



2022-2023

Dear Members of the Carnegie Mellon University Community:

This publication includes the university's alcohol and drug policies for faculty, students and staff, as well as information about the physical and psychological effects of alcohol and drug abuse.

While the university maintains strict policies regarding the illegal use of alcohol and drugs, we also offer help for any individual who is experiencing substance use difficulties. The sections at the end of this publication list resources both on campus and in the greater Pittsburgh area. If you suspect you may have a substance use problem, I urge you to take advantage of the support available to you.

I also urge you to share these resources with anyone in our community who is facing these issues. Help is available for any student, staff or faculty member.

Thank you for complying with these policies and for ensuring the well-being of our community.

Sincerely,

A handwritten signature in black ink that reads "Farnam Jahanian".

Farnam Jahanian
President
Henry L. Hillman President's Chair

This publication is coordinated by staff in the Office of the Dean of Students. Please do not hesitate to contact us at 412-268-2075 should you have questions.

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Carnegie Mellon Alcohol and Drug Policy

Policy Statement

Carnegie Mellon University is committed to maintaining a safe and healthy community that supports the academic mission of the institution. In keeping with this commitment, the university permits the use of alcohol or drugs within its community only in a manner that is legal, responsible and consistent with the expectations outlined in this policy. Further, the university makes available [information and resources](#) so that its community members are positioned to assist anyone whose personal well-being may be negatively impacted due to misuse of alcohol or drugs.

This policy applies to all members of the university community, including all faculty, staff and students. This policy also applies to contractors, volunteers and visitors while on university property (whether owned or leased) or while being paid or reimbursed with university funds. This policy focuses on compliance with laws in the United States and the Commonwealth of Pennsylvania. However, as a global university with operations throughout the world, Carnegie Mellon is equally committed to compliance with all applicable alcohol and drug laws in all jurisdictions in which the university operates.

Policy on Illegal Drugs

The unlawful manufacture, possession, distribution, sale or use of drugs is prohibited at the university. This prohibition applies to the unlawful possession, distribution, sale or use of illegal narcotics, prescription drugs and other illegal drugs. It is a violation of this policy for prescription drugs to be provided to or used by someone other than the person for whom they were prescribed. It is also a violation of this policy for prescription drugs to be used in a manner for which they were not prescribed.

The university complies with all applicable federal, state and local laws. The U.S. federal Drug Free Schools and Communities Act of 1989 requires institutions of higher education that receive federal funds to comply with U.S. federal drug laws. Although some state and local governments have legalized the use of various forms of marijuana, federal law continues to prohibit the manufacture, possession, distribution, sale or use of marijuana. As such, in accordance with U.S. federal law, all forms of marijuana, including prescription medical marijuana, are prohibited on all university property (whether owned or leased) and in connection with all university programs.

Faculty, staff and student-workers are prohibited from being under the influence of any drugs (including prescription drugs) that cause impairment and impact the ability of employees to perform their jobs. University employees with a license to operate specialized vehicles or equipment (e.g., commercial driver's license or pilot's license) must follow all applicable rules prohibiting the use of drugs before and/or while operating the vehicle/equipment.

Policy on Alcohol

The unlawful manufacture, possession, distribution, sale or use of alcohol is prohibited at the university.

All members of the university community are expected to comply with applicable laws regarding the possession, consumption, transportation and distribution of alcohol. Except as set forth below or as otherwise prohibited by applicable departmental-level rules, the lawful consumption of alcoholic beverages on university property (whether owned or leased) and/or in connection with university programs by individuals of legal drinking age (21 years or older in United States) is permitted by the university. In these circumstances, however, the university expects faculty, staff, students, contractors and all other visitors to conduct themselves, both individually and collectively, in a responsible manner and in compliance with this policy.

The consumption of alcohol and/or the possession of open containers of alcohol are prohibited (i) while outdoors on university property, (ii) while inside university facilities in common areas, theaters, galleries, dining facilities or other spaces that are accessible by the public, (iii) while in classrooms, labs, studios or other instructional spaces when a course is in session, and (iv) at all on-campus athletic facilities. However, alcohol may be served and consumed in these locations where permitted under Section IV of this policy concerning Social Host and Alcohol Event Registration.

All university employees, including faculty, staff and student-workers, are expected to observe the highest standards of ethical and professional conduct. Faculty, staff and student-workers who are of legal drinking age who choose to engage in the consumption of alcohol are expected to do so responsibly. Faculty, staff and student-workers are prohibited from working while intoxicated or impaired. Furthermore, faculty, staff and student-workers are prohibited from consuming alcohol in a manner that in any way impairs the performance of job duties, endangers the physical well-being of oneself or others, or could result in the damage of property (in most circumstances, employees are to refrain from consuming alcohol when performing their normal academic, administrative, technical or professional duties). University employees with a license to operate specialized vehicles or equipment (e.g., commercial driver's license or pilot's license, etc.) must follow all applicable rules prohibiting the use of alcohol before and/or while operating the vehicle/equipment.

Sale of Alcohol

In all cases, Carnegie Mellon complies with the law of the applicable jurisdiction regarding the sale of alcohol. Under Pennsylvania law, a liquor license is required to sell alcohol. The university does not possess a liquor license. As such, alcohol may not be directly or indirectly sold in connection with any university program or activity in Pennsylvania unless the alcohol is sold and/or served by a third-party that possesses a valid liquor license and, if necessary, an off-premises catering permit. The indirect sale of alcohol includes, but is not limited to, the following:

- The sale of tickets, entrances fees or required donations to attend an event where alcohol is served; and
- The use of drink tickets in connection with paid admission to an event where alcohol is served.

Social Host and Alcohol Event Registration

A "University Event with Alcohol" is a university event where alcohol will be served either (1) on campus, or (2) off-campus where the alcohol is paid for directly, in whole or in part, with university funds, or where reimbursement, in whole or in part, is made for the purchase of alcohol using university funds. Notwithstanding the foregoing, the following activities are not University Events with Alcohol for purposes of Social Host and registration requirements (however, the other provisions of this Alcohol and Drug Policy still apply):

- i. consumption of alcohol by students of legal drinking age in an on-campus private residence;
- ii. consumption of alcohol in an on-campus private residence that is leased, rented or otherwise occupied by an employee of the university, where no students are expected and/or permitted to attend (excluding students who are relatives of the employee);
- iii. consumption of alcohol in a private office with a door and lock that is occupied by no more than four (4) faculty and/or staff members and where no students are present, and
- iv. any events registered through the process that fraternities and/or sororities are required to use in order to host an event with alcohol.

As detailed in the [Social Host & Alcohol Event Registration Procedures](#), a University Event with Alcohol must be registered with and approved in advance by the Office of the Dean of Students, and at least one Social Host must be designated for the University Event with Alcohol. These procedures set forth the requirements for University Events with Alcohol, the requirements for Social Hosts and the types of events exempt from these requirements.

The Social Host for each University Event with Alcohol is responsible for (1) ensuring that alcohol is served only to individuals who are of legal drinking age, (2) ensuring that individuals who are visibly intoxicated are not served alcohol, and (3) oversight of the event consistent with the Social Host Responsibility Guidelines set forth in the [Social Host & Alcohol Event Registration Procedures](#).

The university will provide a legal defense and/or indemnity to any individual who serves as a Social Host of a University Event with Alcohol, pursuant to the [Social Host & Alcohol Event Registration Procedures](#), and subject to the attached [Terms and Conditions for Social Host Defense and Indemnity](#).

The rights of faculty and Trustees and Officers of the University who serve as Social Hosts are not governed by the [Terms and Conditions for Social Host Defense and Indemnity](#). Rather, faculty defense and indemnity rights continue to be governed by [Article VIII of the University By-Laws](#) concerning Professional Protection Regarding Faculty Members. Defense and indemnity rights of Trustees and Officers of the University continue to be governed by [Article IX of the University By-Laws](#) concerning Liability and Indemnification of Trustees and Officers.

Sanctions and Medical Amnesty

The university community values the health and safety of its members and supports an environment that encourages students to come to the assistance of one another. As specified in the [Active Medical Assistance Protocol](#) students will be granted amnesty from university disciplinary action and University Police action when assistance from emergency services personnel is appropriately sought for individuals in need of immediate medical attention due to alcohol or drug use. In the Commonwealth of Pennsylvania, similar amnesty from criminal prosecution is also available to individuals pursuant to 18 Pa.C.S. § 6308.1 and 35 P.S. § 780-113.7.

Campus Resources

The university provides the following resources to individuals seeking assistance relating to the abuse of alcohol or drugs.

- [Counseling & Psychological Services](#) — Counseling and Psychological Services (CaPS) is available as a resource to students for initial assessment of drug and alcohol use, and referrals to off campus outpatient and inpatient treatment programs.
- [University Health Services](#) — University Health Services (UHS) also provides students with initial assessment of drug and alcohol use and referrals to CaPS or off-campus treatment programs, in addition to substance abuse prevention education, through its Office of Health Promotion. Individual sessions are offered alongside online programs to assist students in assessing their own usage patterns and reducing the risks associated with substance abuse. UHS also facilitates the [Collegiate Recovery Community](#) at the university to support and connect students and their allies who are choosing sobriety. Information about appropriate community support groups is available through CaPS and UHS. Some of the support programs available in the Pittsburgh area include: Alcoholics Anonymous, Narcotics Anonymous, Al-Anon and the Adult Children of Alcoholics Network of Greater Pittsburgh.
- [Employee Assistance Program](#) — Carnegie Mellon has established an Employee Assistance Program (EAP), sponsored and paid for by the university, to facilitate employees' efforts to resolve problems that can affect job performance and general well-being. EAP services include counseling and support relating to substance abuse.

Additional Information in Support of Carnegie Mellon's Drug and Alcohol Policy

Laws of the Commonwealth Relating to Use of Alcoholic Beverages

The laws of the Commonwealth of Pennsylvania concerning the use of alcoholic beverages read as follows:

Section 6308 (a): A person commits a summary offense if he/she, being less than 21 years of age, attempts to purchase, purchases, consumes, possesses or knowingly and intentionally transports any alcohol, liquor, malt or brewed beverages.

Violation:

- Maximum penalty for first offense: \$500 fine; 90 days imprisonment.
- Maximum penalty for subsequent offenses: \$1,000 fine; 90 days imprisonment.
- Police required to notify parents.
- Immediate suspension of operator's license. First offense: 90-day suspension. Second offense: one-year suspension. Subsequent offenses: two-year suspension.

Section 6308 (f): Exception for person seeking medical attention for another. A person shall be immune from prosecution for consumption or possession under subsection (a) if he can establish the following:

- (1) The only way law enforcement officers became aware of the person's violation of subsection (a) is because the person placed a 911 call, or a call to campus safety, police or emergency services, in good faith, based on a reasonable belief and reported that another person was in need of immediate medical attention to prevent death or serious injury.
- (2) The person reasonably believed he was the first person to make a 911 call or a call to campus safety, police or emergency services, and report that a person needed immediate medical attention to prevent death or serious injury.
- (3) The person provided his own name to the 911 operator or equivalent campus safety, police or emergency officer.
- (4) The person remained with the person needing medical assistance until emergency health care providers arrived and the need for his presence had ended.

Section 6309 (a): A person is guilty of a misdemeanor of the third degree if he/she knowingly, willfully, and falsely represents to any licensed dealer or other person, any minor to be of full age, for the purpose of inducing any such licensed dealer or other person, to sell or furnish any liquor or malt or brewed beverage to a minor.

Violation:

- Maximum penalty: one year imprisonment.
- Minimum penalty: \$300 fine.

Section 6310.1 (a): A person commits a misdemeanor of the third degree if he/she intentionally and knowingly sells or intentionally and knowingly furnishes, or purchases

**City of Pittsburgh
Social Host Ordinance**

with the intent to sell or furnish, any liquor or malt or brewed beverage to a person who is less than 21 years of age.

Violation:

- Maximum penalty: one year imprisonment.
- Minimum penalty: \$1,000 fine for first violation; \$2,500 fine for subsequent violations.

Section 6310.6: Definitions: “Furnish” to supply, give or provide to or allow a minor to possess on premises or property owned or controlled by the person charged.

Section 6310.7 (a): A person commits a summary offense if he/she intentionally and knowingly sells or furnishes nonalcoholic beverages to any person under 21 years of age. Definition: “nonalcoholic beverages” means any beverage intended to be marketed or sold as nonalcoholic beer, wine or liquor having some alcohol content but does not contain more than 0.5% alcohol by volume.

Violation:

- Maximum penalty: \$300; 90 days imprisonment.

Liquor Code Title 47 Section 4-493.1, Unlawful acts relative to liquor, malt and brewed beverages and licensees

It shall be unlawful –

Furnishing liquor or malt or brewed beverages to certain persons

1. For any licensee or the board, or any employee, servant or agent of such license or of the board, or any other person, to sell, furnish or give any liquor or malt or brewed beverages, or to permit any liquor or malt or brewed beverages to be sold, furnished or given, to any person visibly intoxicated or to any minor.

Ordinance Amending the Pittsburgh City Code, Title Six: Conduct, Article I: Regulated Rights and Actions; Chapter 601: Public Order, by adding Section 601.19, Social Hosts and Disorderly Gatherings and supplementing Title Six: Conduct, Article 7: Disruptive Properties: Chapter 670: Disruptive Property Abatement, by amending Section 670.02, Disruptive Property Defined by adding the following to the list of Sections is 670.02(a) (1):601.19 (Social Host and Underage Drinking)

Whereas, Events and gatherings held on residential property where alcohol is possessed or consumed by persons under the age of twenty-one (21) years are harmful to those persons and constitute a potential threat to public health, safety, and welfare requiring prevention or abatement; and

Whereas, Holding residential property owners and residential property lessees are responsible for accommodating or conducting an event or gathering where underage possession or consumption of alcohol occurs will help deter underage consumption; and

Whereas, Social Host ordinances in communities across the country, such as Minneapolis-St. Paul, MN; Eugene, OR; Laguna Beach, CA; San Diego, CA; and several others, have been found to reduce underage drinking and associated crimes or destruction of property; and

Whereas, Social Host ordinances are a means to protect residential property owners and property lessees from serious state civil liability for the actions of their guests; now therefore

Be it resolved that the Council of the City of Pittsburgh hereby enacts as follows:

Section 1: The Pittsburgh City Code is hereby supplemented at Title Six: Conduct, Article 1: Regulated Rights and Actions; Chapter 601: Public Order, by adding Section 601:19, Social Hosts and Disorderly Gatherings and supplementing Title Six: Conduct, Article 7: Disruptive Properties: Chapter 670: Disruptive Property Abatement, by amending Section 670.02, Disruptive Property Defined, by adding the following to the list of Sections in 670.02(a)(1): 601.19 (Social Host and Underage Drinking), as follows:

§ 601.19 SOCIAL HOSTS AND UNDERAGE DRINKING.

- (a) Purpose: City Council seeks to reduce underage possession and consumption of alcohol by imposing penalties on those person(s) who host events where persons under twenty-one (21) years of age possess or consume alcohol.
- (b) Definitions: As used in this section, the following terms shall have the meaning indicated, unless a different meaning clearly appears from the context:
 - (1) Constructive knowledge. Knowledge which a person is presumed by law to have, regardless of whether he or she actually does, where that knowledge is obtainable by the exercise of reasonable care.
 - (2) Gathering. An assembly for a social occasion or other activity. A gathering shall not include assemblies on the licensed property of a retail intoxicating liquor or three and two-tenths (3.2) percent malt liquor licensee, municipal liquor store, or bottle club permit holder who is regulated by 47 P.S. § 744-307.
 - (3) Host. A person who owns, leases or is in possession and control of the residential property where a gathering takes place.
 - (4) Person. Any individual, partnership, co-partnership, corporation or any association of one (1) or more individuals.
 - (5) Underage drinking. Any gathering involving the serving of alcoholic beverages to a person under the age of twenty-one (21) years and/or the consumption of alcoholic beverages by a person under the age of twenty-one (21) years.
- (c) Prohibited conduct. A host may not, knowingly or with constructive knowledge, conduct or accommodate a gathering including underage drinking.
- (d) Penalties. Any host who violates the provisions of this section shall be subject to: A fine not to exceed five hundred dollars (\$500.00) and in default thereof, imprisonment not exceeding seventy-two (72) hours.
- (e) Exceptions.
 - (1) It will be an affirmative defense to a violation of section (c) that the conduct was part of a legally protected religious observance.
 - (2) It will be an affirmative defense to a violation of section (c) that the defendant is a parent or guardian of the underage person and the defendant gave or furnished the alcoholic beverage to that person solely for the consumption in the defendant's household.

**Sanctions Under
Applicable Federal and
State Law Relating to
Illegal Drugs**

(f) Severability. If any provision of this section or the application to any person or circumstance is held invalid in a court of competent jurisdiction, the invalidity does not affect other provisions. Any other application of this section which can be given effect without the invalid provision or application and for this purpose the provisions of this section are declared severable.

Section 2. The Pittsburgh City Code is hereby supplemented at Title Six: Conduct. Article 7: Disruptive Properties: Chapter 670: Disruptive Property Abatement, by amending Section 670.02, Disruptive Property Defined, by adding the following to the list of Sections in 670.02(a)(1): 601.19 (Social Host and Underage Drinking)

The Pennsylvania laws concerning the use of alcoholic beverages and the sanctions for the violations of those laws are stated on page 4.

The Commonwealth of Pennsylvania, the United States of America and many other jurisdictions in which Carnegie Mellon operates have enacted laws concerning what are commonly known as illegal drugs or controlled substances.

The Federal Penalties & Sanctions for Illegal Possession of a Controlled Substance are as follows:

21 U.S.C. 844(a):

First conviction: Up to one year imprisonment and fined at least \$1,000 but not more than \$100,000, or both.

After one prior drug conviction: At least 15 days in prison, not to exceed two years and fined at least \$2,500 but not more than \$250,000, or both.

After two or more prior drug convictions: At least 90 days in prison, not to exceed three years and fined at least \$5,000 but not more than \$250,000, or both.

Special sentencing provisions for possession of crack cocaine: Mandatory at least five years in prison, not to exceed 20 years and fined up to \$250,000, or both if:

- a. First conviction and the amount of crack possessed exceeds five grams.
- b. Second crack conviction and the amount of crack possessed exceeds three grams.
- c. Third or subsequent crack conviction and the amount of crack possessed exceeds one 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 one year imprisonment. (See special sentencing provisions re: crack.)

21 U.S.C. 881(a)(4):

Forfeiture of vehicle, boats, aircraft or any other conveyance used to transport or conceal a controlled substance.

21 U.S.C. 844a:

Civil fine of up to \$10,000 (pending adoption of final regulations).

Pennsylvania Penalties and Sanctions

21 U.S.C. 862:

Denial of federal benefits, such as student loans, grants, contracts and professional and commercial licenses, up to one year for first conviction, up to five years for second and subsequent convictions for possession; for distribution denial of benefits up to five years for first offense, up to ten years for second offense, permanent denial for third and subsequent convictions.

18 U.S.C. 922(g):

Ineligible to receive or purchase a firearm.

Miscellaneous:

Revocation of certain federal licenses and benefits, for example, pilot licenses, public housing tenancy, etc., which are vested within the authorities of individual federal agencies.

See Page 10 for further information regarding Federal Trafficking Penalties.

MISDEMEANORS:

- 1. Misrepresentation:** It is unlawful for any person to acquire or obtain possession of a controlled substance by misrepresentation, fraud, forgery, deception or subterfuge.
Penalty: Imprisonment for one year, a fine of \$5,000, or both.
- 2. Possession:** It is unlawful for a person to knowingly or intentionally possess a controlled or counterfeit substance unless he/she is registered under the act or obtains the substance by use of a valid prescription.
Penalty: In the case of a first offense, imprisonment for one year, a fine of \$5,000, or both. In the case of a second offense, imprisonment for three years, a fine of \$25,000, or both.
- 3. Possession and distribution of a small amount of marijuana (30 grams of marijuana or eight grams of hashish):** It is unlawful for a person to possess a small amount of marijuana for personal use; to possess it with the intent to distribute it; or to distribute it.
Penalty: Imprisonment for 30 days, a fine of \$500, or both.
- 4. Use and delivery of paraphernalia:** It is unlawful for a person to use, deliver or possess, with the intent of using or delivering, paraphernalia (such as grow kits, pipes, needles and roach clips) to grow, conceal or ingest drugs.
Penalty: Imprisonment up to one year, a fine of \$2,500, or both.

FELONIES:

- 1. Delivery:** It is unlawful for a person to manufacture, deliver or possess, with intent to manufacture or deliver, a controlled substance by a person not registered under this act.
Penalty: In the case of most opiates, imprisonment for 15 years, a fine of \$250,000, or both; in the cases of most hallucinogens, imprisonment for five years, a fine of \$15,000, or both; in the cases of most drugs available legally under prescription, imprisonment for three years, a fine of \$10,000, or both.

Note: Manufacture means the production, preparation, propagation, compounding, conversion or processing of a controlled substance.

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

Schedule	Substance/Quantity	Penalty	Substance/Quantity	Penalty
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 more than \$8 million if an individual, \$50 million if not an individual.	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. 2 or More Prior Offenses: Life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.
	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	LSD 1-9 grams mixture		LSD 10 grams or more mixture	
II	Methamphetamine 5-49 grams pure or 50-499 grams mixture		Methamphetamine 50 grams or more pure or 500 grams or more mixture	
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	Substance/Quantity	Penalty
Any Amount Of Other Schedule I & II Substances Any Drug Product Containing Gamma Hydroxybutyric Acid Flunitrazepam (Schedule IV) 1 Gram	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. 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.	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 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 Schedule V Drugs	First Offense: Not more than 1 yr. Fine not more than \$100,000 if an individual, \$250,000 if not an individual. Second Offense: Not more than 4 yrs. Fine not more than \$200,000 if an individual, \$500,000 if not an individual.

Federal Trafficking Penalties for Marijuana, Hashish and Hashish Oil, Schedule I Substances

Substance/Quantity	Penalty	Substance/Quantity	Penalty
Marijuana 1,000 kilograms or more marijuana mixture or 1,000 or more marijuana plants	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. 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.	Marijuana 50 to 99 kilograms marijuana mixture, 50 to 99 marijuana plants Hashish More than 10 kilograms Hashish Oil More than 1 kilogram	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. 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.
Marijuana 100 to 999 kilograms marijuana mixture or 100 to 999 marijuana plants	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. 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, \$50 million if other than an individual.	Marijuana less than 50 kilograms marijuana (but does not include 50 or more marijuana plants regardless of weight) 1 to 49 marijuana plants Hashish 10 kilograms or less Hashish Oil 1 kilogram or less	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.

The Penalty Chart of State Laws Controlling Drug Offenses

Controlled Substances	Prohibited Acts	Penalty (Maximum)
Schedule I or II Narcotic	<ul style="list-style-type: none"> • Possession • Possession with intent to deliver • Delivery • Distribution to under 18 by those over 21 	1 yr. and \$5,000 fine 15 yrs. & \$250,000 fine 15 yrs. & \$250,000 fine 30 yrs. & \$250,000 fine
Schedule I Marijuana (30 g or less) Hashish (8 g or less)	<ul style="list-style-type: none"> • Possession (for use) • Distribution without sale 	30 days & \$500 fine 30 days & \$500 fine
Schedule I or II or III Non-narcotic	<ul style="list-style-type: none"> • Possession • Possession with intent to deliver and delivery • Distribution to under 18 by those over 21 	1 yr. & \$5,000 fine 5 yrs. & \$15,000 fine 10 yrs. & \$15,000 fine
Schedule IV	<ul style="list-style-type: none"> • Possession • Possession with intent to deliver and delivery • Distribution to under 18 by those over 21 	1 yr. & \$5,000 fine 3 yrs. & \$10,000 fine 6 yrs. & \$10,000 fine

Health Risks Associated with the Use of Alcohol*

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

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

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

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

By not drinking too much, you can reduce the risk of these short- and long-term health risks.

*Source: Centers for Disease Control and Prevention (January 3, 2018). Fact Sheets: Alcohol Use and Health. In Alcohol and Public Health. Retrieved from www.cdc.gov/alcohol/fact-sheets/alcohol-use.htm

Health Risks Associated with Other Drugs of Abuse*

Tobacco and Nicotine Products (cigarettes, e-cigarettes, cigars, bidis, hookah, snuff and chew): Cigarette smoking harms nearly every organ in the body, and smoking is the leading preventable cause of premature death in the United States. Nonsmokers may be exposed to second or thirdhand smoke (residue left on surfaces from cigarette smoke) and are at increased risk for many physical and behavioral health impacts including lung disease, asthma, hyperactivity, and premature death. Health risks of tobacco use include: addiction, cancer, chronic bronchitis, emphysema, stroke, heart attack and vascular disease. E-cigarette vapor has been found to contain carcinogens and toxic chemicals. Until more studies are conducted, the health consequences of repeated exposure to these chemicals is unknown.

Marijuana: Addiction, learning and memory problems, impaired coordination, increased risk of lung infections, anxiety, paranoia and psychotic episodes

Cocaine: Addiction, anxiety, irritability, paranoia, nosebleeds, loss of smell from snorting, skin infection, risk of contracting Hepatitis C or HIV from needle injection, heart attack, stroke, seizures and death

MDMA (Ecstasy, Molly): Addiction, increased heart rate and blood pressure, depression, anxiety, sleep problems and death

Opioids (including heroin, synthetic opioids such as fentanyl and pain relievers available legally by prescription, such as oxycodone, hydrocodone, codeine, and morphine): Addiction, overdose and death, HIV/AIDS, hepatitis, infection of heart lining and valves, liver or kidney disease and, among pregnant women, low birth weight babies

Prescription and Over-the-Counter Drugs of Abuse:

Opioids (for pain) – Addiction, constipation, depressed breathing and death

Central Nervous System Depressants (for anxiety and sleep disorders) – Addiction, slowed heart rate and depressed breathing

Stimulants (for ADHD and narcolepsy) – Addiction, irregular heartbeat, seizures, heart failure, hostility, paranoia and sleep problems

Dextromethorphan (DXM, active ingredient in cough and cold medicine) – Numbness, nausea and vomiting, increased heart rate and blood pressure, brain damage

Hallucinogens (LSD, Peyote, Psilocybin, PCP, Ayahuasca, and DMT): Hallucinations, flashbacks within a few days or more than a year after use, increased heart rate and blood pressure, nausea and vomiting, panic and psychosis

Spice: The chemical composition of various products sold as Spice is unknown. This makes it difficult to understand toxicity and users may experience dramatically different effects than expected. Known risks include: increased heart rate, vomiting, agitation, confusion and hallucination.

Salvia (K2): Hallucination, impaired perception, emotional swings, decreased ability to interact with one's surroundings

Steroids (Anabolic-Androgenic): Mood and behavior problems, aggression, psychiatric dysfunction, addiction, liver damage, high blood pressure, jaundice, renal failure, severe acne, HIV/AIDS, hepatitis, various gender and age specific hormonal problems

*Source: National Institute on Drug Abuse. (2016-2018). DrugFacts Publications. Retrieved from <https://www.drugabuse.gov/publications/finder/t/160/DrugFacts>

Active Medical Assistance Protocol (AMAP)

Club Drugs (GHB, Ketamine and Rohypnol): Uncertainties about sources, chemicals and contaminants used to manufacture many club drugs make it difficult to determine toxicity and medical risks. Known health risks include: coma, seizures, nausea, breathing problems, high blood pressure, date rape and death.

Inhalants: Hearing loss, limb spasms, brain damage, bone marrow damage, liver or kidney damage, blood oxygen depletion, suffocation, heart failure, death

Methamphetamine: Addiction, emotional and cognitive problems, anxiety, paranoia, hallucinations, violent behaviors, insomnia, increased heart rate and blood pressure, extreme weight loss, dental problems, HIV/AIDS, hepatitis

Kratom: Nausea, itching, sweating, dry mouth, constipation, seizures, hallucinations, dependence or addiction

Synthetic Cathinones (“Bath Salts”): Paranoia, hallucinations, panic attacks, delirium, agitation, violent behaviors

Counseling and Psychological Services (CaPS) and University Health Services (UHS) are available as resources to the student population for initial assessment of drug and alcohol problems, and referrals to off-campus outpatient and inpatient treatment programs.

The university community values the health and safety of its members and supports an environment that encourages students to come to the assistance of one another. To that end, the active medical assistance protocol (AMAP) sets forth an expectation that community members take responsible action when the health or safety of a student is compromised due to overuse or abuse of alcohol or illicit substances and/or as a result of hazing activity.

Amnesty from university disciplinary action and University Police action will be granted to the student(s) for whom medical assistance is summoned and for those seeking assistance from emergency services personnel when all of the following conditions apply:

1. An individual contacted emergency services personnel based on a reasonable belief that another individual was in need of immediate medical attention, which had not otherwise been sought, to prevent death or serious bodily injury;
2. The individual seeking assistance provided their own name to the emergency services personnel; and
3. The individual requesting assistance remained with the individual believed to be in need of medical assistance until emergency services personnel arrived and the need for the concerned individual’s presence had ended.

Those seeking assistance will be assured that the university will likewise not pursue further university action against any individual or organization involved in such an incident when appropriate medical attention is sought. Students who are directly involved in attending to the compromised student until help arrives will also be granted amnesty from university action. Students involved in an incident for which amnesty is granted will be provided appropriate educational or developmental interventions.

Employee Resources

In cases where help is indicated but not sought, the most severe disciplinary action will be taken against all students involved.

This protocol extends the university's previously established Alcohol Medical Assistance Protocol (1999) and is consistent with the spirit of several Pennsylvania laws that include safe harbor provisions granting immunity from criminal prosecution for seeking medical assistance.

Employees of the university who have a drug or alcohol problem are eligible to take advantage of the Employee Assistance Program.

As an institution of higher education, Carnegie Mellon, in providing an environment designed to facilitate excellence in teaching and research, recognizes the importance of the university's human resources. The university believes that the job performance of each individual employee determines the quality of the institution as a whole. Furthermore, the university recognizes that job performance may be affected by personal issues that, when addressed in a timely, confidential and professionally supportive manner, can be successfully resolved. Carnegie Mellon, therefore, has established an Employee Assistance Program (EAP), sponsored and paid for by the university, designed to facilitate an individual's efforts to resolve personal issues that can affect job performance and general well-being.

Policy

The EAP provides professional and confidential assistance, information and services to employees and their household members to address pressing issues or to bolster their professional or personal lives. Employees can use the EAP to enhance their own and their family's well-being by accessing resources related to work/home life balance, quality day care or summer camp for children, stress management, financial and retirement planning, health and wellness issues and many others. The EAP also provides many career development tools, such as supervisory resources, time management techniques, change management guidance, skills development information and other professional issues. Lastly, the EAP can help individuals address personal issues that may have an impact on their personal and professional lives. Topics that can be addressed through the EAP include: marital, troubled family members or children, alcohol or drug abuse, psychological or financial and legal issues. In these situations, the EAP can provide direct assistance or refer one to the appropriate resource to help find resolution. All counseling through the EAP is on a voluntary basis, even if recommended to the employee by management. Consultation or contact with the EAP in any way will not jeopardize an individual's job security, limit promotional opportunities within the university, or relieve the employee of his or her responsibility to meet acceptable job performance and attendance standards. Information regarding any employee using the services will be held in strictest confidence by the EAP counseling service. No information will be released regarding an individual without written authorization from that employee.

Carnegie Mellon has contracted with a private counseling and service organization to administer the confidential EAP services. The EAP provides access to professional counselors to assess problems and provide referrals for those individuals requiring specialized or long-term assistance in resolving issues. There is no cost for initial assessments and/or referrals; however, fees for the services of referral resources are the responsibility of the individual and/or his or her group health plan. The EAP will coordinate referrals, where possible, with the employee's existing health insurance coverage in order to minimize costs to the individual.

Procedures

SELF-REFERRAL

Employees can elect to use the EAP service at their own initiative and may contact the EAP directly. A counselor will work with the employee to assist in identifying the cause of the problem, resolving the problem, and, as appropriate, referring the employee to other treatment or counseling. Any assistance or referral provided by the EAP will remain confidential.

The [EAP website](#) also provides a 24-hour, seven-day a week source for information, solutions and practical tips for managing time, work, money, relationships, family issues, etc.

HOUSEHOLD MEMBER ASSISTANCE

Any member of an employee's household, including his or her registered Domestic Partner, may use the services of the EAP. Once contacted, a counselor will provide the necessary assessment over the telephone and, if necessary, will arrange for further counseling or other services. Again, initial assessments and referrals are provided to household members at no cost; however, fees for the services of referral resources are the responsibility of the household member and/or his or her group health plan.

TIME OFF FOR COUNSELING

Employees are expected to use the EAP on their own time. Any time off from work to attend a counseling session is treated the same as other absences due to personal illness, injury or medical appointments. Arrangements should be made with the employee's supervisor in advance to schedule time away from work or make up any time lost.

SUPERVISORY REFERRAL

Management referral to the EAP is based on:

1. A request by the employee for assistance with a personal issue; or
2. A pattern of decline in an employee's work performance or attendance; or
3. A particular on-the-job incident that indicates the possible presence of a personal issue.

An employee's supervisor may suggest an EAP referral when he/she detects a decline in an employee's on-the-job behavior or overall work performance. The EAP and Human Resources provide assistance to supervisors in recognizing and referring issues that may be appropriate for counseling services.

Supervisors may contact the EAP and receive objective advice on employee relations, performance issues, interpersonal work conflicts, etc. It is not the supervisor's job to attempt to diagnose an employee's personal issues. It is the supervisor's responsibility to correct poor job performance through the use of the university's Progressive Disciplinary Procedure. At the same time, all supervisors at the university are strongly encouraged to take full advantage of the EAP and make referrals whenever there is any indication of job performance difficulty.

Resources

EDUCATION AND TRAINING

Specialized training for faculty, supervisors, and upper level administrators will be offered to help them recognize job performance issues which may be a result of personal problems or substance abuse. Other training and awareness seminars and workshops will be made available as necessary.

RELEASE OF INFORMATION

All counseling is conducted in strict confidence and no information from an individual's record will be provided to anyone without the individual's written consent.

Where to go if you need help:

CAMPUS

Name	Phone Number	Website
University Police	412.268.2323	cmu.edu/police
Counseling and Psychological Services	412.268.2922	cmu.edu/counseling
University Health Services	412.268.2157	cmu.edu/health-services
Human Resources (EAP)	1.844.744.1370	cmu.edu/hr/work-life/support/eap
Office of the Dean of Students	412.268.2075	cmu.edu/student-affairs/dean
Office of Community Standards and Integrity	412.268.2140	cmu.edu/student-affairs/ocsi

PITTSBURGH

Name	Phone Number	Website
Alcoholics Anonymous	412.471.7472	pghaa.org
Al-Anon	1.800.628.8920	al-anon.org
Gateway Rehabilitation Center	412.697.0928	gatewayrehab.org
Greenbriar Treatment Center	412.421.4311	greenbriar.net
Narcotics Anonymous	412.391.5247	na.org
United Way Help Line	412.261.6010	unitedway.org

Statement of Assurance

Carnegie Mellon University does not discriminate in admission, employment or administration of its programs or activities on the basis of race, color, national origin, sex, handicap or disability, age, sexual orientation, gender identity, religion, creed, ancestry, belief, veteran status or genetic information. Furthermore, Carnegie Mellon University does not discriminate and is required not to discriminate in violation of federal, state or local laws or executive orders.

Inquiries concerning the application of and compliance with this statement should be directed to the university ombudsman, Carnegie Mellon University, 5000 Forbes Avenue, Pittsburgh, PA 15213, telephone 412.268.1018.

Obtain general information about Carnegie Mellon University by calling 412.268.2000.