



## Drug and Alcohol Abuse Prevention Program



Providing substance abuse awareness and resources for  
students and employees

# Overview

In order to meet the requirement Idaho College of Osteopathic medicine has developed a program designed to educate students and employees of the health risks of alcohol and drug abuse and available resources for addiction.

This program complies with the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act of 1989. And also the guidelines provided by the Educational Department General Administrative Regulations Part 86. The guidelines establishes three primary areas of compliance: annual notification, method of distribution and biennial review.

ICOM must certify that it has adopted and implemented a program “to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees” both on the institution’s premises and as part of any of its activities. The following is a description of ICOM’s compliance with each area of EDGAR Part 86. Supporting documents are provided.

## **Written Notification**

ICOM has developed a written notification for students and employees

1. Employees – Drug and Alcohol Abuse Policy section of the Employee Handbook
2. Students – Drug and Alcohol Abuse Policy section of the Student Handbook

These written notifications include:

1. Standards of conduct that clearly prohibit, at a minimum, the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees.
2. A list of applicable legal sanctions under federal, state, or local laws for the unlawful possession or distribution of illicit drugs and alcohol.
3. A description of the health risks associated with the abuse of alcohol or use of illicit drugs.
4. A list of drug and alcohol programs (counseling, treatment, rehabilitation, and re-entry) that are available to employees or students.
5. A clear statement ICOM will impose disciplinary sanctions on students and employees for violations of the standards of conduct and a description of those sanctions, up to and including expulsion or termination of employment and referral for prosecution.

## **Annual Distribution**

ICOM has developed verifiable distribution methods to ensure all constituencies receive a written copy of ICOM’s policy on drug and alcohol abuse.

## Employees

1. Newly hired employees receive an electronic version of ICOM's Drug and Alcohol Abuse Prevention Program. Employees acknowledge that they have read, understand and know where to access the program information within thirty (30) calendar days of the employee's start date.
2. All employees receive annual notification of ICOM's Drug and Alcohol Abuse Prevention Program and its specific online location via email;
3. All employees receive annual training related to drug and alcohol abuse prevention.
4. All employees have access to ICOM's Program and Policy on Drug and Alcohol Abuse Prevention on the ICOM intranet web portal or via hard copy through the Human Resources Department.

## Students

1. All current ICOM students receive annual notification (start of academic year) via email that includes a PDF attachment and the website link to the policy section of the ICOM Student Handbook;
2. Newly admitted students are required to submit an acknowledgement form prior to the first day of class that includes directions on how to access review the policy section of the ICOM Student Handbook;
3. Information on how to access the policy section of the ICOM Student Handbook is included in the matriculation requirements required to be completed prior to the start of class.
4. All student on an have to complete an online learning module for drug and alcohol abuse

## Biennial Review

ICOM has established a Policy Review Team (PRT) led by General counsel and includes representatives from Human Resource, Academic Affairs, Student services and Business Office. This review team will conduct a review of the Drug and Alcohol Abuse Prevention Policy to assess its effectiveness and recommend improvements.

The PRT will assess the following areas:

1. Is ICOM Policies with federal regulations?
2. Is the information contained in ICOM Policies accurate and up-to-date?
3. Are ICOM Policies appropriately distributed to all affected constituencies at ICOM
4. Are efforts to restrict and prevent drug and alcohol abuse at ICOM effective?
5. Since the time of the last biennial review, were there violations of ICOM Policy. If so, were policy sanctions enforced consistently in all cases?

Leaders from student affairs and human resources will review violations among their respective constituencies and ensure consistent enforcement of ICOM's sanctions.



# **Employee Drug and Alcohol Abuse Policy**

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Policy Title:	Employee Drug and Alcohol Abuse Prevention
Policy Category:	Employment, Benefits and Workplace
Policy Code:	TBD
Policy Effective Date:	05/01/2020

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## **PURPOSE / SCOPE:**

The Idaho College of Osteopathic Medicine (ICOM) is committed to providing its employees a safe and healthy environment. The use of drugs and alcohol can adversely affect the educational environment and may have devastating effects on the personal lives of those who abuse these substances. For this reason, ICOM prohibits the unlawful possession, use, manufacture or distribution of unauthorized drugs and alcohol on campus or at any ICOM-sponsored activity.

## **POLICY AND PROCEDURE:**

### **OPERATION OF THE PROGRAM**

ICOM has established a drug-free and alcohol abuse awareness program to inform its faculty and staff about the dangers of drug and alcohol abuse and the penalties that may be imposed for drug and alcohol abuse violations. The Drug and Alcohol Abuse Prevention Program is available to all faculty and staff of ICOM. As part of this program, ICOM has implemented several measures:

- New staff and faculty members are informed of the ICOM Drug and Alcohol Abuse Prevention Program at New Employee Orientation.
- Employees are sent program information through electronic mail within 30 days from the start of each school year.
- Employees may request literature from the ICOM Library.
- Additional information or events may be held throughout the year addressing drug and alcohol related issues.

### **Biennial Review**

This program is the responsibility of the Departments of Human Resources and will be reviewed biennially. ICOM is committed to monitoring and assessing the effectiveness of the policy and program. ICOM strives to ensure the uniform application of sanctions to employees and will maintain documentation of the number of violations and associated sanctions imposed. Documentation pertaining to employees will be maintained by the Human Resources department.

## **STANDARDS OF CONDUCT**

The use, consumption, sale, purchase, possession, manufacture or distribution of illegal drugs, drug paraphernalia, and/or alcohol while on ICOM property or while engaged in ICOM-sponsored activities is prohibited. Employees are expected to adhere to ICOM policy and applicable federal, state and local laws. Violations may result in criminal action and/or disciplinary actions, up to and including termination.

ICOM retains the right to grant limited exceptions to this policy only for the moderate consumption of alcohol during ICOM-sponsored activities or meals. Such exceptions must have the prior approval of the Dean.

## **HEALTH RISKS**

There are serious physical and psychological health implications associated with the use and/or abuse of drugs and alcohol that vary based on the frequency, extent, and intensity of consumption. When consumed in excess, drugs and alcohol can also lead to overdose or death. Drug use can cause changes in the brain that result in memory and cognition problems or lead to severe consequences such as seizures, stroke, and possible brain damage. Alcohol use can impair brain function and motor skills; excessive use can increase the risk of certain cancers, stroke, and liver disease. Drug and alcohol use while pregnant may result in a number of health complications for the fetus such as premature birth, miscarriage, and low birth weight.

For a comprehensive guide regarding the harms and consequences of a drug's effects on the body and mind, overdose potential, and other key factors, see the Drugs of Abuse DEA Resource Guide found at: [https://www.dea.gov/sites/default/files/2018-06/drug\\_of\\_abuse.pdf](https://www.dea.gov/sites/default/files/2018-06/drug_of_abuse.pdf).

For additional information on alcohol's effect on the body, visit the National Institute on Alcohol Abuse and Alcoholism at: <https://www.niaaa.nih.gov/alcohol-health/alcohols-effects-body>

## **PREVENTION**

While there is no one way or guaranteed way to prevent someone from abusing drugs and alcohol, there are things that everyone can do to prevent substance abuse. Here are the top five ways to prevent substance abuse:

- 1. Understand how substance abuse develops.** Substance abuse starts by:
  - Using addictive drugs (illicit or prescribed) for recreational purposes
  - Seeking out intoxication every time you use
  - Abusing prescription medication
- 2. Avoid Temptation and Peer Pressure.** Develop healthy friendships and relationships by avoiding friends or family members who pressure you to use substances. It's often said "we become most like those we surround ourselves by," meaning if you surround yourself with people who abuse

drugs and alcohol you are more likely to as well. Peer pressure is a major part of life for teens and adults. If you are looking to stay drug free develop a good way to just say no, prepare a good excuse or plan ahead of time to keep from giving into peer pressure.

3. **Seek help for mental illness.** Mental illness and substance abuse often go hand in hand. If you are dealing with a mental illness such as anxiety, depression or post-traumatic stress disorder you should seek professional help from a licensed therapist or counselor. A professional will provide you with healthy coping skills to alleviate your symptoms without turning to drugs and alcohol.
4. **Examine the risk factors.** Look at your family history of mental illness and addiction, several studies have shown that this disease tends to run in the family, but can be prevented. The more you are aware of your biological, environmental and physical risk factors the more likely you are to overcome them.
5. **Keep a well-balanced life.** People often turn to drugs and alcohol when something in their life is missing or not working. Practicing stress management skills can help you overcome these life stressors and will help you live a balanced and healthy life.

Develop goals and dreams for your future. These will help you focus on what you want and help you realize that drugs and alcohol will simply get in the way and hinder you from achieving your goals.

~ information adapted from the [American Addiction Centers](https://americanaddictioncenters.org/blog/five-tips-help-prevent-substance-abuse)  
<https://americanaddictioncenters.org/blog/five-tips-help-prevent-substance-abuse>

## **TREATMENT OPTIONS**

Various treatment options are available to employees. ICOM urges individuals experiencing symptoms associated with their own or someone else’s alcohol or drug use to seek assistance and support.

### **EAP Program – Employees**

ICOM employees may seek assistance through the Employee Assistance Program (EAP), Reliant Behavioral Health (RBH). RBH can be reached at 866-750-1327 or at [www.MyRBH.com](http://www.MyRBH.com). Support, guidance, and resources are available 24 hours a day, seven days a week. Employees are encouraged to contact Human Resources with additional questions.

Employees are encouraged to seek help through available national and community resources. Some examples include, but are not limited to, the resources found in the following chart:

Resource	Web Page	Phone Number
<b>Local Resources:</b>		
Recovery 4 Life	<a href="http://www.recovery4lifeidaho.com">www.recovery4lifeidaho.com</a>	208-376-7083
NorthPoint Recovery	<a href="http://www.northpointrecovery.com">www.northpointrecovery.com</a>	855-801-0836

Ashwood Recovery at NorthPoint	<a href="http://www.ashwoodrecovery.com">www.ashwoodrecovery.com</a>	208-918-4613
Ascent Behavioral Health Services	<a href="http://www.ascentbhs.org">www.ascentbhs.org</a>	208-898-9755
Brickhouse Recovery	<a href="https://brickhouserecovery.com">https://brickhouserecovery.com</a>	208-650-7359
Idaho Center for Behavioral Health	<a href="http://www.centerforbehavioralhealth.com">www.centerforbehavioralhealth.com</a>	208-376-5021
Intermountain Hospital	<a href="https://intermountainhospital.com">https://intermountainhospital.com</a>	208-377-8400
<b>National Resources:</b>		
National Drug and Alcohol Helpline	<a href="http://www.drughelpline.org">www.drughelpline.org</a>	888-633-3239
SAMHSA (Substance Abuse and Mental Health Services Administration)	<a href="http://www.samhsa.gov">www.samhsa.gov</a>	800-662-4357
National Institute on Drug Abuse	<a href="http://www.drugabuse.gov">www.drugabuse.gov</a>	N/A
National Council on Alcoholism and Drug Dependence	<a href="http://www.ncadd.org">www.ncadd.org</a>	800-622-2255
Alcoholics Anonymous	<a href="http://www.aa.org">www.aa.org</a>	208-344-6611
Narcotics Anonymous	<a href="http://www.na.org">www.na.org</a>	208-391-3823
Self-Screening – Narcotics	<a href="http://www.drugscreening.org">www.drugscreening.org</a>	N/A
Self Screening – Alcohol	<a href="http://www.alcoholscreening.org">www.alcoholscreening.org</a>	N/A

## **SANCTIONS**

ICOM employees are expected to comply with ICOM policy, as well as federal, state, and local drug and alcohol laws. Employees found participating in the use, consumption, sale, purchase, possession, manufacture or distribution of illegal drugs, drug paraphernalia, and/or alcohol while on ICOM property or while engaged in ICOM-sponsored activities shall be subject to disciplinary sanctions on a case-by-case basis. Employees in violation of federal, state or local laws will be reported to the appropriate law enforcement agency and may be subject to prosecution in accordance with the law.

### **ICOM Sanctions**

Substantiated violations of ICOM’s drug and alcohol policies may result in disciplinary sanctions, up to and including termination from ICOM. Sanctions may include, but is not limited to the following:

- **Warning** – written notice that the behavior is not acceptable at ICOM and that additional incidents may result in more severe sanctions.
- **Behavior Contract** – a contract that states behavioral expectations with penalties and sanctions addressed if the contract is violated. If the employee refuses to sign the behavior contract, the penalties and sanctions identified in the contract will be enacted.
- **Disciplinary Probation** – a period of time (which may be indefinite) during which an employee is under warning that any other violation of college policy may result in suspension or termination.

- **Suspension** – During the period of suspension, the employee is banned from ICOM property unless otherwise stated.
- **Termination** – termination of employment at ICOM.

**Federal and State Sanctions**

***Alcohol:***

The federal government gives control regarding alcohol to the states, with some exceptions, such as interstate and foreign commerce, certain production requirements and federal excise taxes. Idaho Statutes pertaining to alcoholic beverages can be found at: [Idaho State Code Title 23](#)

***Controlled Substances:***

The federal government statutes pertaining to narcotics can be found in Title 21, Chapter 13, “Drug Abuse Prevention and Control” of the U.S. Code (21 U.S.C. ch. 13). Details of Offenses and Penalties may be found in Subchapter I, Part D (§841): [U.S. Code 21, Ch 13](#)

Idaho Statutes pertaining to controlled substances can be found at: [Idaho State Code Title 37](#)

**POLICY OWNER:**

Director of Human Resources

**CROSS REFERENCE AND SUPPORTING DOCUMENTS:**

(Provide links to other policies or materials identified in the policy.)

CROSS REFERENCE (ICOM, COCA, or Other Policies)	LOCATION
Item #1	Hyperlink to other policy
Item #2	Hyperlink to other policy

SUPPORTING DOCUMENTS	LOCATION
Item #1	Hyperlink to document
Item #2	Hyperlink to document

----- SIGNATURE PAGE FOLLOWS -----



**SIGNATURE APPROVAL:**

Policy Title:  
Policy Category:  
Policy Code:  
Policy Effective Date:

Drug and Alcohol Abuse Prevention  
TBD  
TBD  
05/01/2020



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President/CEO

5/19/202

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Date



## Student Drug and Alcohol Abuse Policy

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Policy Title:	Student Drug and Alcohol Abuse Prevention Policy
Policy Category:	Student Services
Policy Code:	Code
Policy Effective Date:	07/01/2020 Revised
COCA Standard:	

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### **PURPOSE / SCOPE:**

This policy provides Idaho College of Osteopathic Medicine (ICOM) students with guidelines pertaining to drug and alcohol use/abuse during the normal course enrollment at Idaho College of Osteopathic Medicine.

### **DEFINITIONS:**

- **Definition 1** – Professionalism and Academic Review Committee (PARC)

### **POLICY:**

ICOM promotes a safe, healthy and productive learning environment free from the influences of drugs and alcohol to ensure the safety and welfare of students, faculty and patients cared for by ICOM representatives. ICOM policy requires students to be free from illicit drug use and free from addiction.

To comply with the Drug-Free Schools and Communities Act of 1989 and subsequent amendments, ICOM students are prohibited from the use, consumption, sale, purchase, possession, manufacture or distribution of illegal drugs, drug paraphernalia, and/or alcohol while on ICOM property or clinical sites or while engaged in ICOM-sponsored activities.

Students are expected to adhere to ICOM policy and applicable federal, state and local laws. Students are also subject to all applicable legal sanctions under local, state and federal law for any offenses involving illicit drugs on university property or at university-sponsored activities.

To ensure the health and safety of student and all members of the ICOM community, ICOM reserves the right, in its sole and absolute discretion, to require any student enrolled to submit to drug and/or alcohol testing. Testing can be requested by an ICOM administrator, faculty or medical professional associated with the ICOM, or a hospital or other medical facility to which ICOM sends students for clinical clerkships. Additional information of ICOM screening protocol can be reviewed in Section 5.5 of the Student Handbook.

Students are sent program information through electronic mail within 30 days from the start of the school year.

## CONSEQUENCES OF NON-COMPLIANCE

Non-compliance to this policy is a breach of ICOM Honor Code. Specifically, Section 9 (Unprofessional or Unethical Behavior, Sub Section – Breach of Integrity).

Suspected violations of this policy will result in the student being removed immediately from the class/learning environment. ICOM will promptly require the student at the discretion of ICOM, to be tested for a drug/alcohol test and/or a psychiatric evaluation on any student when there is an incident of erratic or unusual behavior, or there is a reasonable concern due to a student's behavior.

Any student who is removed from the learning environment who tests positive for or admits to drug or alcohol use prior or during the learning environment will receive a failing grade for the class/learning experience. Student may also be remanded to PARC which may result in disciplinary action up to and including suspension or dismissal/

Refusal or failure to submit to testing may result in disciplinary action up to, and including, dismissal. Students found to have screening tests positive for alcohol, illicit substances, and controlled substances (defined as a drug or substance that is listed in Schedules I through V of the Federal Controlled Substances Act (21 U.S.C. §812)) or prescription medications without a valid prescription may be subject to disciplinary action up to, and including, dismissal. Please note this also includes substances which are illegal in the state of Idaho, but which may be legal in other states.

Students suspected or found under the influence or with an open container of alcohol or illegal drugs on campus or at clinical sites or who arrive at school in an intoxicated state will be temporarily suspended and will face disciplinary actions that could result in immediate suspension or dismissal.

Students in violation of federal, state or local laws will be reported to the appropriate law enforcement agency and may be subject to prosecution in accordance with the law.

### ICOM SANCTIONS

Students found participating in the use, consumption, sale, purchase, possession, manufacture or distribution of illegal drugs, drug paraphernalia, and/or alcohol while on ICOM property or while engaged in ICOM-sponsored activities shall be subject to disciplinary sanctions on a case-by-case basis.

Substantiated violations of ICOM's drug and alcohol policies may result in disciplinary sanctions, up to and including expulsion/termination from ICOM. Sanctions may include, but is not limited to the following:

- **Warning** – written notice that the behavior is not acceptable at ICOM and that additional incidents may result in more severe sanctions.
- **Behavior Contract** – a contract that states behavioral expectations with penalties and sanctions addressed if the contract is violated. If the student refuses to sign the behavior contract, the penalties and sanctions identified in the contract will be enacted.
- **Disciplinary Probation** – a period of time (which may be indefinite) during which a student is under warning that any other violation of college policy may result in suspension or expulsion/termination.
- **Suspension** – a defined period of time during which the student is not permitted to

engage in any of the privileges, courses, organizations, events, or activities associated with being a student at ICOM. During the period of suspension, the student is banned from ICOM property unless otherwise stated.

- **Expulsion or Termination**—the indefinite termination of a student’s status at the ICOM.

**POLICY OWNER:**

This program is the responsibility of the Student Services and will be reviewed biennially. ICOM is committed to monitoring and assessing the effectiveness of the policy and program. ICOM strives to ensure the uniform application of sanctions to students and will maintain documentation of the number of violations and associated sanctions imposed.

**POLICY OWNER:**

The individual with overall responsibility for ongoing review of the assigned policy.

**CROSS REFERENCE AND SUPPORTING DOCUMENTS:**

(Provide links to other policies or materials identified in the policy.)

<b>CROSS REFERENCE (ICOM, COCA or Other Policies)</b>	<b>LOCATION</b>
Item #1	Hyperlink to other policy
Item #2	Hyperlink to other policy

<b>SUPPORTING DOCUMENTS</b>	<b>LOCATION</b>
Item #1	Hyperlink to document
Item #2	Hyperlink to document

----- SIGNATURE PAGE FOLLOWS -----

**SIGNATURE APPROVAL:**

Policy Title: Student Drug and Alcohol Prevention Policy  
Policy Category: Student Services  
Policy Code: Code  
Policy Effective Date: 07/01/2020 (revised)

COCA Standard:

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<<NOTE: if an Academic or Student policy, add signature line for Dean/CAO>>

*Thomas J. Mohr D.O.*

JULY 24, 2020

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Dean/Chief Academic Officer

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Date

## Description of Health Risks

There are serious physical and psychological health implications associated with the use and/ or abuse of drugs and alcohol that vary based on the frequency, extent and intensity of consumption. When consumed in excess, drugs and alcohol can lead to overdose or death. Drug use can cause changes in the brain that result in memory and cognition problems or lead to severe consequences such as seizures, stroke, and possible brain damage. Alcohol use can impair brain function and motor skills; excessive use can increase the risk of certain cancers, stroke, and liver disease. Drug and alcohol use while pregnant may result in a number of health complications for the fetus such as premature birth, miscarriage, and low birth weight.

Substance	Possible Effects
Alcohol	<p>Alcohol Poisoning Symptoms</p> <ul style="list-style-type: none"> <li>• Unconscious, cannot be woken up, or can only be awakened for a short time</li> <li>• Difficulty standing or walking</li> <li>• Poorly aware of surroundings</li> <li>• Exhibits respiratory difficulties (slow, labored breathing - below 10 breaths a minute)</li> <li>• Fever or chill</li> <li>• Fingernail beds or gums are blue</li> <li>• Extremities are cold, blue or clammy</li> <li>• Vomiting while semi-conscious or unconscious</li> <li>• Increased, decreased, or irregular pulse - above 100 or below 60 beats per minute</li> <li>• Mixed alcohol with prescriptions, over-the-counter or illicit drugs</li> </ul>
Tobacco	<ul style="list-style-type: none"> <li>• Using tobacco products causes cancer and increases the risk of heart disease</li> <li>• Nicotine is a highly addictive stimulant</li> <li>• ICOM is a tobacco product-free campus including e-cigarettes</li> <li>• E-cigarettes should be considered a tobacco replacement product and should not be used by people that have never used tobacco products</li> <li>• Use of OTC tobacco cessation products, such as nicotine patch lozenges, or gum are allowed on campus. Using e-cigarettes is not allowed on campus.</li> </ul>
Amphetamines and Methamphetamines (Adderall) uppers, speed, crank	loss of appetite, delusions, hallucinations, heart problems, hypertension, irritability, insomnia, toxic psychosis, rebound depression
Barbiturates barbs, bluebirds, blues	severe withdrawal symptoms, possible convulsions, toxic psychosis, depression, physical dependence, impaired judgment
Benzodiazepines (Valium, Xanax, Ativan, Dalmane, Rohypnol) benzos, downers, sleepers, tranqs, roofies	impaired judgment, sedation, panic reaction, seizures, psychological dependence, physical dependence

Cocaine & Cocaine freebase coke	loss of appetite, depression, weight loss, seizure, heart attack, stroke, hypertension, psychosis, chronic cough, nasal passage injury, hallucinations
Codeine	physical dependence, constipation, loss of appetite, lethargy, respiratory depression
Heroin H, junk, smack	physical dependence, constipation, loss of appetite, lethargy, respiratory depression
Inhalants ames, gas, laughing gas, poppers, snappers	psychological dependence, psychotic reactions, confusion, frozen airway, sudden death
LSD Acid	may intensify existing psychosis, panic reactions, can interfere with psychological adjustment and social functioning, insomnia, flashbacks
MDA, MDMA, MOMA ecstasy, xtc	same as LSD, sleeplessness, nausea, confusion, increased blood pressure, sweating, paranoia
Marijuana (THC, cannabis) pot, grass, dope, weed, joints	bronchitis, conjunctivitis, mood swings, paranoia, lethargy, impaired concentration
Mescaline (peyote cactus) mesc, peyote	may intensify existing psychosis, hallucinations at high dose
Methaqualone Ludes	coma, convulsions
Morphine M, morf	physical dependence, constipation, loss of appetite, lethargy
PCP crystal, tea, angel dust	psychotic behavior, violent acts, psychosis, hallucinations at high dose

Psilocybin magic mushrooms, shrooms	may intensify existing psychosis
Steroids roids, juice	cholesterol imbalance, acne, baldness, anger management problems, masculinization of women, breast enlargement in men, premature fusion of long bones preventing attainment of normal height, atrophy of reproductive organs, impotence, reduced fertility, stroke, hypertension, congestive heart failure, liver damage, depression



# **Available Resources**

## **Students**

Various assessment and treatment options are available to ICOM students. ICOM urges students experiencing symptoms associated with their own or someone else's alcohol or drug use to seek assistance and support.

Students may seek help from ICOM's Director of Student Affairs, ICOM's Behavioral Health Specialist, through the Idaho State University Counseling Center or through StudentLinc. StudentLinc is available 24 hours a day, 7 days a week.

- ICOM Director of Student Affairs
  - Elizabeth Watson, [ewatson@idahocom.org](mailto:ewatson@idahocom.org), 208-795-4284
- ICOM Behavioral Health Specialist
  - Jake Price, [jprice@idahocom.org](mailto:jprice@idahocom.org), 208-795-4293
- StudentLinc
  - [www.mystudentlinc.com](http://www.mystudentlinc.com), enter icom into school name 1-888-893-LINC
- Idaho State University Counseling Center, 208-3731719

## **Employees**

Employees may seek assistance through the Employee Assistance Program (EAP), Reliant Behavioral Health (RBH). Support, guidance, and resources are available 24 hours a day, 7 days a week. Employees are encouraged to contact Human Resources with additional questions.

- Reliant Behavioral Health
  - 866-750-1327
  - [www.myrbh.com](http://www.myrbh.com)

## **On Line Self Screening Tools:**

- [The prevention Coalition](#)
- [alcoholscreening.org](http://alcoholscreening.org)
- [Rehabs.com](http://Rehabs.com)

# **National Resources**

Online Directories and Service Locators

- Substance Abuse and Mental Health Services Administration (SAMHSA) – Treatment Finder (uses ZIP code) <https://www.samhsa.gov/find-help> (800) 662-HELP or (800) 662-4357

## **Support and Self Help Groups**

- Alcoholics Anonymous and (national) – <https://www.aa.org/> or (212)870-3400
- Narcotics Anonymous – <https://www.na.org/>
- Adult Children of Alcoholics – [www.adultchildren.org](http://www.adultchildren.org) (562) 595-7831
- Al-Anon/Alateen – <https://www.al-anon.org/> (800)-4AL-ANON or (800) 425-2666
- Moderation Management - a behavioral change program and national support group network for people concerned about their drinking and who desire to make positive lifestyle changes. <https://www.moderation.org/> mm@moderation.org
- Smart Recovery (non-12 step) – abstinence-based, not-for-profit organization with a sensible self- help program for people having problems with drinking and using. <https://www.smartrecovery.org/>

## Alcohol and Substance Use Information and Psychoeducation

- Center for Substance Abuse Treatment (CSAT) – <https://www.samhsa.gov/about-us/who-we-are/offices-centers/csat> (240) 276-1660
- Drug Free Workplace Helpline – <https://www.samhsa.gov/workplace/resources/drug-free-helpline> 1-800-967-5752 [dwp@samhsa.hhs.gov](mailto:dwp@samhsa.hhs.gov)
- National Association of State Alcohol/Drug Abuse Directors (NASADAD) – [www.nasadad.org](http://www.nasadad.org) (202) 293-0090
- National Clearinghouse for Alcohol and Drug Information (NCADI) – [www.ncadi.samhsa.gov](http://www.ncadi.samhsa.gov) (800) 729-6686
- National Council on Alcoholism and Drug Dependence – [www.ncadd.org](http://www.ncadd.org) (800) NCA-CALL
- **American Council for Drug Education (ACDE)**, <http://www.acde.org>.
- **American Council on Alcoholism Helpline (ACA)**: 1-800-527-3344 at <http://www.aca-usa.org>.
- **Cocaine Hotline**: 1-800-COCAINE at <http://www.focusas.com/Cocaine.html>
- **National Alcohol and Substance Abuse Information Center**: 1-800-784-6776 at <http://www.addictioncareoptions.com/>.
- **National Council on Alcoholism and Drug Dependence, Inc. (NCADD)** at <http://www.ncadd.org>.

## Local Resources

Resource	Phone	Address
Recovery 4 Life	208-376-7083	8950 W. Emerald St. Suite 178 Boise, ID 83704
NorthPoint Recovery	844-928-0689	10787 W. Ustick Rd Boise, ID 83713
Ashwood Recovery at Northpoint	208-918-4613	7941 West Rifleman Street Boise, ID 83704
Ascent Behavioral Health Services	208-898-9755	366 SW 5th Ave, Suite 100 Meridian, ID 83642
Brickhouse Recovery	208-650-7359	3663 N Lakeharbor Ln Boise, ID 83703
Idaho Center for Behavioral Health	208-376-5021	2275 S. Eagle Rd., Suite 190 Meridian, ID 83642
Intermountain Hospital	208-377-8400	303 N Allumbaugh Boise, ID 83704
Pathways	208-322-1026	545 North Benjamin, Suite 185, Boise, ID 83704
Alcoholics Anonymous	208-344-6611	Idaho Area 18
Narcotics Anonymous	208-391-3823	Treasure Valley Area

## **Local, Federal and State Sanctions**

Anyone who violates local, state, or federal law regarding alcohol or other drugs, including the illegal possession of drug paraphernalia, or who otherwise engages in illegal conduct, is subject to prosecution and punishment by criminal and civil authorities in addition to disciplinary or administrative sanctions issued by ICOM.

Federal law mandates that any student who has been convicted of an offense under any federal or state law involving the possession or sale of a controlled substance shall not be eligible to receive any grant, loan, or work assistance during the period on the date of such conviction and ending after the interval specified.

### **State Law – Alcohol Sanctions**

The national minimum age drinking act of 1984 requires states to adopt a national minimum drinking age of 21 for purchase or public possession of alcohol. Legal sanctions vary from state to state. Information on state laws can be accessed at <https://www.consumer.ftc.gov/articles/0388-alcohol-laws-state>

Idaho criminal penalties for Driving Under the Influence (DUI) can be found online at <https://legislature.idaho.gov/statutesrules/idstat/Title23/T23CH6/> Chapter 6

## State Law – Drug Sanctions

Idaho Statutes pertaining to controlled substances can be found at: [Idaho State Code Title 37](#)

Idaho State Criminal and Civil Penalties for Offense of a Controlled Substance				
	Drug	Definition	Offense	1 <sup>st</sup> Conviction
Schedule I	The drugs in this schedule are those that have no accepted medical use in the United States and have a high abuse potential. Some examples are heroin, marijuana, LSD, peyote, mescaline, psilocybin, tetrahydrocannabinols, ketobemidone, levoramide, racemoramide, benzylmorphine, dihyaromorpine, nicocodeine, nicomorphine, methaqualone and others.	<p>UPON CONVICTION OF A FELONY OR MISDEMEANOR VIOLATION THE COURT MAY ORDER RESTITUTION FOR COSTS INCURRED BY LAW ENFORCEMENT AGENCIES IN INVESTIGATING THE VIOLATION. 37-2732 (k)</p> <p><b>MANUFACTURE, DELIVER, POSSESS CONTROLLED SUBSTANCE:</b> It is unlawful for any person to manufacture or deliver, or possess with intent to manufacture or deliver, a controlled substance. 37-2732</p>	<p>A controlled substance classified in schedule I which is a narcotic drug or a controlled substance classified in schedule II, except as provided for in section 37-2732B(a)(3), Idaho Code. 37-2732 (1a)</p>	<p>Guilty of a felony and upon conviction may be imprisoned for a term of years not to exceed life imprisonment, or fined not more than twenty-five thousand dollars (\$25,000), or both. 37-2732 (1a)</p>
			<p>Any other controlled substance which is a nonnarcotic drug classified in schedule I. 37-2732 (1b)</p>	<p>Guilty of a felony and upon conviction may be imprisoned for not more than five (5) years, fined not more than fifteen thousand dollars (\$15,000), or both. 37-2732 (1b)</p>
Schedule II	The drugs in this schedule have a high abuse potential with severe psychic or physical dependence liability. Schedule II controlled substances consist of certain narcotic, stimulant and depressant drugs. Some examples of Schedule II narcotic controlled substances are opium, morphine, codeine, hydromorphine (Dialudid), methadone (Dolophine), pantopon, meperidine (Demerol), cocaine, oxycodone (Percodan), anileridine (Leritine) and oxymorphone (Numorphan). Some examples of Schedule II non-narcotic are amphetamine (Benezdrine, Dexedrine), and Methamphetamine (Desoxyn), phenmetrazine (preludin), methylphenidate (Ritalin), amobarbital, pentobarbital, secobarbital, etorphine, hydrochloride, diphenoxylate and phencyclidine.	<p><b>CREATE, DELIVER, POSSESS COUNTERFEIT SUBSTANCE:</b> It is unlawful for any person to create, deliver, or possess with intent to deliver, a counterfeit substance. 37-2732 (b)</p> <p><b>POSSESS UNLESS PRESCRIPTION:</b> It is unlawful for any person to possess a controlled substance unless the substance was obtained directly from, or pursuant to, a valid prescription or order of a practitioner while acting in the course of his professional practice. 37-2732 (c)</p>	<p>A counterfeit substance classified in schedule I which is a narcotic drug, or a counterfeit substance classified in schedule II. 37-2732 (b)(1a)</p>	<p>Guilty of a felony and upon conviction may be imprisoned for not more than fifteen</p> <p>(15) years, fined not more than twenty-five thousand dollars (\$25,000), or both. 37- 2732 (b)(1a)</p>
			<p>Any other counterfeit substance classified in schedule I which is a nonnarcotic drug contained in schedule I. 37-2732 (b)(1b)</p>	<p>Guilty of a felony and upon conviction may be imprisoned for not more than five (5) years, fined not more than fifteen thousand dollars (\$15,000), or both. 37-2732 (b)(1b)</p>
			<p>Any person who violates this and has in his possession a controlled substance classified in schedule I which is a narcotic drug or a controlled substance classified in schedule II. 37-2732 (c)(1)</p>	<p>Guilty of a felony and upon conviction may be imprisoned for not more than seven (7) years, or fined not more than fifteen thousand dollars (\$15,000), or both. 37- 2732 (c)(1)</p>
			<p>Any person who violates this and has in his possession lysergic acid diethylamide (LSD). 37-2732 (c)(2)</p>	<p>Guilty of a felony and upon conviction may be imprisoned for not more than three (3) years, or fined not more than five thousand dollars (\$5,000), or both. 37-2732 (c)(2)</p>
			<p>Any person who violates this and has in his possession a controlled substance which is a nonnarcotic drug classified in schedule I, except lysergic acid diethylamide (LSD). 37- 2732 (c)(3)</p>	<p>Guilty of a misdemeanor and upon conviction thereof may be imprisoned for not more than one (1) year, or fined not more than one thousand dollars (\$1,000), or both. 37-2732 (c)(3)</p>

<p style="writing-mode: vertical-rl; transform: rotate(180deg);"><b>Schedule III</b></p>	<p>These drugs have an abuse potential less than those in Schedules I and II, and include compounds containing limited quantities of certain narcotic drugs and non-narcotic drugs such as derivatives of barbituric acid except those that are listed in another schedule, glutethimide (Doriden), methyprylon (Noludar), chlorhexadol, sulfondiethymethane, sulfonmethane, nalorphine, benzphetamine, sulfondiethymethan, sulfonmethan, nalorphone, clor-termine, mazindol, paregoric, flunitrazepam, and Gama Hydroxy butyrate.</p>	<p>MANUFACTURE, DELIVER, POSSESS CONTROLLED SUBSTANCE: Any other controlled substance classified in schedule III. 37- 2732 (1b)</p> <p>CREATE, DELIVER, POSSESS COUNTERFEIT SUBSTANCE: Any other counterfeit substance classified in schedule III. 37-2732 (b)(1b)</p> <p>POSSESS UNLESS PRESCRIPTION: Any person who violates this and has in his possession a controlled substance which is a controlled substance classified in schedule III. 37-2732 (c)(3)</p>	<p>Guilty of a felony and upon conviction may be imprisoned for not more than five (5) years, fined not more than fifteen thousand dollars (\$15,000), or both. C (1b)</p> <p>Guilty of a felony and upon conviction may be imprisoned for not more than five (5) years, fined not more than fifteen thousand dollars (\$15,000), or both. 37-2732 (b)(1b)</p> <p>Guilty of a misdemeanor and upon conviction thereof may be imprisoned for not more than one (1) year, or fined not more than one thousand dollars (\$1,000), or both. 37-2732 (c)(3)</p>
<p style="writing-mode: vertical-rl; transform: rotate(180deg);"><b>Schedule IV</b></p>	<p>The drugs in this schedule have an abuse potential less than those listed in Schedule III and include such drugs as methylphenobarbital, chloral betaine (Beta Chior), chloral hydrate, triazolam, any substance which contains any quantity of a benzodiazepene, or salt of benzodiazepene, except those substances which are specifically listed in other schedules, buprenorphine, cathine, fencamfamine, fenproporex, mefenorex, pyrovalerone, propoxyphene, pentazocine, mazindol, mephorbarbital, premoline, petrichloral, zolpidem, butorphanol, and detropoxyphene (Darvon).</p>	<p>MANUFACTURE, DELIVER, POSSESS CONTROLLED SUBSTANCE: A substance classified in schedule IV. 37-2732 (1c)</p> <p>CREATE, DELIVER, POSSESS COUNTERFEIT SUBSTANCE: A counterfeit substance classified in schedule IV. 37-2732 (b)(1c)</p> <p>POSSESS UNLESS PRESCRIPTION: Any person who violates this and has in his possession a controlled substance which is a controlled substance classified in schedule IV. 37-2732 (c)(3)</p>	<p>Guilty of a felony and upon conviction may be imprisoned for not more than three (3) years, fined not more than ten thousand dollars (\$10,000), or both. 37-2732 (1c)</p> <p>Guilty of a felony and upon conviction may be imprisoned for not more than three (3) years, fined not more than ten thousand dollars (\$10,000), or both. 37-2732 (b)(1c)</p> <p>Guilty of a misdemeanor and upon conviction thereof may be imprisoned for not more than one (1) year, or fined not more than one thousand dollars (\$1,000), or both. 37-2732 (c)(3)</p>
<p style="writing-mode: vertical-rl; transform: rotate(180deg);"><b>Schedule V &amp; VI</b></p>	<p>The drugs in this schedule have an abuse potential less than those listed in Schedule IV and consist of preparations containing limited quantities of certain narcotic drugs generally for antitussive and antidiarrheal purposes.</p>	<p>MANUFACTURE, DELIVER, POSSESS CONTROLLED SUBSTANCE: A substance classified in schedules V and VI. 37-2732 (1d)</p> <p>CREATE, DELIVER, POSSESS COUNTERFEIT SUBSTANCE: A counterfeit substance classified in schedules V and VI or a noncontrolled counterfeit substance. 37-2732 (b)(1d)</p> <p>POSSESS UNLESS PRESCRIPTION: Any person who violates this and has in his possession a controlled substance which is a controlled substance classified in schedules V and VI. 37-2732 (c)(3)</p>	<p>Guilty of a misdemeanor and upon conviction may be imprisoned for not more than one (1) year, fined not more than five thousand dollars (\$5,000), or both. 37-2732 (1d)</p> <p>Guilty of a misdemeanor and upon conviction may be imprisoned for not more than one (1) year, fined not more than five thousand dollars (\$5,000), or both. 37-2732 (b)(1d)</p> <p>Guilty of a misdemeanor and upon conviction thereof may be imprisoned for not more than one (1) year, or fined not more than one thousand dollars (\$1,000), or both. 37-2732 (c)(3)</p>

<p>It shall be unlawful for any person to be present at or on premises of any place where he knows illegal controlled substances are being manufactured or cultivated, or are being held for distribution, transportation, delivery, administration, use, or to be given away. 37- 2732 (d)</p> <p>If any person is found to possess marijuana, including the extract or any preparation of cannabis which contains tetrahydrocannabinol, in an amount greater than three (3) ounces net weight. 37-2732 (e)</p>	<p>A violation shall deem those persons guilty of a misdemeanor. Punished by a fine of not more than three hundred dollars (\$300) and not more than ninety (90) days in the county jail, or both. 37-2732 (d)</p> <p>It shall be a felony and upon conviction may be imprisoned for not more than five (5) years, or fined not more than ten thousand dollars (\$10,000), or both. 37-2732 (e)</p>
<p>For more information <a href="https://www.legislature.idaho.gov/idstat/Title37/T37CH27SECT37-2732.htm">https://www.legislature.idaho.gov/idstat/Title37/T37CH27SECT37-2732.htm</a></p>	

### **Federal Criminal Penalties for Drug Violations**

Federal Statues pertaining to drug violations can be found at <https://www.dea.gov/legal-and-legislative-resources>

### **Federal Drug Trafficking Penalties**

Federal Statues pertaining to drug trafficking penalties can be found [https://www.dea.gov/sites/default/files/drug\\_of\\_abuse.pdf#page=30](https://www.dea.gov/sites/default/files/drug_of_abuse.pdf#page=30)

## Federal Criminal Penalties for Drug Violations

DRUG/SCHEDULE	QUANTITY	PENALTIES	QUANTITY	PENALTIES
Cocaine (Schedule II)	500 - 4999 gms mixture	<b>First Offense:</b> Not less than 5 yrs, and not more than 40 yrs. If death or serious injury, not less than 20 or more than life. Fine of not more than \$2 million if an individual, \$5 million if not an individual  <b>Second Offense:</b> Not less than 10 yrs, and not more than life. If death or serious injury, life imprisonment.  Fine of not more than \$4 million if an individual, \$10 million if not an individual	5 kgs or more mixture	<b>First Offense:</b> Not less than 10 yrs, and not more than life. If death or serious injury, not less than 20 or more than life. Fine of not more than \$4 million if an individual, \$10 million if not an individual.  <b>Second Offense:</b> Not less than 20 yrs, and not more than life. If death or serious injury, life imprisonment.  Fine of not more than \$8 million if an individual, \$20 million if not an individual.  2 or More Prior Offenses: Life imprisonment
Cocaine Base (Schedule II)	5-49 gms mixture		50 gms or more mixture	
Fentanyl (Schedule II)	40 - 399 gms mixture		400 gms or more mixture	
Fentanyl Analogue (Schedule I)	10 - 99 gms mixture		100 gms or more mixture	
Heroin (Schedule I)	100 - 999 gms mixture		1 kg or more mixture	
LSD (Schedule I)	1 – 9 gms mixture		10 gms or more mixture	
Methamphetamine (Schedule II)	5 - 49 gms pure or 50 - 499 gms mixture		50 gms or more pure or 500 gms or more mixture	
PCP (Schedule II)	10 - 99 gms pure or 100 - 999 gms mixture	100 gm or more pure or 1 kg or more mixture		
<b>PENALTIES</b>				
Other Schedule I & II drugs (and any drug product containing Gamma Hydroxybutyric Acid)	Any amount	<b>First Offense:</b> Not more that 20 yrs. If death or serious injury, not less than 20 yrs, or more than Life. Fine \$1 million if an individual, \$5 million if not an individual.  <b>Second Offense:</b> Not more than 30 yrs. If death or serious injury, not less than life. Fine \$2 million if an individual, \$10 million if not an individual		
Flunitrazepam (Schedule IV)	1 gm or more			
Other Schedule III drugs	Any amount	<b>First Offense:</b> Not more than 5 years. Fine not more than \$250,000 if an individual, \$1 million if not an individual.  <b>Second Offense:</b> Not more 10 yrs. Fine not more than \$500,000 if an individual, \$2 million if not an individual		
Flunitrazepam (Schedule IV)	30 to 999 mgs			
All other Schedule IV drugs	Any amount	<b>First Offense:</b> Not more than 3 years. Fine not more than \$250,000 if an individual, \$1 million if not an individual.		
Flunitrazepam (Schedule IV)	Less than 30 mgs	<b>Second Offense:</b> Not more than 6 yrs. Fine not more than \$500,000 if an individual, \$2 million if not an individual.		
All Schedule V drugs	Any amount	<b>First Offense:</b> Not more than 1 yr. Fine not more than \$100,000 if an individual, \$250,000 if not an individual.  <b>Second Offense:</b> Not more than 2 yrs. Fine not more than \$200,000 if an individual, \$500,000 if not an individual.		

## Federal Trafficking Penalties - Marijuana

DRUG	QUANTITY	1 <sup>st</sup> OFFENSE	2 <sup>nd</sup> OFFENSE
Marijuana	1,000 kg or more mixture; or 1,000 or more plants	Not less than 10 years, not more than life. If death or serious injury, not less than 20 years, not more than life. Fine not more than \$4 million if an individual, \$10 million if other than an individual.	Not less than 20 years, not more than life. If death or serious injury, mandatory life. Fine not more than \$8 million if an individual, \$20 million if other than an individual.
Marijuana	100 kg to 999 kg mixture; or 100 to 999 plants	Not less than 5 years, not more than 40 years. If death or serious injury, not less than 20 years, not more than life. Fine not more than \$2 million if an individual, \$5 million if other than an individual.	Not less than 10 years, not more than life. If death or serious injury, mandatory life. Fine not more than \$4 million if an individual, \$10 million if other than an individual.
Marijuana	more than 10 kgs hashish; 50 to 99 kg mixture more than 1 kg of hashish oil; 50 to 99 plants	Not more than 20 years. If death or serious injury, not less than 20 years, not more than life. Fine \$1 million if an individual, \$5 million if other than an individual.	Not more than 30 years. If death or serious injury, mandatory life. Fine \$2 million if an individual, \$10 million if other than individual.
Marijuana	1 to 49 plants; less than 50 kg mixture	Not more than 5 years. Fine not more than \$250,000, \$1 million other than individual.	Not more than 10 years. Fine \$500,000 if an individual, \$2 million if other than individual.
Hashish	10 kg or less		
Hashish Oil	1 kg or less		

Source: [https://www.dea.gov/sites/default/files/drug\\_of\\_abuse.pdf](https://www.dea.gov/sites/default/files/drug_of_abuse.pdf)



