involved in the unlawful manufacturing, distribution, or possession with intent to distribute narcotics, of not fewer than 10 years or more than life imprisonment and a fine up to 4 million dollars, or both. The penalty for simple possession, knowingly or intentionally possessing a controlled substance, is imprisonment up to one year and a minimum fine of \$1000, or both. Penalties for unlawful distribution of a controlled substance to a person under twenty-one (21) years of age is imprisonment or a fine, or both, up to twice that established for distribution offenses.

### **Student Penalties**

The minimum penalty for a first-time drug paraphernalia violation is a requirement to participate in drug education and disciplinary probation for six months. Any student who violates the drug policy for drug paraphernalia for a second time will likely be deferred suspension or suspension from the College for at least one semester.

The minimum penalty for a first-time violation of the Drug Policy for misuse or abuse of legal drugs or the illegal use or possession of a prescription drug, or controlled substance be disciplinary probation for a full year and a requirement for participation in a drug abuse education and/or treatment program. Parental notification is also likely. Any student who violates the Drug Policy for misuse or abuse of legal or illegal use or possession of a prescription drug, or controlled substance for a second time will likely be suspended from the College for at least one year.

Shared Responsibility Statement: Students who are found to be present in an environment where drug use or drug paraphernalia is present will be held responsible for a “Shared Responsibility Drug” violation. This violation will likely result in a warning and drug education.

The penalty for sale, manufacture for sale, or distribution of a prescription drug, controlled or mind-altering substance, or drug paraphernalia is likely to be expulsion from the College.

### **Employee Penalties**

All Rhodes College employees are responsible for compliance with the College Drug Policy. The following employee regulations represent the college’s policy concerning illegal drugs:

1. While at work, all employees are prohibited from being under the influence of illegal drugs. Violations of this regulation will be subject to discipline, including termination.
2. The sale, possession, transfer or purchase of illegal drugs on college property or while performing college business is strictly prohibited. Any such actions will be reported to appropriate law enforcement officials and is cause for immediate termination.

## FEDERAL TRAFFICKING PENALTIES

DRUG/SCHEDULE	QUANTITY	PENALTIES	QUANTITY	PENALTIES
Cocaine (Schedule II)	500–4999 grams mixture	<b>First Offense:</b> Not less than 5 yrs, and not more than 40 yrs. If death or serious injury, not less than 20 or more than life. Fine of not more than \$5 million if an individual, \$25 million if not an individual.	5 kgs or more mixture	<b>First Offense:</b> Not less than 10 yrs, and not more than life. If death or serious injury, not less than 20 or more than life. Fine of not more than \$10 million if an individual, \$50 million if not an individual.
Cocaine Base (Schedule II)	28–279 grams mixture		280 grams or more mixture	
Fentanyl (Schedule II)	40–399 grams mixture	<b>Second Offense:</b> Not less than 10 yrs, and not more than life. Fine of not more than \$8 million if an individual, \$50 million if not an individual.	400 grams or more mixture	<b>Second Offense:</b> Not less than 20 yrs, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.
Fentanyl Analogue (Schedule I)	10–99 grams mixture		100 grams or more mixture	
Heroin (Schedule I)	100–999 grams mixture	<b>2 or More Prior Offenses:</b> Life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.	1 kg or more mixture	
LSD (Schedule I)	1–9 grams mixture		10 grams or more mixture	
Methamphetamine (Schedule II)	5–49 grams pure or 50–499 grams mixture		50 grams or more pure or 500 grams or more mixture	
PCP (Schedule II)	10–99 grams pure or 100–999 grams mixture		100 gm or more pure or 1 kg or more mixture	
PENALTIES				
Other Schedule I & II drugs (and any drug product containing Gamma Hydroxybutyric Acid)	Any amount	<b>First Offense:</b> Not more than 20 yrs. If death or serious injury, not less than 20 yrs, or more than life. Fine \$1 million if an individual, \$5 million if not an individual.		
Flunitrazepam (Schedule IV)	1 gram	<b>Second Offense:</b> Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if not an individual.		
Other Schedule III drugs	Any amount	<b>First Offense:</b> Not more than 10 years. If death or serious injury, not more than 15 yrs. Fine not more than \$500,000 if an individual, \$2.5 million if not an individual.		
		<b>Second Offense:</b> Not more than 20 yrs. If death or serious injury, not more than 30 yrs. Fine not more than \$1 million if an individual, \$5 million if not an individual.		
All other Schedule IV drugs	Any amount	<b>First Offense:</b> Not more than 5 yrs. Fine not more than \$250,000 if an individual, \$1 million if not an individual.		
Flunitrazepam (Schedule IV)	Other than 1 gram or more	<b>Second Offense:</b> Not more than 10 yrs. Fine not more than \$500,000 if an individual, \$2 million if other than an individual.		
All Schedule V drugs	Any amount	<b>First Offense:</b> Not more than 1 yr. Fine not more than \$100,000 if an individual, \$250,000 if not an individual.		
		<b>Second Offense:</b> Not more than 4 yrs. Fine not more than \$200,000 if an individual, \$500,000 if not an individual.		

## FEDERAL TRAFFICKING PENALTIES—MARIJUANA

DRUG	QUANTITY	1st OFFENSE	2nd OFFENSE *
Marijuana (Schedule I)	1,000 kg or more marijuana mixture; or 1,000 or more marijuana plants	Not less than 10 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.	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.
Marijuana (Schedule I)	100 kg to 999 kg marijuana mixture; or 100 to 999 marijuana plants	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.	Not less than 10 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.
Marijuana (Schedule I)	More than 10 kgs hashish; 50 to 99 kg marijuana mixture More than 1 kg of hashish oil; 50 to 99 marijuana plants	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.	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.
Marijuana (Schedule I)	Less than 50 kilograms marijuana (but does not include 50 or more marijuana plants regardless of weight) 1 to 49 marijuana plants;	Not more than 5 yrs. Fine not more than \$250,000, \$1 million if other than an individual.	Not more than 10 yrs. Fine \$500,000 if an individual, \$2 million if other than individual.
Hashish (Schedule I)	10 kg or less		
Hashish Oil (Schedule I)	1 kg or less		

\*The minimum sentence for a violation after two or more prior convictions for a felony drug offense have become final is a mandatory term of life imprisonment without release and a fine up to \$20 million if an individual and \$75 million if other than an individual.



3. Employees who exhibit chronic erratic or unusual behavior, incur excessive absences or incidents of tardiness, are involved in a work-related accident or otherwise give the college reasonable cause to believe they are under the influence of drugs will be subject to drug and alcohol testing.

**Appeals Process:** Employees will have the right to appeal any disciplinary action that is consistent with the appeals process as described in the college handbook.

## Health Risks

U.S. Department of Justice Drug Enforcement Administration											
DRUGS OF ABUSE / Uses and Effects											
Drugs	CSA Schedules	Trade or Other Names	Medical Uses	Dependence			Duration (Hours)	Usual Method	Possible Effects	Effects of Overdose	Withdrawal Syndrome
				Physical	Psychological	Tolerance					
<b>Narcotics</b>											
Heroin	Substance I	Diamorphine, Horse, Smack, Black tar, Chiva, Nagra (black tar)	None in U.S., Analgesic, Antitussive	High	High	Yes	3-4	Injected, snorted, smoked	Euphoria, drowsiness, respiratory depression, constricted pupils, nausea	Slow and shallow breathing, clammy skin, convulsions, coma, possible death	Watery eyes, runny nose, yawning, loss of appetite, irritability, tremors, panic, cramps, nausea, chills and sweating
Morphine	Substance II	MS-Contin, Roxanol, Oramorph SR, MSIR	Analgesic	High	High	Yes	3-12	Oral, injected			
Hydrocodone	Substance II, Product III, V	Hydrocodone w/Acetaminophen, Vicodin, Vicoprofen, Tussionex, Lorab	Analgesic, Antitussive	High	High	Yes	3-6	Oral			
Hydromorphone	Substance II	Dilaudid	Analgesic	High	High	Yes	3-4	Oral, injected			
Oxycodone	Substance II	Roxicod, Oxycodone w/Acetaminophen, OxyContin, Endocet, Percocet, Percodan	Analgesic	High	High	Yes	3-12	Oral			
Codeine	Substance II, Products III, V	Acetaminophen, Coughlesian or Promethazine w/Codeine, Fiorinal, Fioricet or Tylenol w/Codeine	Analgesic, Antitussive	Moderate	Moderate	Yes	3-4	Oral, injected			
Other Narcotics	Substance II, III, IV	Fentanyl, Demerol, Methadone, Darvon, Stadol, Talwin, Paregoric, Buprenex	Analgesic, Antidiarrheal, Antitussive	High-Low	High-Low	Yes	Variable	Oral, injected, snorted, smoked			
<b>Depressants</b>											
gamma Hydroxybutyric Acid	Sub I, Product III	GHB, Liquid Ecstasy, Liquid X, Sodium Oxybate, Xyrem®	None in U.S., Anesthetic	Moderate	Moderate	Yes	3-6	Oral	Slurred speech, disorientation, drunken behavior without odor of alcohol, impaired memory of events, interacts with alcohol	Shallow respiration, clammy skin, dilated pupils, weak and rapid pulse, coma, possible death	Anxiety, insomnia, tremors, delirium, convulsions, possible death
Benzodiazepines	Substance IV	Valium, Xanax, Halcion, Ativan, Restoril, Rohypnol (Rohidol, R-2), Klonopin	Antianxiety, Sedative, Anticonvulsant, Hypnotic, Muscle Relaxant	Moderate	Moderate	Yes	1-8	Oral, injected			
Other Depressants	Substance I, II, III, IV	Ambien, Sonata, Meprobarbital, Chloral Hydrate, Barbiturates, Methaqualone (Quaalude)	Antianxiety, Sedative, Hypnotic	Moderate	Moderate	Yes	2-6	Oral			
<b>Stimulants</b>											
Cocaine	Substance II	Coke, Flake, Snow, Crack, Coca, Blanca, Perico, Nieve, Soda	Local anesthetic	Possible	High	Yes	1-2	Snorted, smoked, injected	Increased alertness, excitation, euphoria, increased pulse rate & blood pressure, insomnia, loss of appetite	Agitation, increased body temperature, hallucinations, convulsions, possible death	Apathy, long periods of sleep, irritability, depression, disorientation
Amphetamine/Methamphetamine	Sub II	Crank, Ice, Cristal, Krystal Meth, Speed, Adderall, Dexedrine, Desoxyn	Attention deficit/hyperactivity disorder, narcolepsy, weight control	Possible	High	Yes	2-4	Oral, injected, smoked			
Methylphenidate	Sub II	Ritalin (lily's), Concerta, Focalin, Metadate	Attention deficit/hyperactivity disorder	Possible	High	Yes	2-4	Oral, injected, snorted, smoked			
Other Stimulants	Substance III, IV	Adipex P, Ionamin, Prelu-2, Didrex, Provigil	Vasoconstriction	Possible	Moderate	Yes	2-4	Oral			
<b>Hallucinogens</b>											
MDMA and Analogs	Substance I	(Ecstasy, XTC, Adam), MDA (Love Drug), MDEA (Eve), MBD8	None	None	Moderate	Yes	4-6	Oral, snorted, smoked	Heightened senses, teeth grinding and dehydration	Increased body temperature, electrocution, cardiac arrest	Muscle aches, drowsiness, depression, so
LSD	Substance I	Acid, Microdot, Sunshine, Boomers	None	None	Unknown	Yes	8-12	Oral			
Phencyclidine and Analogs	Sub I, II, III	PCP, Angel Dust, Hog, Loveboat, Ketamine (Special K), PCE, PCP, TCP	Anesthetic (Ketamine)	Possible	High	Yes	1-12	Smoked, oral, injected, snorted	Illusions and hallucinations, altered perception of time and distance	(LSD) Longer more intense "trip" episodes	None
Other Hallucinogens	Substance I	Psilocybe mushrooms, Mesclaine, Peyote Cactus, Ayahuasca, OMT, Dextromethorphan (DXM)	None	None	None	Possible	4-8	Oral	Unable to direct movement, feel pain or remember		Drug seeking behavior (not review)
<b>Cannabis</b>											
Marijuana	Substance I	Pot, Grass, Sinsemilla, Blunts, Mota, Yerba, Grifa	None	Unknown	Moderate	Yes	2-4	Smoked, oral	Euphoria, relaxed inhibitions, increased appetite, disorientation	Fatigue, paranoia, possible psychosis	Occasional reports of insomnia, hyperactivity, decreased appetite
Tetrahydrocannabinol	Sub I, Product III	THC, Marinol	Antinauseant, Appetite stimulant	Yes	Moderate	Yes	2-4	Smoked, oral			
Hashish and Hashish Oil	Substance I	Hash, Hash oil	None	Unknown	Moderate	Yes	2-4	Smoked, oral			
<b>Anabolic Steroids</b>											
Testosterone	Substance III	Depo Testosterone, Sustanon, Sten, Cyp	Hypogonadism	Unknown	Unknown	Unknown	14-28 days	Injected	Virilization, edema, testicular atrophy, gynecomasia, acne, aggressive behavior	Unknown	Possible depression
Other Anabolic Steroids	Substance III	Parabolan, Winstrol, Equipoise, Anadrol, Dianabol, Primabolin-Depo, D-Bal	Anemia, Breast cancer	Unknown	Yes	Unknown	Variable	Oral, injected			
<b>Inhalants</b>											
Amyl and Butyl Nitrite		Pearls, Poppers, Rush, Locker Room	Angina (Amyl)	Unknown	Unknown	No	1	Inhaled	Flushing, hypotension, headache	Methemoglobinemia	Agitation
Nitrous Oxide		Laughing gas, balloons, Whippets	Anesthetic	Unknown	Low	No	0.5	Inhaled	Impaired memory, slurred speech, drunken behavior, slow onset vitamin deficiency, organ damage	Vomiting, respiratory depression, loss of consciousness, possible death	Trembling, anxiety, insomnia, vitamin deficiency, confusion, hallucinations, convulsions
Other Inhalants		Adhesives, spray paint, hair spray, dry cleaning fluid, spot remover, lighter fluid	None	Unknown	High	No	0.5-2	Inhaled			
Alcohol		Beer, wine, liquor	None	High	High	Yes	1-3	Oral			

June 2004

### Student Confidential Drug & Alcohol Resources & Clinical Services

Counseling Center and Health Services  
Moore Moore Health Services  
901-843-3128

Lakeside Behavioral Health System  
2911 Brunswick Rd., Memphis, TN 38133  
901-377-4733

Memphis Alcohol and Drug Council/NCA, Inc.  
1430 Poplar Ave., Memphis, TN 38104  
901-274-0056

Memphis Area Intergroup Association (Alcoholics Anonymous)  
1835 Union Ave., Suite 302, Memphis, TN 38104  
901-726-6750

Methodist Health Care/Lamar Campus/Addictions Services  
Methodist Central  
1265 Union Ave., Suite 105 Sherard, Memphis, TN 38104  
901-726-2996

Mid-Town Mental Health Center  
427 Linden, Memphis, TN 38126  
901-577-0200, ext. 370

Charter Parkwood Hospital  
8135 Goodman Rd., Olive Branch, MS 38654  
662-895-4900

Southeast Mental Health Center  
3810 Winchester, Memphis, TN 38118  
901-369-1400

Veterans Administration Medical Center – Alcohol and Drug Unit  
(for veterans and families only)  
1030 Jefferson Ave., Memphis, TN 38104  
901-532-8990, ext. 5706

#### Other Helpful Numbers

Rhodes College Campus Safety.....901-843-3880  
Southern Poison Center.....800-222-1222  
Crisis Center Hotline.....901-274-7477  
Emergency Medical Services.....911  
Narcotics Anonymous.....901-276-5483  
Al-Anon/Al-Ateen.....901-323-0321  
Adult Children of Alcoholics (ACOA).....901-323-0321  
Alcohol and Drug Help Line.....901-452-0923  
Library Information Center (LINC).....901-415-2700

## Employee Resources

### Employee Assistance Program

Rhodes employees can access CONCERN, an Employee Assistance Program. CONCERN provides counseling services to employees, their partners, and members of their households at no cost. Counselors are licensed or certified seasoned professionals. CONCERN can help with problems such as:

- Marital and family relationships
- Grief counseling
- Elder care issues
- Alcohol or drugs
- Gambling and financial problems

CONCERN can also refer you to a specialist if you need help beyond the scope of their practice. This service is free and confidential. You may contact CONCERN 24/7 at (901)458-4000.



## Alcohol & Drug Education Programs

**AlcoholEdu** - This interactive online program incorporates the latest evidence-based prevention methods to create a highly engaging user experience, inspiring students to reflect on and consider changing their drinking habits. This program is completed by incoming first-years pre-matriculation.

**Counseling Center** – The Counseling Center offers a group therapy session once a week called “Recovering at Rhodes with Pam Detrie and Steve Haynes.” This group is for anyone who wants to join with other members of the Rhodes community in seeking to live in emotional and chemical sobriety. The group will be conducted according to Twelve-Step principles and is open to everyone.

For both academic years, 2% of the students counseling met with for counseling- met criteria for a substance use disorder.

**Alcohol and Drug Assessments** - Rhodes College works with an off-campus provider to complete Alcohol and Drug Assessments for students. Students who may receive a “Good Samaritan,” multiple alcohol violations and drug violations, or is transported to the hospital as a result of alcohol consumption may be sanctioned to an assessment.

**Alcohol Class** – The Alcohol-class is used as a sanctioning tool predominantly for students who violate the Alcohol policy for the first or second time. This class is one-time, one-hour and is facilitated by interns at the Counseling Center. It focuses on the following information: risk assessment, decisional balance, myths debunked, risk factors for alcoholism, options for reducing risk, signs of alcohol poisoning, and alcohol basics. We have a low recidivism rate of students getting a second alcohol violation after attending the alcohol class.

**Electronic Check Up To Go (alcohol)** – This program is a personalized, evidence-based, online prevention intervention for alcohol. This program is designed to motivate individuals to reduce their consumption using personalized information about their own drinking and risk factors. The programs are designed with the most current and reliable research available by San Diego State University.

**Electronic Check Up To Go (cannabis)** – This program is a personalized, evidence-based, online prevention and intervention program designed to reduce cannabis use. It is designed to help motivate students to reduce their level of cannabis use using personalized information about their own behavior and risk factors. It is customized to the Rhodes College campus.

**Welcome Week Alcohol Presentation** – In 2018 the Director of Community Standards facilitated sessions to all first-year students that reviewed the Social and Alcohol policy focusing on the tenets of the Alcohol policy: Legal, Healthy, Responsible, and Reflective of Campus Values.

In this session, we discuss the Rhodes College Honor System, which consists of the Honor Code, Social Regulations Code, and Commitment to Diversity.

In addition, we discuss the Standards of the Rhodes Community. One of the messages we discuss is, “You can choose your actions, but you can’t choose your consequences, so think about your actions in regards to all you choose as you begin your journey at Rhodes.” This seems to be a great way to begin the conversations with students around their choices. The Open Rhodes Assistants are also involved in conversations with the students in smaller groups.

**Campus Events** - The Rhodes Activities Board (RAB) sponsors and manages a variety of events that promote campus unity, encourage responsible social activity, and expose students to diverse cultural, intellectual, and social opportunities. RAB provides lectures, movie nights, concerts, carnivals, and more on a regular basis throughout the year.

The Alcohol and Drug Prevention Student Coordinator has been doing some proactive programming in conjunction with Community Standards and the Office of Student Health and Wellness. They have done both passive and active programs, including a program bringing awareness to the effects of varying intoxication levels.

There are a number of Passive and Active Programming Efforts completed throughout the course of the year. These efforts are completed by Resident Assistants, other student organizations, as well as the office of Community Standards in collaboration with a variety of other offices on campus. A few examples of programs are: Alcohol Facts giveaway in the Dining Center; It’s on US campaign; Pancake Study Break during finals week, etc.

**Alcohol Free Spaces** - The campus offers a number of lounges and spaces to hang out that are alcohol-free, recreation center, spaces in both academic buildings and residence halls, as well as our coffeehouse. The student and recreation centers offer late night hours, and the other spaces are all available 24 hours per day.

**Registering Events** - Any student group registering an event will register their event on our online Events Management System. In addition to registering the event, if an event will have alcohol present a campus safety officer must be present to check ID’s. In addition, other measures should be in place for a safe environment. Included in the Social and Alcohol policy is that no “spontaneous events” where alcohol may be present are allowed.

**Stall Stories** – Every month a “Stall Story” is created around Alcohol and Drug Education. The stall stories are placed in the back of the doors in the bathroom stalls in the residence halls and the academic buildings. They focus on a variety of topics including: Alcohol and Academics, Alcohol and the Body, Drunk and Drugged Driving, Pre-Gaming, Drug Awareness, etc. These are created by the Alcohol and Drug Prevention Student Coordinator.

### TIPS (Training for Intervention ProcedureS)

TIPS is a skills-based training program designed to prevent intoxication, underage drinking, and drunk driving.

The two- and-a-half-hour course develops students' social skills and gives specific information for detecting when friends have had too much to drink and are getting into trouble with alcohol.

## Disciplinary Violations

Any student found to have committed or to have attempted to commit the following behaviors is subject to disciplinary sanctions. A "student" includes all persons taking courses at Rhodes College, both full-time and part-time, pursuing undergraduate or graduate studies and persons who are not officially enrolled for a particular term, but have a continuing relationship with Rhodes College. Many of these policies are described in further detail in the Student Handbook; this list is intended as notice that violation of the policies is likely to result in sanctions.

1. Acts of dishonesty, including but not limited to the following:
  - Lying - in official matters.
  - Cheating, plagiarism, or other forms of academic dishonesty. Forgery, alteration, or misuse of any College document, record, or instrument of identification.
  - Stealing, attempted or actual theft of property or services of the College, of a member of the College community, or other personal or public property.
2. Interfering with College or College-sponsored activities, including but not limited to, studying, teaching, research, college administration, or fire, police, or emergency services.
3. Endangering, threatening, or causing physical harm to any person, or unwanted physical contact or causing reasonable apprehension of such harm. This may include verbal abuse, intimidation, harassment, coercion, and/or other conduct which threatens or endangers the health or safety of any person.
4. Conduct that is directed at a specific person that would cause a reasonable person to (1) fear for her, his, or others' safety, or (2) to suffer substantial emotional distress.
5. Interfering with the freedom of expression of others.
6. Attempted or actual damage to property of the College or property of a member of the College community or other personal or public property, on or off campus.
7. Hazing, which is an action taken or situation created to produce mental or physical discomfort, embarrassment, harassment or ridicule, or which destroys or removes public or private property, for the purpose of initiation, admission into, affiliation with, or as a condition for continued membership in, a group or organization. The express or implied consent of the victim will not be a defense. No organization member shall condone hazing. Any student or student organization found in violation of hazing may be subject to suspension or expulsion from the College.
8. Failure to comply with directions of College officials, including campus safety officers, in performance of their duties.
9. Unauthorized possession, duplication, or use of keys to any College premises or unauthorized entry to or use of College premises.
10. Possession of weapons of any type by students or visitors and/or vehicles controlled by an individual while on College property, including those individuals with valid Tennessee gun carry permits, is prohibited. This includes, but is not limited to firearms, B-B guns, pellet guns, bows and arrows, hunting knives, explosives or any other object that could be used as a weapon.
11. Student hosts are responsible for guest behavior, including behavior occurring in their residence hall rooms, behavior at student organization events, and behavior by off-campus guests.
12. Violation of College alcohol or other drug policies.
13. Violation of the standards of the Rhodes Community.
14. Violation of College Sex/Gender Discrimination and Sexual Misconduct Policy.
15. Violation of any College regulation or policy.
16. Violating the terms of any disciplinary sanction imposed in accordance with the Student Handbook.
17. Violation of any federal, state or local law

## Appeals

All policies will be enforced by the Director of Community Standards or designee, as authorized by the Dean of Students.

The Director of Community Standards determines the appropriate student judicial body to review an incident report, or whether the report should instead be reviewed administratively (after consultation with the appropriate student judicial body as appropriate). Cases referred to Social Regulations Council or Honor Council will be adjudicated according to those groups' constitutions.

When a report is reviewed administratively, the staff member will request a meeting with the student, share the report, and ask for a response from the student. The adjudicating staff may also undertake additional investigation as necessary. The adjudicating staff reserves the ability to utilize interim actions during an investigation when an incident causes concern about the safety and well-being of the community. Interim actions may include, but are not limited to, no contact orders, interim suspension, and temporary removal from campus or housing. To determine if behavior is "in violation" of policy, administrative hearing officers will consider if a violation is "more likely than not" to have occurred, using preponderance of information as a standard of proof. When a determination has been made, the student will be notified of the decision and sanction (if relevant). The disciplinary record, i.e., previous judicial action, of a student found "in violation" of a policy or policies will bear on the severity of a sanction.

## Disciplinary Sanctions

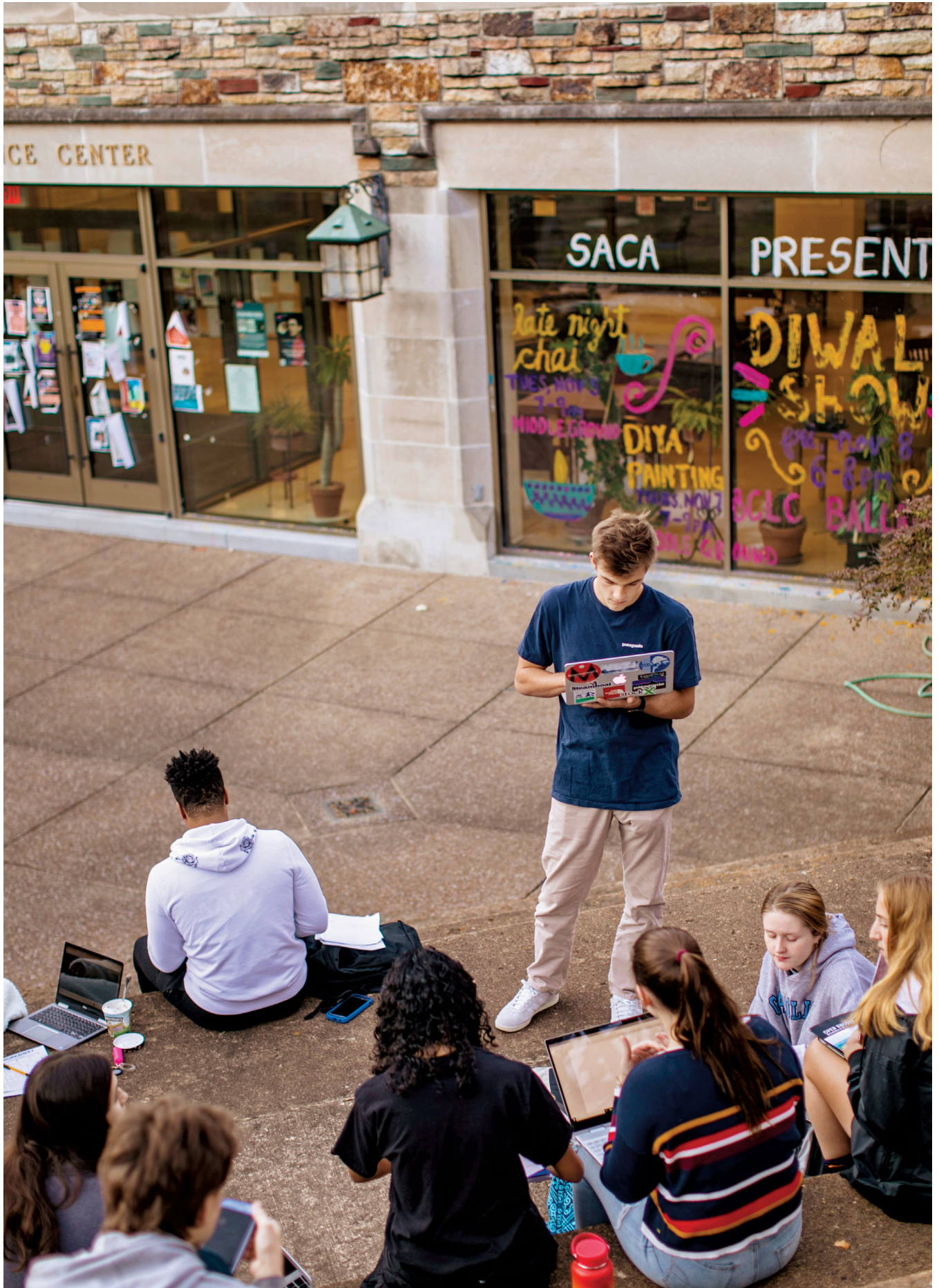
The following sanctions may be imposed upon any student found to have violated College policies:

1. **Warning:** After a judicial conference or hearing, the hearing officer or body may believe the appropriate lesson has been learned and conclude the matter with a formal letter of warning.
2. **Disciplinary Probation:** A written notification for violation of specified regulations. Probation is designated for a specified period of time and includes the probability of more severe disciplinary sanctions, including suspension or expulsion, if the student is found to violate any institutional regulation(s) during the probationary period. Students can be placed on disciplinary or housing probation. The student is considered not in good social standing with the College. Good Standing may be required for participation in certain campus activities. In addition, students not in good standing may have their conduct reviewed for leadership or employment positions on campus.
3. **Deferred Suspension:** The student cannot represent the institution on or off campus in any capacity. Examples include, but are not limited to: competition in varsity athletics, international programs or activities, executive board member of any student organization, PA, RA, Diplomat, Mock Trial, or Rhodes Ambassador.
4. **Loss of Privileges:** Denial of specified privileges for a designated period of time.
5. **Fines:** Previously established and published fines may be imposed.
6. **Restitution:** Compensation for loss, damage, or injury. This may take the form of appropriate service and/or monetary or material replacement.
7. **Discretionary Sanctions:** Work assignments, service to the college, education, referral to counseling, required behavioral assessment, or other related discretionary assignments.
8. **Residence Hall Suspension:** 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 may be specified.
9. **Residence Hall Expulsion:** Permanent separation of the student from the residence halls.
10. **College Suspension:** Separation of the student from Rhodes College for a definite period of time, after which the student is eligible to return. Conditions for readmission may be specified.
11. **College Expulsion:** Permanent separation of the student from Rhodes College.

*More than one of the sanctions listed above may be imposed for any single violation.*

## Annual Notification Procedures

A copy of the Rhodes College Drug and Alcohol Abuse Prevention Program is emailed annually to all employees and students in the Fall of odd years and to all new students and employees at the beginning of Spring even semesters.





  
**Rhodes College**  
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