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Alcohol and Drug Guide

A resource for employees and students



Contents

Standards of Conduct	3
OHSU Employee Policies	5
Marijuana Legalization in Oregon	5
OHSU Student Policies	7
Health Risks	9
Prevention and Recovery Resources	12
Violations and Sanctions	14

About this guide

Oregon Health & Science University is committed to maintaining a drug- and alcohol-free workplace and educational environment. The Drug-Free Schools and Communities Act requires by law the annual distribution of the information contained on these pages to each student and employee. Additionally, Part 86 of the Education Department General Administrative Regulations requires that OHSU distribute the following, as it relates to illicit drugs and alcohol:

- Standards of conduct for students and employees
- Disciplinary sanctions for students and employees in violation of policy
- Description of federal and state based legal sanctions
- Description of health risks associated with alcohol and illicit drug use
- Description of drug and alcohol resources available to employees or students

At OHSU, we are committed to a drug- and alcohol-free place of study and work. We also care about each member of the community, especially in difficult times. This guide provides a number of support and recovery resources for you, your colleagues, friends and family who may be struggling with drug or alcohol dependency or substance use disorder. If you're concerned about someone, we encourage you to reach out, report a concern, share resources or seek support yourself. It is important to know that treatments are available and can be very effective.

OHSU is built on a foundation of integrity and commitment to our values. Yes, we abide by numerous laws, regulations, policies and professional standards. But we seek to go beyond that, to hold ourselves to a higher standard.

This becomes clear with our institutional commitment to creating and maintaining a drug- and alcohol-free environment. This guide outlines OHSU's policies on drug and alcohol use, sanctions for violating federal, state and OHSU policies, and the health risks associated with alcohol and drug use.

This guide also serves as a reminder of our expectations around the behavior and conduct of our employees, faculty, students and volunteers. First and foremost, coming to work or school under the influence of a substance is unacceptable. In addition to the legal and ethical implications of substance possession or use, being under the influence puts others at risk. That is in direct opposition to our values of respecting each other and this institution. The safety and security of all our members is paramount. Again, please use the resources we highlight in this document if you or someone you know needs support.

Standards of Conduct

OHSU is based on a culture of ethics, integrity, transparency and safety. That includes a commitment to maintaining a drug-free institution. The OHSU Code of Conduct outlines expectations and responsibilities. All members of the OHSU community—employees, students and volunteers—have to behave in accordance with these principles.

We perform our duties and protect others in the OHSU community by using sound safety practices, including coming to OHSU free from the influence of alcohol or any illegal drugs. The unlawful manufacture, distribution, dispersal, possession or use of illicit drugs by university students or employees in the workplace is prohibited.

OHSU-wide policies

The OHSU Policy Manual contains alcohol and drug related policies for employees and students. The primary policy that applies to all OHSU members is as follows:

Serving of Alcohol

Policy No. 07-90-025

General rule | No use without approval

No alcohol shall be served or consumed:

1. On OHSU owned or controlled property, whether at an OHSU sponsored event or not, or
2. At an OHSU sponsored event, held on premises not owned or controlled by OHSU, unless approved by the division or department head (or equivalent) and responsible Unit Leader of the sponsoring group. An event held on premises not owned or controlled by OHSU shall not be considered an OHSU sponsored event if no institutional funds or resources are used and attendance is not required by OHSU management.

Requirements

Except for events at the President's residence or events approved by the Provost, no event shall be approved under section 1(A) for use of alcohol, unless:

1. It is sponsored by a unit or division of OHSU or by an organization or group which is recognized and associated with OHSU through its programs of education, research, patient care or community service; and
2. The sponsoring group abides by and observes the OHSU Alcohol Use Risk Control Plan described below, which Plan shall automatically apply to any event approved under Section 1(A); and
3. Applicable Oregon Liquor Control Commission permits or licenses have been procured or will be procured prior to the final approval of the event.
 - a. Events at which attendees are required to pay for alcohol, either directly or indirectly (e.g., there is a charge for the event which helps cover beverage costs) will require the sponsoring organization to obtain a license from the Oregon Liquor Control Commission. One day or special event licenses are available.
 - b. Events for which there is no charge, either directly or indirectly, for beverages will not require the sponsoring organization to obtain a license from the Oregon Liquor Control Commission.

Alcohol Use Risk Control Plan

Where alcohol is to be served, the following rules and guidelines must be observed:

- No alcohol may be served to or by anyone not of legal drinking age.
- No alcohol may be served to anyone who is visibly intoxicated or any OHSU employee who the server knows, or has reason to believe, has not completed their normal work schedule.
- Non-alcoholic beverages and food must be available throughout the event.
- All servers (vendors or others) who will be serving alcohol at the approved event must, prior to serving, be aware of and agree to abide by all requirements of the alcohol use risk control plan and other applicable OHSU policies.
- Alternative transportation options must be available for anyone who has been served alcohol. Sponsors shall see that information about such options is made available to attendees at the event.
- The amount of time alcohol will be available should be limited to a reasonable time frame and should cease at least 30 minutes prior to the conclusion of the event. Unless a meal, or the equivalent of a meal, is provided, serving should be restricted to ninety (90) minutes.
- OHSU employees attending OHSU sponsored functions shall not consume alcohol unless they have fully completed their normal work schedule (see Policy No. 03-30-095, prohibition on being under the influence).
- OHSU employees shall not act as servers at an event.
- Alcohol shall be served by an approved vendor chosen from a list of approved vendors maintained by Protocol and Events or by a commercial hosting facility licensed to serve alcohol when the event is held at such facility.
- Sponsors must ensure that all applicable rules, laws, and other requirements, such as liquor licensing requirements, are met.

Public Safety personnel

For events on OHSU-owned or controlled property, the sponsoring group shall complete an electronic notification on the Protocol and Events intranet page at least five (5) business days prior to the event. If the Director of Public Safety determines that Public Safety personnel need to be on site or available, the sponsoring group shall be responsible to pay the cost of providing Public Safety personnel for the event.

Payment for alcohol

Except as the Provost or OHSU policy provides otherwise (see Policy No. 06-60-010), institutional funds may not be expended to purchase alcoholic beverages.

Sanctions

As is true for violations of OHSU policies generally, failure to follow these policies may result in disciplinary action up to and including dismissal. Further, failure to abide by these requirements may result in confiscation of the misused substance or other penalties, including personal liability for the employee involved for any fines, litigation or other costs involved as a result of such failure.

OHSU

Employee Policies

Marijuana legalization in Oregon

In 2014, Oregon Measure 91 legalized the recreational use of marijuana. OHSU's practices did not change as a result of the measure. As a recipient of federal funds, OHSU is required to comply with federal laws and regulations regarding marijuana possession and use, including the Drug-Free Workplace Act of 1988.

OHSU's Drug and Alcohol Use policy continues to prohibit being under the influence or in possession of any unlawful drug, misused prescription drug or any alcohol while in the workplace, while on duty, or while operating a vehicle or equipment owned or leased by OHSU. The policy has been updated to clarify that "an unlawful drug is any drug that is illegal under federal, state or local law."

OHSU's Drug and Alcohol Testing policy also provides for pre-employment testing of applicants for specified positions and reasonable suspicion testing of employees who are suspected of being under the influence of unlawful drugs or alcohol while at work. The drug test panel for both pre-employment for specified positions and reasonable testing includes THC, which remains illegal under federal law. This policy was also updated to clarify that "an unlawful drug is any drug that is illegal under federal, state or local law."

Employees with a professional license should keep in mind that many professional licensing boards have their own requirements regarding drug and alcohol use.

Drug and alcohol use

Policy No. 03-30-095

Prohibitions

No person shall be under the influence of any unlawful drug, any alcohol, or misused prescription drug while in the workplace, while on duty, or while operating a vehicle or equipment owned or leased by OHSU. An unlawful drug is any drug that is illegal under federal, state or local law and this includes marijuana. Please see the section entitled 'Marijuana legalization' in Oregon on the left for more information. Employees suspected of being under the influence in violation of this prohibition may be required to submit to a drug or alcohol test in accordance with Policy No. 03-10-015.

No person shall unlawfully use, possess, sell, manufacture, distribute or dispense alcoholic beverages or drugs on property owned or controlled by OHSU.

Sanctions

Employees who violate this prohibition will be disciplined in accordance with applicable bargaining agreements and applicable University procedures. Actions include, but are not limited to, required participation in a substance use disorder assistance or rehabilitation program, oral or written reprimand, suspension or termination and/or referral of the matter for prosecution.

Reporting of convictions

Employees must notify their supervisor, and by phone or in writing to the Vice President for Human Resources, of any criminal drug statute conviction for a violation occurring in the workplace or in the course of their job duties within five days of the conviction. Additionally, any OHSU member shall report to the Director of Public Safety any criminal conviction (except a traffic offense) within 15 days of the conviction (Policy No. 03-10-011). Further, the University is required by law to notify the appropriate government agency of such a conviction within ten days of receiving the conviction notice.

Drug and alcohol testing (employees)

Policy No. 03-10-015

Drug and alcohol free workplace

To promote the health, safety and productivity of employees, and the health and safety of the individuals we serve, it is the policy of OHSU to provide a drug and alcohol free workplace. To support this goal, OHSU has established a testing program consisting of pre-employment testing of applicants for employment in specified positions and “reasonable suspicion” testing of employees who are suspected of being impaired by drug or alcohol use while at work. An unlawful drug is any drug that is illegal under federal, state or local law and this includes marijuana.

Reasonable suspicion drug and alcohol testing

Any employee may be required to submit to a drug or alcohol test if there is reasonable suspicion the employee is under the influence of drugs or alcohol while at work. Reasonable suspicion testing of classified employees is governed by the applicable collective bargaining agreement.

Behavior and physical signs indicating substance indicating prohibited substance use may include but not be limited to:

- Observed impairment of job performance;
- Abnormal conduct or erratic behavior;
- A serious workplace accident or number of minor workplace accidents;
- Evidence of drug tampering in the employee’s workplace; or
- Abnormal physical conditions including but not limited to bloodshot eyes, slurred speech, lethargy or drowsiness, lack of coordination and odor of alcohol on breath.

Requirements

- If an employee’s behavior and/or physical condition cause reasonable suspicion of prohibited substance use a supervisor shall contact the department head and request that a drug or alcohol screen be performed. The department head may require the employee to submit to drug testing for reasonable suspicion. The suspicious behavior and/or physical condition shall be documented and placed in the employee’s personnel file.
- The employee to be screened shall be relieved of their duties, and arrangements shall be made for testing and for transportation home as appropriate, following the test. Refusal to submit to the test or failure to report to the testing site is cause for disciplinary action.
- Should an employee test positive during a reasonable suspicion drug test, OHSU’s intention is to make sure the person receives intervention and treatment whenever reasonable and possible. However, in accordance with policy 03-30-095, it is important to be aware that the employee may be subject to sanctions. If you have additional questions or concerns before reporting reasonable suspicion concerns, please contact your HR business partner.

OHSU

Student Policies

Conduct relating to students - proscribed conduct

Policy No. 02-30-010

No student shall engage in conduct proscribed by an applicable school or program or by OHSU or its Board of Directors, including but not limited to the OHSU Code of Conduct. Engaging in proscribed conduct shall subject a student to sanctions ranging from oral or written reprimand to dismissal, according to written procedures administered by the student's school or program.

Proscribed conduct related to alcohol and drug use:

- Illegal use, possession, manufacture, diversion, sale, dispensation, or distribution of drugs or controlled substances, including being under the influence or impaired, on institutionally owned or controlled property (absence of criminal penalties is not considered express authorization).
- Inciting others to engage in any of the conduct or to perform any of the acts prohibited herein. Inciting means that advocacy of proscribed conduct that calls on the person or persons addressed for imminent action and, coupled with a reasonable apprehension of imminent danger to the functions and purposes of OHSU, including the safety of persons, and the protection of its property.

Specific proscribed conduct

Without limiting the generality of the above, the following conduct is proscribed by OHSU:

- Conviction of a felony, a class A misdemeanor or of a crime involving moral turpitude (which shall include, but not limited to, sex or drug related crimes) while attending OHSU or prior to OHSU if the conviction was not disclosed following an offer of conditional admissions.

Reporting proscribed conduct related to drug and alcohol violations

School or program officials must report to Public Safety whenever a student is either arrested or referred for disciplinary action for:

- Liquor Law Violations
- Drug Law Violations

Student drug and alcohol testing

Policy No. 02-01-003

To promote the health and safety of all students and patients in their care, OHSU has established a drug testing program consisting of pre-matriculation testing, pre-clinical experience testing and “reasonable-suspicion” testing for any student suspected of being under the influence of lawful and/or unlawful drugs or alcohol during their course of study.

Pre-matriculation testing

All students accepted into educational programs with a clinical component shall be offered conditional admission pending the results of a pre-matriculation drug test. Failure of a pre-matriculation drug test may result in denial of admission into the academic program. Individual school policy shall dictate the timing of such tests, ensuring at a minimum, students are tested before their initial clinical experience.

Clinical and safety sensitive placement testing

Students participating in clinical or safety sensitive activities shall be made aware that drug testing may be required dependent upon individual placements. Students that are unable to pass testing for individual clinical placements or safety sensitive activities may be subject to disciplinary action.

“For-cause” drug and alcohol testing

Behavior and Physical Conditions Giving Rise to Reasonable Suspicion

Behavioral and physical signs giving rise to reasonable suspicion for testing may include but not be limited to:

1. Observable phenomena, such as direct observation of drug use or possession and/or the physical signs and symptoms of being under the influence of a drug or alcohol;
2. Abnormal conduct or erratic behavior;
3. A serious accident or number of minor accidents during any experience in which the student participates;
4. Evidence of student involvement with drug

tampering or evidence that the student tampered with a previous drug test;

5. Abnormal physical conditions including but not limited to bloodshot eyes, slurred speech, lethargy or drowsiness, lack of coordination, and odor of alcohol on breath.

Should a student test positive during a reasonable suspicion drug test, OHSU’s intention is to make sure the person receives intervention and treatment whenever reasonable and possible. A failed test or refusal to take a test may result in disciplinary action in accordance with school or program policies, OHSU Policy No. 02-30-010 Conduct Relating to Students - Proscribed Conduct, and OHSU Policy No. 02-30-050, Student Suspension, Dismissal and Appeal. If you have additional questions or concerns before reporting reasonable suspicion concerns, please contact the Office of Student Affairs at StudentAffairs@ohsu.edu.

Student suspension, dismissal and appeal

Policy No. 02-30-050

A sanction of suspension or dismissal shall be imposed only after a hearing on the matter is conducted in accordance with school policies and procedures.

A student may be suspended on an interim basis if the Provost determines that the Student has violated the OHSU Code of Conduct and/or their continued presence (physical or virtual) on the OHSU Campus or continued active participation in the program poses a significant risk of serious harm to self or another person or is actively disrupting or interfering with the normal operations of OHSU. Interim Suspension may become effective immediately without prior notice and includes suspension of physical and virtual access to sites and resources at OHSU (including courses) and its academic and clinical partners. A hearing will be scheduled in accordance with the school/college level policies and practices as soon as is practicable. Students will remain on Interim Suspension until at least the conclusion of the disciplinary proceedings.

Health Risks

There are numerous health risks associated with alcohol and illicit drug use. The substances covered in this guide include:

- Tobacco and nicotine
- Alcohol
- Cannabis (marijuana, hashish, hashish oil, tetrahydrocannabinol)
- Inhalants (nitrous oxide, amyl nitrite, butyl nitrite, chlorohydrocarbons, hydrocarbons)
- Cocaine
- Stimulants (amphetamines, methamphetamines)
- Depressants (barbiturates, methaqualone, tranquilizers)
- Hallucinogens (PCP, LSD, mescaline, peyote, psilocybin)
- Narcotics (heroin, methadone, codeine, morphine, meperidine, opium)
- Designer drugs (analogs of fentanyl, analogs of meperidine, MDMA, ecstasy, analogs of PCP)
- Anabolic steroids

Tobacco and nicotine

Smokers are more likely than nonsmokers to contract heart disease. Lung, larynx, esophageal, bladder, pancreatic, and kidney cancers also occur in smokers at increased rates. Thirty percent of cancer deaths are linked to smoking. Chronic obstructive lung diseases, such as emphysema and chronic bronchitis, are 10 times more likely to occur among smokers than among nonsmokers. Smoking during pregnancy also poses risks, such as spontaneous abortion, pre-term birth, and low birth weights. Fetal and infant deaths are more likely to occur when the pregnant woman is a smoker. Nicotine is both psychologically and physically addictive.

Alcohol

Small amounts significantly impair the judgment and coordination needed to operate vehicles, and can also lower inhibitions. Moderate to large amounts cause marked impairments in higher mental functions and loss of memory and the ability to learn and remember information. Large amounts cause respiratory depression and death. Long-term consumption, particularly when combined with poor nutrition, can also lead to dependence and permanent damage to vital organs such as the brain and the liver. If combined with other depressants of the central nervous system, much lower amounts of alcohol will produce the effects just described. Mothers who drink alcohol during pregnancy may give birth to infants with fetal alcohol syndrome. These infants have irreversible physical abnormalities and intellectual disabilities.

Cannabis (marijuana, hashish, hashish oil, tetrahydrocannabinol)

Physical effects of cannabis include increased heart rate, bloodshot eyes, dry mouth and throat, and increased appetite. Use of cannabis may impair or reduce short-term memory and comprehension, alter sense of time, reduce ability to perform tasks requiring concentration and coordination, and impair driving ability. Motivation and cognition may be altered, making the acquisition of new information difficult. Marijuana, hashish, THC, etc., can also produce paranoia and psychosis. Long-term use may result in possible lung damage, reduced sperm count and sperm motility and may affect ovulation cycles. Cannabis can also be psychologically addictive. Chronic use of marijuana by males can reduce the levels of testosterone. Marijuana freely crosses the placenta, leaving the developing brain susceptible to marijuana substances. Even greater risk is associated with the concomitant use of other fetotoxic drugs. During pregnancy the use of marijuana should be avoided.

Inhalants (nitrous oxide, amyl nitrite, butyl nitrite, chlorohydrocarbons, hydrocarbons)

Immediate effects of inhalants include nausea, sneezing, coughing, nosebleeds, fatigue, lack of coordination, and loss of appetite. Solvents and aerosol sprays also decrease the heart and respiratory rates and impair judgment. Amyl and butyl nitrite cause rapid pulse, headaches, and involuntary passing of urine and feces. Long-term use may result in hepatitis or brain damage. Deeply inhaling vapors, or using large amounts over a short time, may result in disorientation, violent behavior, unconsciousness, or death. High concentrations of inhalants can cause suffocation by displacing oxygen in lungs. Long term use can cause weight loss, fatigue, electrolyte imbalance, muscle fatigue, and permanent damage to the nervous system.

Cocaine

Cocaine stimulates the central nervous system. Its immediate effects include dilated pupils and elevated blood pressure, heart rate, respiratory rate, and body temperature. Occasional use can cause nasal irritation; chronic use can ulcerate the mucous membrane of the nose. Crack or freebase rock is extremely addictive. Physical effects include dilated pupils, increased pulse rate, elevated blood pressure, and insomnia, loss of appetite, tactile hallucinations, paranoia, and seizures. The use of cocaine can cause death by cardiac arrest or respiratory failure. During pregnancy cocaine is fetotoxic. It causes indirect effects by its actions on the mother's blood vessels and direct effects by crossing the placental barrier. Because of the wide spectrum of both kinds of effects on the unborn, the syndrome is not as well defined as fetal alcohol syndrome.

Stimulants (amphetamines, methamphetamines)

Stimulants cause increased heart and respiratory rates, elevated blood pressure, dilated pupils, and decreased appetite. Users may experience sweating, headache, blurred vision, dizziness, sleeplessness, and anxiety. Extremely high doses can cause rapid or irregular heartbeat, tremors, loss of coordination, and physical collapse. Amphetamine injection creates a sudden increase in blood pressure that can result in stroke, very high fever, or heart failure. In addition to physical effects, feelings of restlessness, anxiety, and moodiness can result. Use of large amounts over a long period of time can cause amphetamine psychosis that includes hallucinations, delusions, and paranoia. The use of amphetamines can cause physical and psychological dependence. Infants born to women abusing methamphetamine show lower birth weights, slower growth, cognitive deficits, behavioral maladjustment, and increased risk of intracerebral hemorrhage. Its use during pregnancy is not recommended.

Depressants (barbiturates, methaqualone, tranquilizers)

Small amounts can produce calmness and relaxed muscles, but somewhat larger doses can cause slurred speech, staggering gait, and altered perception. Large doses can cause respiratory depression, coma, and death. Combination of depressants and alcohol can multiply effects of the drugs, thereby multiplying risks. Babies born to mothers who misuse depressants during pregnancy may be physically dependent on the drugs and show withdrawal symptoms shortly after birth. Birth defects and behavioral problems may also result. The use of depressants can cause both physical and psychological dependence.

Hallucinogens (PCP, LSD, mescaline, peyote, psilocybin)

Phencyclidine (PCP) interrupts the functions of the neocortex, the section of the brain that controls intellect and instinct. PCP blocks pain receptors, and users can have violent PCP episodes resulting in self-inflicted injuries. Lysergic acid diethylamide (LSD), mescaline, and psilocybin cause illusions and hallucinations. The physical effects may include dilated pupils, elevated body temperature, increased heart rate and blood pressure, loss of appetite, sleeplessness, and tremors. These drugs and the designer drugs below are sometimes classified as psychedelic drugs for useful classification of effects on perception, cognition, and mood. Because of indirect effects on the fetus and potential impairment of judgment of the mother, these drugs should not be taken during pregnancy.

Narcotics (heroin, methadone, codeine, morphine, meperidine, opium)

Narcotics initially produce a feeling of euphoria that often is followed by drowsiness, nausea, and vomiting. Users may experience constricted pupils, watery eyes and itching. Overdoses may produce respiratory depression, clammy skin, convulsions, coma, and death. Addiction in pregnant women can lead to premature, stillborn, or addicted infants who experience severe withdrawal symptoms. Use of narcotics can cause physical and psychological dependence.

Designer drugs (analogs of fentanyl, analogs of meperidine, MDMA, ecstasy, analogs of PCP)

Many “designer drugs” are related to amphetamines and depressants and have stimulant and depressant properties. Use can produce severe neurochemical damage to the brain. Narcotic analogs can cause symptoms such as those seen in Parkinson’s disease: uncontrollable tremors, drooling, impaired speech, paralysis, and irreversible brain damage. Analogs of amphetamines and methamphetamines cause nausea, blurred vision, chills or sweating, and faintness. Psychological effects include anxiety, depression, and paranoia. Analogs of PCP cause illusions, hallucinations, and impaired perception.

Anabolic steroids

Steroid users subject themselves to more than 70 side effects, ranging in severity from acne to liver cancer, including psychological as well as physical reactions. The liver and cardiovascular and reproductive systems are most seriously affected by use. Use can cause withered testicles, breast reduction, sterility, and impotence. Psychological effects include very aggressive behavior, known as “roid rage”, and depression. While some side effects appear quickly, others, such as heart attacks and strokes, may not show up for years.

Resources:

Substance Use Disorder Prevention and Recovery

The world has faced major challenges in recent years, and some of these uniquely impact people working in the healthcare field. The added stressors for healthcare professionals are unprecedented and can increase vulnerability to addiction and other mental health concerns. If you are struggling, please know that you are not broken or alone. Please seek help. The following resources are a good place to start.

OHSU employee resources

Through Spark Wellness, an Employee Assistance Program (EAP) provides benefit-eligible employees and their dependents 24/7 access to confidential counseling to help address issues such as relationships, substance use disorder, financial hardship and general stress or depression. The EAP is available 24/7 by calling or texting 1-800-433-2320.

Faculty who are concerned about students who may be affected by alcohol or drug use are encouraged to consult with a director at the Student Health and Wellness Center by calling 503-494-8665.

OHSU student resources

Any OHSU student, postdoctoral fellow and their adult dependents who have personal concerns about the misuse of alcohol or drugs may contact the Student Health and Wellness Center for confidential consultations, assessments, educational materials and referrals for treatment. Visit Student Health and Wellness Center on the web at www.ohsu.edu/student-health or call 503-494-8665.

Accommodations and leave

OHSU will reasonably accommodate a recovering employee's substance use disorder or treatment in accordance with the federal Americans with Disabilities Act and Oregon state law. Please read our workplace accommodations notice [here](#). An accommodation is meant to help an employee perform the essential functions of their position and may consist of, but is not limited to: protected medical leave (see family medical leave information below), leave from work to attend treatment or medical appointments and/or modification of an employee's schedule. Employees may contact OHSU's Employee Leaves and Accommodations (ELA) office to request a reasonable accommodation. ELA will determine employee eligibility and assess what reasonable accommodations are available. To submit a request, please use the [Reasonable Accommodation Request Form](#) or contact ELA at 503-494-5250.

The Family and Medical Leave Act (FMLA) of 1993 is a federal law designed to help preserve an employee's job and benefits when they need time off from work to deal with serious health situations involving themselves or their family. This means employees can take time off to attend to critical life events without losing employment and health insurance coverage. As of Jan. 1, 2016, the Oregon Family Leave Act (OFLA) also provides job protection as

well as continuation of health benefits while on leave, similar to FMLA. Eligible employees may request family medical leave by contacting The Standard 24/7 at 1-800-378-2390. The Standard is OHSU's partner for FMLA and OFLA administration. Qualifying employees may be eligible for additional leave through state medical leave programs. Employees may contact their HR Business Partner for more information.

Students may contact the OHSU Office for Student Access to request a reasonable accommodation. Students may request a leave of absence in accordance with policy 02-70-030 Voluntary Leave of Absence, Excused Absence, and Withdrawal.

Alcohol dependency support and recovery

Alcoholics Anonymous meetings are available to support individuals to achieve and maintain sobriety.

For meeting locations and a comprehensive calendar of AA meetings in the Portland Metro area, visit www.pdxaa.org.

There are more than 900 AA group meetings in the state of Oregon. Visit www.aa-oregon.org for meetings by district and access to resources.

Al-Anon offers support for friends and family of problem drinkers. Attendance at meetings is confidential and anonymous. Meetings are free and easily accessible.

In Oregon: www.oregonal-anon.org

In Portland: www.al-anonportlandoregon.org.

Lines for Life offers substance abuse crisis support and education at www.linesforlife.org or 1-800-273-8255

Residential and outpatient treatment programs

Hazelden offers assessment and treatment for alcohol and drug rehabilitation at two locations in the Portland area.

Visit www.hazeldenbettyford.org for information.

The Newberg location is a residential campus providing tailored treatment to meet each individual's unique needs. Clinicians may recommend primary care or, to address more complex situations, extended care to address special issues including mental health complications, relapse prevention, and sober living skills.

Hazelden Springbrook Campus

1901 Esther St.

Newberg, OR 97132

1-866-831-5700

The Beaverton location is an outpatient clinic that offers chemical dependency, mental health and pain management services.

Hazelden Addiction Treatment Center

6600 S.W. 105th Ave., Suite 120

Beaverton, OR 97008

1-866-275-3494

Violations and Sanctions

OHSU sanctions

In addition to any penalties under federal and state law, employees or students found to be in violation of OHSU policies may be subject to disciplinary sanctions consistent with applicable provisions of state and federal laws, regulations and policies (including applicable Oregon Administrative Rules, administrative rules, the Oregon Health & Science University Code of Conduct, applicable collective bargaining agreements and applicable OHSU policies).

If imposed, sanctions will include appropriate action up to and including dismissal and/or termination of employment and referral for prosecution and may require participation in an approved substance use disorder assistance or rehabilitation program.

State of Oregon sanctions

Alcohol

Minor in possession: Any attempt to purchase or acquire alcoholic beverages by a person under 21 years is a violation (up to a \$1,000 fine). A minor is not in violation of, and immune from prosecution for, minor in possession if the person contacted emergency medical services or a law enforcement agency in order to obtain medical assistance for another person who was in need of medical assistance due to alcohol consumption and the evidence of the violation of this section was obtained as a result of the person's having contacted emergency medical services or a law enforcement agency; or the person was in need of medical assistance due to alcohol consumption and the evidence of the violation of this section was obtained as a result of the person's having sought or obtained the medical assistance.

Providing liquor to a minor: Class A misdemeanor (up to one year in jail and a fine, plus restitution and community service) Mandatory minimums: First conviction: \$500; second conviction: \$1,000; third or subsequent conviction: \$1,500 and 30 days.

Driving under the Influence of Intoxicants: Driving a vehicle while under the influence of intoxicants is a class A misdemeanor with a penalty of up to one year in jail and a \$10,000 fine and suspension or revocation of driving privileges. For purposes of Motorist Implied Consent Laws, a person under 21 years of age with any amount of alcohol in the blood constitutes being under the influence of intoxicating liquor.

In Oregon, penalties for possession and distribution are determined by the controlled substance schedule upon which the drug appears. Examples from the drug schedules appear below. (Note: Most drugs appear on the same federal and state schedule.)

Schedule I: Heroin, LSD, marijuana (federal law), peyote, mescaline, psilocybin, methamphetamine (Oregon law)

Schedule II: Opium, cocaine, methamphetamine (federal law), marijuana (Oregon law)

Schedule III: Amphetamine, depressants, PCP

Schedule IV: Various prescription drugs

Schedule V: Other less dangerous prescription drugs and small amounts of certain drugs

Marijuana

Unlawful Delivery to minor by adult 21+: Class C felony (up to 5 years in prison and up to \$125,000 fine plus twice the value of any resulting gain of property or money).

Unlawful Delivery/Manufacture within 1000' of a school (above no consideration homemade delivery allowance): Class A felony (up to 20 years in prison and up to \$375,000 fine plus twice the value of any resulting gain of property or money).

Unlawful Delivery (above no consideration homemade delivery allowance): Class A misdemeanor (up to 1 year in jail and up to \$6,500 fine plus twice the value of any resulting gain of property or money).

Unlawful Delivery not for consideration (non-homemade less than one ounce leaves, stems and flowers): Class A violation (up to \$2,000 fine).

Unlawful Delivery not for consideration (non-homemade less than five grams leaves, stems and flowers): Violation (Presumptive fine \$650).

Unlawful Manufacture Adult (4+ plants): Class B misdemeanor (up to 6 months in jail and up to \$2,500 fine)

Unlawful Manufacture Adult (8+ plants, 16+ ounces solid product, 72+ ounces liquid product, extract): Class C felony (up to 5 years in prison and up to \$125,000 fine).

Unlawful Manufacture under 21 years old: Class C felony (up to 5 years in prison and up to \$125,000 fine).

Unlawful Possession under 21 years old (one ounce or less leaves, stems and flowers): Violation (Presumptive fine \$650)

Unlawful Possession under 21 years old (1+ ounce to 8 ounces leaves, stems and flowers, less than 16 ounces solid product, less than 72 ounces liquid product): Class B misdemeanor (up to 6 months in jail and up to \$2,500 fine).

Unlawful Possession under 21 years old (8+ ounces leaves, stems and flowers, 16+ ounces solid product, 72+ ounces of liquid product): Class A misdemeanor (up to 1 year in jail and up to \$6,500 fine).

Unlawful Possession adult (1+ ounce in public, 8+ ounces leaves, stems and flowers, 16+ ounces solid product, 72+ ounces liquid product, 1+ ounce extract): Up to 2x allowable amount - Violation (fine up to \$1000), 2x up to 4x allowable amount - Class B misdemeanor (up to 6 months in jail and up to \$2,500 fine), 4x+ allowable amount - Class A misdemeanor (up to 1 year in jail and up to \$6,500 fine).

Schedule I drugs

Manufacture or distribution (except marijuana): Class A felony (up to 20 years in prison and up to \$375,000 fine plus twice the value of any resulting gain of property or money).

Unlawful possession: Class A misdemeanor (up to 364 days in jail and a fine of up to \$6,250) for larger amounts.

Personal Possession (smaller amounts) of a Schedule I controlled substance: Class E violation (\$100 fine).

Schedule II drugs

Manufacture or distribution: Class A misdemeanor (up to 364 days in jail and a fine of up to \$6,250) for larger amounts.

Unlawful possession: Class C felony (up to 5 years in prison and up to \$125,000 fine) for larger amounts.

Personal Possession (smaller amounts) of a Schedule II controlled substance: Class E violation (\$100 fine).

Schedule III drugs

Manufacture or distribution: Class C felony (up to five years in prison and up to \$125,000 fine plus twice the value of any resulting gain of property or money).

Unlawful possession: Class C felony (up to 5 years in prison and up to \$125,000 fine) for larger amounts.

Personal Possession (smaller amounts) of a Schedule III controlled substance: Class E violation (\$100 fine).

Schedule IV drugs

Manufacture or distribution: Class B misdemeanor (up to six months in jail and up to \$2,500 fine plus twice the value of any resulting gain of property or money).

Unlawful possession: Class E violation (\$100 fine).

Schedule V drugs

Manufacture or distribution: Class C misdemeanor (30 days jail and up to \$1,250 fine plus twice the value of any resulting gain of property or money).

Unlawful possession: Violation (\$250 fine).

It is unlawful for a person to manufacture or deliver a schedule I, II, or III controlled substance within 1,000 feet of the real property comprising a public or private elementary, vocational or secondary school attended by minors (Class A felony, penalty of up to 20 years in prison and \$375,000 fine).

In addition, the court may order the defendant to pay the cost of prosecution, and the defendant's vehicle used in the crime may be forfeited to the state. Finally, the defendant may forfeit any property used in the crime to the county in which the crime occurred.

Federal sanctions

The federal system establishes sanctions for possession and distribution of controlled substances based on the schedule of the drug and the amount involved. The statutory sanctions for possession and distribution are also subject to the "Sentencing Guidelines for U.S. Courts," though imposition of the guidelines may lead to higher offense levels and, thus, stricter penalties than otherwise indicated. Courts must make adjustments in the offense level for victim-related considerations, the defendant's role in the offense, multiple counts, obstruction and acceptance of responsibility. Finally, the guidelines establish sentences for each offense based on the defendant's criminal history. The range of federal penal sanctions is: thirty years to life in prison (regardless of the defendant's criminal history) for the manufacture, distribution or trafficking of large amounts of heroin, cocaine, PCP, methamphetamine, Schedule I and II hallucinogens, marijuana, hashish, or any of their derivatives; zero to four months in prison for possession of any Schedule III or IV drug if defendant has lowest level of criminal history. Further, if serious injury or death results from the crime, minimums of up to 10 years in prison (serious injury) and 20 years in prison (death), plus fines of up to \$4 million may be added. These penalties may be doubled for defendants with past felony drug convictions. Finally, penal sanctions in the federal system are "real time," with reductions in sentences only for good behavior.