



**BOISE STATE UNIVERSITY**

**Drug and Alcohol  
Abuse Prevention and Education**

2022-2023 Information for Students and Employees of Boise State

The Boise State University Drug and Alcohol Prevention and Education publication is provided to all students and employees at Boise State University. This publication contains policies from the University's Policy Manual, which are subject to change at the discretion of Boise State University. The drug and alcohol information is provided in compliance with the Drug-Free Schools and Communities Act Amendments of 1989 (Public Law 101-226), 34 C.F.R. 668.46.

## **TABLE OF CONTENTS**

<b>Notice of Non-Discrimination</b>	<b>2</b>
<b>For Students - Alcohol or Other Drug Prevention and Education</b>	<b>3</b>
Alcohol Education	3
Web Resources	4
Alcohol and Drug Screenings	5
Alcohol and Other Drugs of Abuse Assessment	5
Procedure	6
Voluntary Screenings	7
Additional resources	8
<b>For Employees - Alcohol or Other Drug Prevention and Education</b>	<b>9</b>
<b>Error! Bookmark not defined.</b>	
Resources:	9
Mandatory Compliance Training Certification:	10
<b>Health Risks Associated with Alcohol or Other Drugs</b>	<b>11</b>
Signs of Alcohol Poisoning	11
Commonly Abused Drugs	11
<b>Drug and Alcohol Free Workplace Policy</b>	<b>16</b>
Policy 7020	16
Workplace Standards of Conduct:	16
<b>Student Code of Conduct</b>	<b>17</b>
Sanctions	17
Code of Conduct Violations and Response	17
Additional Educational Sanctions	18
Parent Notification and Education	18
Additional Educational Sanctions	20
University Security and the Boise Police Department:	21
Legal Sanctions and Penalties	21
Federal Penalties for Possession of Illegal Drugs	248
<b>Quick Reference Phone Numbers and Locations</b>	<b>29</b>

# NOTICE OF NON-DISCRIMINATION

It is the policy of Boise State University to comply with all federal, state and local authorities requiring nondiscrimination, including but not limited to Title VI of the Civil Rights Act of 1964, the Civil Rights Restoration Act of 1987, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act of 1990 (ADA), the Age Discrimination Act of 1975, and Executive Orders 12898 (Environmental Justice) and 13166 (Limited English Proficiency). Boise State is an equal opportunity employer.

For more information on Boise State's non-discrimination policies and grievance procedures, please see Boise State Policies 1060, 1065, and 1070 at [boisestate.edu/policy](https://boisestate.edu/policy).

The University does not exclude from participation in, deny the benefits of, or subject any individual to discrimination on the basis of race, color, national origin, sex, sexual orientation, gender identity, disability, income, protected veteran status, limited English proficiency, or any other status protected under applicable federal, state or local law.

**For more information or if you believe you have been subject to discrimination on the basis of sex, sexual orientation, gender identity, or disability, please contact Boise State's Title IX Coordinator:**

Office of Institutional Compliance & Ethics  
Title IX Coordinator  
University Plaza, Suite 250  
1910 University Dr, Boise, ID 83725-1215  
(208) 426-1258  
[reportdiscrimination@boisestate.edu](mailto:reportdiscrimination@boisestate.edu)

**If you believe you've been discriminated against on any other basis or would like more information, contact:**

Office of Institutional Compliance & Ethics  
Title VI Coordinator  
University Plaza, Suite 250  
1910 University Dr, Boise, ID 83725-1215  
(208) 426-1258  
[reportdiscrimination@boisestate.edu](mailto:reportdiscrimination@boisestate.edu)

**You may also file a complaint with:**

U.S. Department of Education  
Office of Civil Rights (OCR)  
810 3rd Avenue #750  
Seattle, WA 98104  
(206) 607-1600  
[OCR.Seattle@ed.gov](mailto:OCR.Seattle@ed.gov)

# For Students - Alcohol or Other Drug Prevention and Education

Boise State University provides an inclusive and affirming learning environment where students are taught responsible decision-making and held accountable for their actions. We provide a number of initiatives for our student body through education, assessment, intervention, and treatment of alcohol issues. Our collaborative approach focuses on reducing risky behaviors. The following report details policies, education and outreach, and responsive actions that occur when students violate codes of conduct, local, and state laws. Departments from across the university collaborate to provide relevant programming to students on a variety of topics.

## Alcohol Education:

A multitude of alcohol education programs are offered to students throughout the year and focus on risk reduction, alternatives to alcohol, safer spring breaks, and the risks of binge drinking. Specifically, we offer:

- The [Office of the Dean of Students](#) requires all new students under the age of 21 to participate in Alcohol EDU which is an evidence based alcohol and drug abuse learning platform. Alcohol EDU helps students make responsible choices about substance use and provides information about university alcohol and drug policy.
- [Health Services](#)
  - Provides educational materials around safe alcohol use to the Boise State community.
  - Educational supplies include brochures, responsible drinking tips magnets, key tags that include the signs of alcohol poisoning, and cups that display the standard drink size measurements.
- SIGMA
  - Is tailored to the sorority and fraternity community and informs students of the alcohol policy and how to drink responsibly. This program is strongly encouraged for all members of the Greek community.
- House Party
  - Is hosted by Wellness Services, other campus partners, and the Boise Police Department.
  - The first event was in 2018 and portrayed real life scenarios that occur at house parties. The themes were alcohol overdose, sexual consent, drinking and driving,

understanding standard drink measurements, and being “busted” by the Boise Police Department (BPD). Over 150 students walked through the scenarios and learned safer ways to have fun and party.

- Alcohol Compliance Checks
  - Boise Police Department conducts alcohol compliance checks and shoulder tap operations around campus and the Boise community. Individuals under 21 attempt to purchase alcohol under the supervision of law enforcement agents; if there is an alcohol sale, a penalty is applied to the server/seller and/or the license holder.
- Prescription Drug Take Back
  - Wellness Services, along with Boise Police Department, hosts two prescription drug take-backs on campus each year to provide a safe, convenient, and responsible means of disposing of prescription drugs, and educate the general public about the potential for abuse of medications.

## **Web Resources:**

[Alcohol Poisoning FACTS provided by College Drinking – Changing the Culture, collegedrinkingprevention.gov/OtherAlcoholInformation/factsAboutAlcoholPoisoning](http://collegedrinkingprevention.gov/OtherAlcoholInformation/factsAboutAlcoholPoisoning)

This resource discusses the signs and consequences of alcohol poisoning and how to prevent serious harm.

- Alcohol myths
- Figuring blood alcohol content
- Following alcohol through the body and see how it affects your organs and system
- FAQ’s on alcohol overdose (or alcohol poisoning)
- Snapshot of drinking consequences
- Tips for cutting down on drinking
- Getting help
- What peer educators and resident advisors need to know about college drinking

[AlcoPro's "Drink Wheel"- Blood Alcohol Content Calculator, Alcopro.com/wheel](http://Alcopro.com/wheel)

Learn how different drinks will affect your blood alcohol content levels. This resource uses anonymous information about your gender, weight, duration of drinking, and how many drinks in order to calculate your potential blood alcohol content level.

[Columbia's "Go Ask Alice", goaskalice.columbia.edu](http://goaskalice.columbia.edu)

Go Ask Alice is an internet Q&A site by Columbia University. The topics relate to health, alcohol and drugs, sexuality, and nutrition. You can submit a question or read the answers to others people’s questions.

Alcohol and Drug Abuse Prevention, Bowles Center for Alcohol Studies, University of North Carolina at Chapel Hill, [med.unc.edu/alcohol/prevention](http://med.unc.edu/alcohol/prevention)

This website is a general education tool for students that discusses warning signs of alcohol dependence, healthy choices, and how to get help.

What's a Drink?

[uidaho.edu/current-students/vandal-health-education/initiatives/alcohol-drug-program](http://uidaho.edu/current-students/vandal-health-education/initiatives/alcohol-drug-program)

Defines what a standard drink is based on the type of alcohol and the size of the beverage.

### **Alcohol and Drug Screenings:**

Counseling Services assists individuals who struggle with alcohol and drug use and are seeking to make changes. They complete both voluntary and mandated screenings.

Alcohol and Other Drugs Assessment (AODA) Screenings are sanctioned through the Dean of Student's Office or Athletics due to a violation of the Campus Alcohol and Drug, Athletics, Residence Hall and Apartment Policy:

- [boisestate.edu/policy/governance-legal/alcohol-on-campus/](http://boisestate.edu/policy/governance-legal/alcohol-on-campus/)
- [boisestate.edu/policy/student-affairs/code-of-conduct/](http://boisestate.edu/policy/student-affairs/code-of-conduct/)
- [boisestate.edu/housing/accountability-and-support/community-standards/](http://boisestate.edu/housing/accountability-and-support/community-standards/)
- [boisestate.edu/housing](http://boisestate.edu/housing)
- [boisestate.edu/preco](http://boisestate.edu/preco) (athlete handbook)

## **Alcohol and Other Drugs of Abuse Assessment:**

The AODA assessment provides outreach and prevention services to Boise State students to educate them on alcohol and drug use risks and risk reduction strategies to minimize negative outcomes. Students are provided with screening, feedback and education about alcohol and substance abuse. An overall assessment of their mental health helps them to explore strategies to improve and maintain emotional stability and health.

### **Procedure**

Students who are sanctioned to complete an AODA assessment will be filtered through one of three levels of intervention. The sanctioning entity (typically the Dean of Students office or Housing) will determine which level of assessment the student will need to complete. The following describes each level of intervention:

- Level 1/First Offense:
  - Students who are found responsible for their first alcohol or drug related issue, or when the severity of the issue is found to have a minimal level of risk, will

participate in sanctions managed by the referring entity. Counseling Services may be consulted as necessary.

- Level 2/Second Offense:
  - Students who are found responsible for their second alcohol or drug related issue, or when the severity of the issue is such that it merits an increased level of intervention, will participate in sanctions that consist of the following:
    - The student will present to Health Services to schedule a Level 2 AODA with a Counselor or Counseling Trainee (CT) in accordance with policy.
    - Upon meeting a Counselor/CT the student will explore the incident that led to them being sanctioned.
    - A detailed history will be taken of the student's current and past alcohol and drug use.
    - The Counselor/CT will provide psychoeducation regarding standardized drink sizes, harm reduction strategies for alcohol and drug use, education on available resources, and goal setting for future alcohol and drug use.
    - The Counselor/CT will assign the CHOICES workbook for the student to complete. CHOICES About Alcohol is a brief alcohol abuse prevention program that focuses on alcohol abuse prevention and reducing harm for college students.
    - A second appointment will be scheduled for review of completed CHOICES workbook, examination of use of strategies discussed in the first session, and feedback from the Counselor/CT on the progress the student has made since their first session.
    - Referral may be made for further mental health services if necessary.
    - Cost per session: \$50. Minimum of two sessions per sanction.
  - \*NOTE\* After discussing the incident and alcohol/drug history, the Counselor/CT (with consultation from senior clinical staff) will determine if a follow up or second level 2 session and assignment of CHOICES workbook is necessary. This decision will be done on a case-by-case basis.
- Level 3/Multiple Offenses:
  - Students who are found responsible for multiple alcohol or drug related issues, or when the severity of the issues are such that it merits a clinical level of intervention, will participate in sanctions that consist of the following:
    - The student will present to Health Services to schedule a Level 3 AODA with a Counseling Services licensed clinician in accordance with policy.
    - The student will explore the incident that led to them being sanctioned.
    - The student will be led through discussion of their goals, values and strengths.
    - The student will be assessed on their overall well-being through the utilization of the following assessments: PHQ-9 (depression), GAD-7 (anxiety), ASSIST & AUDIT (alcohol and drug use).
    - The student will be assessed on their personal alcohol and drug use, familial alcohol and drug use history, former and current patterns of use, and consequences of alcohol and drug use.

- The student will explore their perspective of their substance use and motivation to make changes.
  - A second session will be scheduled for the clinician to give feedback and education connecting the issue the student was referred for, the consequences of their substance use choices, progress made on goals for future alcohol and drug use, results from administered assessments, education on available resources, and the development of a plan for future alcohol and drug use behavior.
  - Referral may be made for further mental health services if necessary. Depending on the severity of the student's case, they may be referred to a community provider if deemed outside of the scope of practice of Health Services.
  - Cost per session: \$100. There is a minimum of two sessions per sanction that will be paid in full at the time of first session.
- Upon completion of the assigned sanction, the participating clinician will communicate with the sanctioning entity that the sanctions have been completed.
    - A release of information must be completed and signed by the student prior to this communication.
    - Documentation of the sanction will be secured in the student's confidential health record.
  - All questions regarding the AODA process or completion of sanctions should be referred to Health Services AODA Program Coordinator or the Director of Counseling Services.

### Voluntary Screenings:

Alcohol and drug screenings are also available on a voluntary basis. A full intake assessment will be completed and the therapist will work with the client to develop goals specific to their alcohol or drug use issues. The screenings will be used to assess the client's substance abuse issues and to determine appropriate treatment measures. Treatment options and needs range from an inpatient treatment center, intensive outpatient (IOP), and outpatient treatment. Counseling Services primarily provides individual therapy, but offers groups and other supports on campus. Clients are asked to inform their provider of any specific needs or concerns they may have while completing the screening process. If the needs are greater than the level of care provided through Health Services, a therapist will work with the client to identify appropriate community treatment options to meet the client's needs.

### Additional resources:

Medical Services at Health Services screens all new patients (students, faculty, staff and dependents), and all established patients annually for alcohol use disorders. Patients are referred



to Counseling Services, as described above (see “Voluntary Screenings”) if needed. If medical treatment is needed, referrals are made to appropriate community resources.

## For Employees - Alcohol or Other Drug Prevention and Education

Boise State maintains a safe and healthy environment for members of the university community. We recognize the health risks associated with drug and/or alcohol abuse and are committed to supporting employees who seek treatment for these conditions. All members of the university community have a personal responsibility to adhere to all applicable laws, policies, and regulations concerning the use of alcohol or other drugs.

### Resources:

**Human Resources** - [boisestate.edu/hrs](https://boisestate.edu/hrs) - Human Resources provides support and guidance for individual employees and supervisors on topics related to substance abuse issues, and the impacts of those issues in the workplace, including performance, attendance, and leaves of absence.

**Idaho RADAR Center** - [boisestate.edu/radar/](https://boisestate.edu/radar/) - The Idaho RADAR Center provides free information about alcohol, tobacco and other drugs to Idaho residents. It includes a Video Lending Library of over 900 titles and functions as a statewide information clearinghouse and resource referral center.

**Health Services** - [boisestate.edu/healthservices](https://boisestate.edu/healthservices) - Health Services provides convenient, accessible and high-quality healthcare to the campus community. They offer a wide range of comprehensive and integrated services to students, faculty and staff on campus.

**Employee Assistance Program** - [boisestate.edu/hrs-benefits/employee-assistance-program](https://boisestate.edu/hrs-benefits/employee-assistance-program) - The Employee Assistance Program (EAP) is a free, confidential service that provides short-term counseling services to eligible employees and their families to help them address personal and work-life issues. You may contact the EAP by phone to speak with a professional counselor who will listen to your concerns and guide you to the appropriate services you need. You can receive unlimited support by telephone, or go online to access timely, expert information on thousands of

topics and resource and referral information. ComPsych is the provider for EAP services for the State of Idaho.

**CARE** - [boisestate.edu/care](https://boisestate.edu/care) - Living, learning, and working at Boise State can be stressful and might cause someone to be disruptive, threatening or irrational. The CARE Team provides assistance to the university community (students, faculty and staff) to help assess and find solutions for managing distressing, disturbing, disruptive, and dangerous behaviors.

### **Mandatory Compliance Training Certification:**

All university employees, including student employees, must complete the University Compliance Certification training within 30 days of their hire. This training reviews key policies which employees must certify they have read, including the university's Drug and Alcohol Free Workplace Policy ([Boise State Policy #7020](#)). The policy's purpose is outlined in the following statement:

Boise State University is committed to maintaining a safe and healthy environment for members of the University community. The University recognizes the health risks associated with Drug and/or Alcohol Abuse and is committed to supporting Employees who seek treatment for these conditions. Policy violations may result in disciplinary action, but will also be considered an opportunity for the University to help Employees find appropriate services and treatment for Drug and/or Alcohol Abuse. All members of the University community have a personal responsibility to adhere to all applicable laws, policies, and regulations concerning the use of Alcohol or other Drugs.

# Health Risks Associated with Alcohol or Other Drugs

## Signs of Alcohol Poisoning

Alcohol poisoning is a serious situation that can lead to illness, brain damage, and death. There are many signs of alcohol poisoning. Knowing these signs and what to do can save lives.

The signs include:

- mental confusion, stupor, coma
- the person can't be awakened by pinching, prodding or shouting
- unconscious (passing out)
- vomiting
- seizures
- inability to make eye contact
- slow breathing (fewer than eight breaths per minute)
- low or irregular breathing (10 seconds or more between breaths)
- hypothermia (low body temperature)
- bluish skin color
- paleness

### Commonly Abused Drugs

Substances: Category and Name	Examples of Commercial and Street Names	DEA Schedule*/	Intoxication Effects / Potential Health Consequences
Cannabinoids			<i>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</i>
Hashish	boom, chronic, gangster, hash, hash oil, hemp	I/swallowed, smoked	
Marijuana	blunt, dope, ganja, grass, herb, joints, Mary Jane, pot, reefer, sinsemilla, skunk, weed	I/swallowed, smoked	
Depressants			<i>reduced anxiety; feeling of well-being; lowered inhibitions;</i>

Barbiturates	Amytal, Nembutal, Seconal, Phenobarbital: barbs, reds, red birds, phennies, tooies, yellows, yellow jackets	II, III, V/injected, swallowed	<i>slowed pulse and breathing; lowered blood pressure; poor concentration / fatigue; confusion; impaired coordination, memory, judgment; addiction; respiratory depression and arrest; death</i>
Benzodiazepines (other than flunitrazepam)	Ativan, Halcion, Librium, Valium, Xanax: candy, downers, sleeping pills, tranks	IV/swallowed, injected	<i>Also, for barbiturates—sedation, drowsiness / depression, unusual excitement, fever, irritability, poor judgment, slurred speech, dizziness, life-threatening withdrawal</i>
flunitrazepam***	Rohypnol: forget-me pill, Mexican Valium, R2, Roche, roofies, roofinol, rope, rophies	IV/swallowed, snorted	<i>for benzodiazepines—sedation, drowsiness / dizziness flunitrazepam—visual and gastrointestinal disturbances, urinary retention,</i>
GHB***	gamma-hydroxybutyrate: G, Georgia home boy, grievous bodily harm, liquid ecstasy	I/swallowed	<i>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</i>
Methaqualone	Quaalude, Sopor, Parest: ludes, mandrex, quad, quay	I/injected, swallowed	<i>for methaqualone—euphoria / depression, poor reflexes, slurred speech, coma</i>
Dissociative Anesthetics			<i>increased heart rate and blood pressure, impaired motor function / memory loss; numbness; nausea / vomiting</i>
Ketamine	Ketalar SV: cat Valiums, K, Special K, vitamin K	III/injected, snorted, smoked	<i>Also, for ketamine—at high doses, delirium, depression, respiratory depression and arrest</i>
PCP and analogs	phencyclidine: angel dust, boat, hog, love boat, peace pill	I, II/injected, swallowed, smoked	<i>for PCP and analogs—possible decrease in blood pressure and heart rate, panic, aggression, violence / loss of appetite, depression</i>
Hallucinogens			<i>altered states of perception and feeling; nausea; persisting perception disorder (flashbacks)</i>

LSD	lysergic acid diethylamide: acid, blotter, boomers, cubes, microdot, yellow sunshines	I/swallowed, absorbed through mouth tissues	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
Mescaline	buttons, cactus, mesc, peyote	I/swallowed, smoked	
Psilocybin	magic mushroom, purple passion, shrooms	I/swallowed	
Opioids and Morphine Derivatives			<i>pain relief, euphoria, drowsiness / nausea, constipation, confusion, sedation, respiratory depression and arrest, tolerance, addiction, unconsciousness, coma, death</i>  Also, for codeine—less analgesia, sedation, and respiratory depression than morphine for heroin—staggering gait
Codeine	Empirin with Codeine, Fiorinal with Codeine, Robitussin A-C, Tylenol with Codeine: Captain Cody, Cody, schoolboy; (with glutethimide) doors & fours, loads, pancakes and syrup	II, III, IV, V/injected, swallowed	
Fentanyl and fentanyl analogs	Actiq, Duragesic, Sublimaze: Apache, China girl, China white, dance fever, friend, goodfella, jackpot, murder 8, TNT, Tango and Cash	I, II/injected, smoked, snorted	
Heroin	diacetylmorphine: brown sugar, dope, H, horse, junk, skag, skunk, smack, white horse	I/injected, smoked, snorted	
Morphine	Roxanol, Duramorph: M, Miss Emma, monkey, white stuff	II, III/injected, swallowed, smoked	
Opium	laudanum, paregoric: big O, black stuff, block, gum, hop	II, III, V/swallowed, smoked	

Oxycodone HCL	OxyContin: Oxy, O.C., killer	II/swallowed, snorted, injected	
Hydrocodone bitartrate, acetaminophen	Vicodin: vike, Watson-387	II/swallowed	

Stimulants			
Amphetamine	Biphentamine, Dexedrine: bennies, black beauties, crosses, hearts, LA turnaround, speed, truck drivers, uppers	II/injected, swallowed, smoked,  snorted	<p><i>increased heart rate, blood pressure, metabolism; feelings of exhilaration, energy, increased mental alertness / rapid or irregular heartbeat; reduced appetite, weight loss, heart failure, nervousness, insomnia</i></p> <p>Also, for amphetamine—rapid breathing / tremor, loss of coordination; irritability, anxiousness, restlessness, delirium, panic, paranoia, impulsive behavior, aggressiveness, tolerance, addiction, psychosis</p> <p>For cocaine—increased temperature / chest pain, respiratory failure, nausea, abdominal pain, strokes, seizures, headaches, malnutrition, panic attacks</p>
Cocaine	Cocaine hydrochloride: blow, bump, C, candy, Charlie, coke, crack, flake, rock, snow, toot	II/injected, smoked, snorted	
MDMA (methyl- enedioxymeth- amphetamine)	Adam, clarity, ecstasy, Eve, lover's speed, peace, STP, X, XTC	I/swallowed	<p>For MDMA—mild hallucinogenic effects, increased tactile sensitivity, empathic feelings/ impaired memory and learning, hyperthermia, cardiac toxicity, renal failure, liver toxicity</p> <p><i>For methamphetamine—aggression, violence, psychotic behavior / memory loss, cardiac and neurological damage; impaired memory and learning, tolerance, addiction</i></p> <p>For nicotine—additional effects attributable to tobacco exposure: adverse pregnancy outcomes; chronic lung disease, cardiovascular disease, stroke, cancer; tolerance, addiction</p>
Methamphetamine	Desoxyn: chalk, crank, crystal, fire, glass, go fast, ice, meth, speed	II/injected, swallowed, smoked, snorted	

Methylphenidate (safe and effective for treatment of ADHD)	Ritalin: JIF, MPH, R-ball, Skippy, the smart drug, vitamin R	II/injected, swallowed, snorted	
nicotine	cigarettes, cigars, smokeless tobacco, snuff, spit tobacco, bidis, chew	not scheduled/smoked, snorted, taken in snuff and spit tobacco	
Other Compounds			<i>No intoxication effects</i> / 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 <i>Dissociative effects, distorted visual perceptions to complete dissociative effects/for effects at higher doses see 'dissociative anesthetics'</i> <i>Stimulation, loss of inhibition; headache; nausea or vomiting; slurred speech, loss of motor coordination; wheezing /</i> unconsciousness, cramps, weight loss, muscle weakness, depression, memory impairment, damage to cardiovascular and nervous systems, sudden death
Anabolic steroids	Anadrol, Oxandrin, Durabolin, Depo-Testosterone, Equipoise: roids, juice	III/injected, swallowed, applied to skin	
Dextromethorphan (DXM)	Found in some cough and cold medications; Robotripping, Robo, Triple C	not scheduled/swallowed	
Inhalants	Solvents (paint thinners, gasoline, glues), gases (butane, propane, aerosol propellants, nitrous oxide), nitrites (isoamyl, isobutyl, cyclohexyl): laughing gas, poppers, snappers, whippets	not scheduled/inhaled through nose or mouth	

Sourced from NIDA at [www.drugabuse.gov](http://www.drugabuse.gov)

\*Schedule I and II drugs have a high potential for abuse. They require greater storage security and have a quota on manufacturing, among other restrictions. Schedule I drugs are available for research only and have no approved medical use; Schedule II drugs are available only by prescription (not refillable) and require a form for ordering. Schedule III and IV drugs are available by prescription, may have five refills in 6 months, and may be ordered orally. Some Schedule V drugs are available over the counter.

\*\*Taking drugs by injection can increase the risk of infection through needle contamination with staphylococci, HIV, hepatitis, and other organisms.

\*\*\*Associated with sexual assaults.

# Drug and Alcohol Free Workplace Policy

Boise State Policy Manual, Section 7, Policy 7020

<https://www.boisestate.edu/policy/human-resources/drug-and-alcohol-free-workplace-policy/>

## Workplace Standards of Conduct:

The University has established Standards of Conduct applicable to all faculty, staff and student employees, which support a respectful, safe, ethical and healthy environment for our students. Appropriate workplace behavior is one of the University's Standards of Conduct, which establishes the following commitments regarding abuse of Drugs and Alcohol:

### Workplace Conduct

1. Drugs and Alcohol

Substance abuse is incompatible with the health and safety of our employees and students. It can also have a negative impact on their performance which affects the achievement of the University's mission. Federal, state, and local laws, State Board of Education policies, and University policies have strict compliance requirements concerning the consumption of alcohol on University grounds and during work hours. They also have strict rules concerning the purchase of alcohol with University funds. Everyone in the campus community is expected to adhere to these requirements.

Boise State University strictly prohibits the illegal use, manufacture, possession, purchase, sale, or distribution of any drug or controlled substance while on Boise State University property, attending a University event, or while conducting University business.

## Student Code of Conduct:

The Student Code of Conduct (Policy 2020) is a standard for student behavior and mechanism for accountability when violations occur. The code's impact on students is primarily educational, but punitive sanctions such as suspension or expulsion from the University occur for egregious violations.



Additional Boise State Policies, Student Athletes Conduct Policy (Policy 2060), Alcohol on Campus (Policy 1050), and Club/Organization Policy provide guidelines for permissible and impermissible use of drugs and alcohol. All students residing in the residence halls, and any student documented or cited on campus by Police/Security, are adjudicated and sanctioned as appropriate.

The sections below describe Boise State University Student Code of Conduct Policy, the Office of the Dean of Students sanctioning guidelines for offenders, and protocol for communicating with parents.

#### **Section 4/F – Alcohol**

A violation may include, but is not limited to, any unlawful use, possession, or distribution of alcoholic beverages and any use, possession and distribution in violation of Idaho State Law.

#### **Section 4/N – Drugs**

A violation may include, but is not limited to, the unlawful possession, manufacture, distribution, use, or sale of drugs or drug paraphernalia. A violation may occur if the odor of a drug is present when more than one individual can reasonably trace it to a specific individual or location.

## **Sanctions**

### **Code of Conduct Violations and Response**

Students found responsible for conduct violation(s) are given sanctions. The completion of sanctions are mandated outcomes. If a student does not complete a sanction, an administrative “hold” is placed on their ability to register, preventing further attendance until the educational sanction is complete. Sanctions for alcohol and drug violations include:

#### **Alcohol.edu**

- An online alcohol education course. Students are notified by the Office of the Dean of Students that they must log in and complete the course by the deadline. A \$75 fee will be posted to the student’s myBoiseState.edu account.

#### **E-Toke**

- An online drug education course. Students are notified by the Office of the Dean of Students that they must log in and complete the course by the deadline. A \$75 fee will be posted to the student's my.BoiseState.edu account.

#### AODA Assessments

- Conducted by Counseling Services.
- Behavioral health providers see students found in violation of the university alcohol and/or drug policy as part of the sanction process, in addition to those who voluntarily seek support regarding alcohol or drugs.
- Counseling Services uses a standardized set of assessments to determine the severity of the student's substance use. Education surrounding substance use and safety is provided on an individual basis to assist students in engaging in critical thinking skills. Students set their own harm reduction plan/goals to help them in bringing awareness to their maladaptive behaviors.

### Additional Educational Sanctions

For drug and alcohol incidents, the university applies outcomes as per the sanctioning rubric for drugs and alcohol. Additional sanctions are given when a hearing officer concludes more education is needed (reflection papers, interviews, etc.) after talking with the student and considering the nature of the violation. The goal is to “meet the student where they are” in their developmental process. Not all students will have the same sanctions because they may be at different emotional and maturity levels.

### Parent Notification and Education

Parents are informed during summer orientation programs about alcohol/drug issues in higher education. In addition, when a student violates the Code and is under the age of 21, parents are notified about the incident in a letter. An educational resource document is also sent to parents, informing them about drug/alcohol use in higher education and how to communicate with their students about the situation.

The following sanctions must be applied as a MINIMUM sanction for a drug/alcohol infraction. Additional sanctions may be applied as is appropriate for the offense.

#### **Code of Conduct Alcohol Violations – Minimum Sanctions**

<b>LEVEL</b>	<b>DISCIPLINARY SANCTIONS</b>	<b>EDUCATIONAL SANCTIONS</b>	<b>FEES</b>	<b>UNIVERSITY SERVICE HOURS (Discretionary)</b>	<b>PARENTAL NOTICE**</b>
1st offense	Disciplinary Warning	-Alcohol.edu -Meeting with Resident Director	\$75	NA	Yes
2 <sup>nd</sup> offense	Disciplinary probation for 1 full year Parent Notification	-15 hours community service OR AODA Alcohol & Other Drug Assessment with education (level 2 or level 3)	\$50 per session	NA	Yes
3 <sup>rd</sup> offense	-Phone call to parents -Probation Final Warning	-Reflection paper -ORAODA (level 3): -30 hours Community Service (if appropriate)	\$100 per session	15 hours	Yes
4 <sup>th</sup> offense	<i>Refer to Student Conduct Board:</i> Consider Suspension (semester) and/or removal from housing	Violation of Probation Violation		NA	Yes

\*\*Parental Notification is to occur for any student under 21 found responsible for violating either the alcohol and/or drug policy at Boise State University. While parental notification is not a sanction per se (i.e.--it is not appealable), language will be included in the decision letter that notification will occur. Notice will be sent to parents from the Office of the Dean of Students at the conclusion of the conduct process (which includes appeal time frames).

## Additional Educational Sanctions

### Drug Violations – Minimum Sanctions

LEVEL	DISCIPLINARY SANCTIONS	EDUCATIONAL SANCTIONS	FEES	UNIVERSITY SERVICE HOURS (Discretionary)	PARENTAL NOTICE**
1 <sup>st</sup> offense		-E-Toke -Meeting with Resident Director	\$75	NA	Yes
2 <sup>nd</sup> offense	-Disciplinary probation for 1 full year -Parent Notification	-15 hours community service OR AODA Alcohol & Other Drug Assessment with education (level 2 or level 3)	\$50 per session	N/A	Yes
3 <sup>rd</sup> offense	-Phone call to parents -Probation Final Warning	-Reflection paper OR AODA (level 3) -30 hours Community Service (if appropriate)	\$100 per session	N/A	Yes
4th offense	Refer to Student Conduct Board Suspension AND/OR Expulsion; removal from housing	Violation of Probation Violation		NA	Yes

\*\* Parental Notification is to occur for any student under 21 found responsible for a repeat violation of either the alcohol and/or drug policy at Boise State University. While parental notification is not a sanction per se (ie--it is not appealable), language is to be included in the decision letter that this notification will occur. Notice will be sent to parents from the Office of the Dean of Students at the conclusion of the conduct process (which includes appeal time frames).

## **University Security and the Boise Police Department:**

The alcohol enforcement philosophy on campus is consistent with education/enforcement objectives. On campus, minor alcohol violations may be referred to Housing and or Student Conduct with no police involvement. Serious or recurring alcohol problems may be referred to police to be cited or arrested. Students who overdose on alcohol will be taken to the hospital and may be cited for a criminal violation at the discretion of the responding police officer. Students who are found guilty in court of misdemeanor alcohol crimes are typically sentenced to a fine and a court ordered alcohol education class.

## **Legal Sanctions and Penalties**

<b>Federal Trafficking Penalties for Schedules I, II, III, IV, and V (except Marijuana)</b>				
<b>Schedule</b>	<b>Substance/Quantity</b>	<b>Penalty</b>	<b>Substance/Quantity</b>	<b>Penalty</b>
II	Cocaine 500-4999 grams mixture	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. Fine of not more than \$5 million if an individual, \$25 million if not an individual.  Second Offense: Not less than 10 yrs. and not more than life. If death or serious bodily injury, life imprisonment. Fine of not	Cocaine 5 kilograms or more mixture	First Offense: Not less than 10 yrs. and not more than life. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine of not more than \$10 million if an individual, \$50 million if not an individual.  Second Offense: Not less than 20 yrs, and not more than life. If death or serious bodily injury, life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.
II	Cocaine Base 28-279 grams mixture		Cocaine Base 280 grams or more mixture	
IV	Fentanyl 40-399 grams mixture		Fentanyl 400 grams or more mixture	
I	Fentanyl Analogue 10-99 grams mixture		Fentanyl Analogue 100 grams or more mixture	
I	Heroin 100-999 grams mixture		Heroin 1 kilogram or more mixture	
I	LSD1-9 grams mixture		LSD 10 grams or more mixture	

II	Methamphetamine 5-49 grams pure or 50-499 grams mixture	more than \$8 million if an individual, \$50 million if not an individual.	Methamphetamine 50 grams or more pure or 500 grams or more mixture	2 or More Prior Offenses:  Life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.
II	PCP 10-99 grams pure or 100-999 grams mixture		PCP 100 grams or more pure or 1 kilogram or more mixture	

Substance/Quantity	Penalty
Any Amount Of Other Schedule I & II Substances	First Offense: 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 not an individual.
Any Drug Product Containing Gamma Hydroxybutyric Acid	Second Offense: 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.
Flunitrazepam (Schedule IV) 1 Gram	
Any Amount Of Other Schedule III Drugs	First Offense: Not more than 10 yrs. If death or serious bodily injury, not more than 15 yrs. Fine 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. Fine not more than \$1 million if an individual, \$5 million if not an individual.
Any Amount Of All Other Schedule IV Drugs (other than one gram or more of Flunitrazepam)	First Offense: Not more than 5 yrs. Fine not more than \$250,000 if an individual, \$1 million if not an individual.

	Second Offense: Not more than 10 yrs. Fine not more than \$500,000 if an individual, \$2 million if other than an individual.
Any Amount Of All Schedule V Drugs	<p>First Offense: Not more than 1 yr. Fine not more than \$100,000 if an individual, \$250,000 if not an individual.</p> <p>Second Offense: Not more than 4 yrs. Fine not more than \$200,000 if an individual, \$500,000 if not an individual.</p>

Federal Trafficking Penalties for Marijuana, Hashish and Hashish Oil, Schedule I Substances	
Marijuana 1,000 kilograms or more marijuana mixture or 1,000 or more marijuana plants	<p>First Offense: 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.</p> <p>Second Offense: 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.</p>
Marijuana 100 to 999 kilograms marijuana mixture or 100 to 999 marijuana plants	<p>First Offense: 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.</p> <p>Second Offense: 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, \$50million if other than an individual.</p>
Marijuana 50 to 99 kilograms marijuana mixture, 50 to 99 marijuana plants	First Offense: 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.

Hashish More than 10 kilograms	Second Offense: 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.
Hashish Oil More than 1 kilogram	
Marijuana less than 50 kilograms marijuana (but does not include 50 or more marijuana plants regardless of weight)  1 to 49 marijuana plants	First Offense: Not more than 5 yrs. Fine not more than \$250,000, \$1 million if other than an individual.  Second Offense: Not more than 10 yrs. Fine \$500,000 if an individual, \$2 million if other than individual.
Hashish 10 kilograms or less	
Hashish Oil 1 kilogram or less	

## Federal Penalties for Possession of Illegal Drugs

*21 U.S.C. 844(a)* 1st Conviction: May be sentenced to a term of imprisonment of not more than 1 year, and shall be fined a minimum of \$1,000, or both. After 1 prior drug conviction: Shall be sentenced to a term of imprisonment for not less than 15 days but not more than 2 years, and shall be fined a minimum of \$2,500. After 2 or more prior drug convictions: Shall be sentenced to a term of imprisonment for not less than 90 days but not more than 3 years, and shall be fined a minimum of \$5,000. Special sentencing provisions for possession of crack cocaine: Shall be imprisoned not less than 5 years and not more than 20 years, and fined a minimum of \$1,000 if:

- (a) 1st conviction and the amount of crack possessed exceeds 5 grams; or
- (b) 2nd crack conviction and the amount of crack possessed exceeds 3 grams; or
- (c) 3rd or subsequent possession and the amount of crack possessed exceeds 1 gram.

*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. 853a 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.

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

*Miscellaneous*

Revocation of certain Federal licenses and benefits, e.g. pilot licenses, public housing tenancy, etc., are vested within the authorities of individual Federal agencies.

<b>Violation</b> <b>Idaho Code " 37-2732,</b> <b>2732B (1949)</b>	<b>Controlled Substance</b> <b>Category</b>	<b>Classification</b>	<b>Penalty</b> <b>Idaho Code " 37-2732,</b> <b>2732B (1949)</b>
Manufacture, deliver, or possess with the intent to manufacture or deliver, a controlled substance	Narcotic drug classified in Schedule I or controlled substance classified in Schedule II	Felony	Prison term not exceeding life; fine not exceeding \$25,000
	Any other controlled substance which is a non narcotic drug classified in Schedule I, or a controlled substance classified in Schedule III	Felony	Prison term not exceeding 5 years; fine not exceeding \$15,000
	Schedule IV	Felony	Prison term not exceeding 3 years; fine not exceeding \$10,000
	Schedules V and VI	Misdemeanor	Prison term not exceeding 1 year; fine not exceeding \$5,000
Unlawful possession of a controlled substance	Narcotic drug classified in Schedule I or controlled substance classified in Schedule II	Felony	Prison term not exceeding 7 years; fine not exceeding \$15,000

	LSD	Felony	Prison term not exceeding 3 years; fine not exceeding \$5,000
	Schedule I (except LSD) or Schedules III, IV, V, and VI	Misdemeanor	Prison term not exceeding 1 year; fine not exceeding \$1,000
	Marijuana greater than 3 ounces	Felony	Prison term not exceeding 5 years; fine not exceeding \$10,000
Trafficking in marijuana (manufacturing, delivering, bringing into the state, or possessing 1 pound or more of marijuana)		Felony	Mandatory prison term of 1 to 15 years; mandatory fine of \$5,000 to \$50,000, depending on amount possessed; second conviction doubles penalty
Trafficking in cocaine (manufacturing, delivering, bringing into the state, or possessing 28 grams or more of cocaine)		Felony	Mandatory prison term of 3 to life; mandatory fine of \$10,000 to \$100,000, depending on amount possessed; second conviction doubles penalty
Trafficking in methamphetamine (manufacturing, delivering, bringing into the state, or possessing 28 grams or more of methamphetamine)		Felony	Mandatory prison term of 3 to life; mandatory fine of \$10,000 to \$100,000, depending on amount possessed; second conviction doubles penalty
Trafficking in heroin (manufacturing, delivering, bringing into the state, or possessing 2 grams or more of heroin)		Felony	Mandatory prison term of 3 to life; mandatory fine of \$10,000 to \$100,000, depending on amount possessed; second conviction doubles penalty

Trafficking in methamphetamine (manufacturing, delivering, bringing into the state, or possessing 28 grams or more of methamphetamine)		Felony	Mandatory prison term of 3 to life; mandatory fine of \$10,000 to \$100,000, depending on amount possessed; second conviction doubles penalty
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The abuse or illegal possession of alcohol is proscribed under Idaho Law. A person must be 21 years of age or older in Idaho in order to lawfully purchase, possess, or consume an alcoholic beverage. There are also local laws prohibiting public intoxication or possession of alcohol by a person under 21 years of age. Below are specific Idaho criminal statutes proscribing the illegal abuse or possession of alcohol:

*IC 49-2446:* Any person that fraudulently misrepresents his age to a dispenser of alcohol faces misdemeanor penalties and possible loss of driving privileges for 90 days.

*IC 18-1502:* Any person violating age violations pertaining to the possession, use, procurement, or sale of alcohol is guilty of a misdemeanor: (1) The maximum fine for a first conviction is \$1,000; (2) A second conviction may result in a maximum sentence of 30 days in jail, a fine of up to \$2,000, or both; (3) Subsequent convictions may result in a maximum sentence of 60 days in jail, a fine of up to \$3,000, or both; (4) Driving privileges may be suspended for violators under the age of 21.

*IC 23-603:* Any person that gives or sells alcohol to a minor (under 21 years of age) shall be guilty of a misdemeanor. A second violation shall constitute a felony.

*IC 18-8002:* Any person who drives in the State of Idaho shall be deemed to have given his consent to an alcohol test. If the driver refuses to submit to the test: (1) his driver's license will be seized; and (2) if his refusal is not reasonable the driver will lose his driving privileges for 180 days.

*IC 18-8005:* Any person found guilty of driving under the influence of alcohol for the first time is guilty of a misdemeanor and may be sentenced to: (1) up to six months of jail; and (2) may be fined up to \$1,000 dollars; and (3) may have his driving privileges suspended for 180 days. Any person found guilty of driving under the influence of alcohol for a second [third] time within five years is guilty of a misdemeanor [felony] shall be sentenced to: (1) not less than 10 [30] days in jail and up to one [five] years; and (2) may be fined to an amount not to exceed \$2,000 [\$5,000] dollars; and (3) shall have his driving privileges suspended for one [five] year.

*IC 18-8006:* Any person causing great bodily harm, permanent disability or permanent disfigurement while driving under the influence is guilty of a felony and may be sentenced to: (1) a minimum jail sentence of 30 days and not to exceed five years; and (2) may be fined an amount not to exceed \$5,000 dollars; and (3) shall have his driving privileges suspended for a minimum of one year and maximum of five years.

*IC 49-335:* Any person who operates a commercial vehicle and holds a Class A, B, or C license is disqualified from operating a commercial vehicle for not less than one year if: (1) operating a commercial vehicle under the influence of alcohol; and (2) operating a commercial vehicle while one's blood alcohol is 0.04 or more; and (3) any person who operates a commercial vehicle and refuses to submit to a test to determine the driver's alcohol concentration.

## Quick Reference Campus Contacts

### Students

- **Dean of Students Office**, Campus School, Suite 120, 2100 University Drive, (208) 426-1527 (option 6)
- **Health Services**, Norco Building, 1529 Belmont Street, 2<sup>nd</sup> floor, (208) 426-1459

### Employees

- **Employee Assistance Program (EAP) Crisis Services** 1-800-833-3031 or to schedule an appointment during business hours (877) 427-2327
- **Human Resources**, Capitol Village #3, 2225 W. University Drive or (208) 426-1616