University policy recognizes that substance abuse is a complex problem that is not easily resolved solely by personal effort and may require professional assistance and/or treatment. Accordingly, each campus and System-wide Services have designated an individual to assist employees and students who seek referral for assistance with a substance-abuse problem. Students, faculty, and staff members with substance-abuse problems are encouraged to take advantage of available diagnostic, referral, counseling, and prevention services. However, employees and students availing themselves of these services will not be granted special privileges and exemptions from standard personnel practices applicable to job performance requirements and from standard academic and student conduct requirements. The University will not excuse acts of misconduct committed by employees and students whose judgment is impaired due to substance abuse.

Alcoholic Beverages
The sale, possession, and use of alcohol on campuses of the University of Maine System must comply with the laws of the state of Maine and with local campus regulations and procedures. The acquisition, possession, transportation, and consumption of alcohol by anyone under 21 years of age is prohibited by University policy. Alcohol may be possessed or consumed on University property only by persons 21 years of age or older in their rooms or in appropriately licensed and/or approved campus facilities. Persons are expected to assume responsibility for their own behavior while drinking and must understand that being under the influence of alcohol in no way lessens their accountability to the University community.

Illegal Drugs
The possession, use, manufacture, dispensing or distribution of illegal drugs (heroin, cocaine, marijuana, LSD, steroids, etc.) is prohibited at any time on University property and as part of any University activities. "Illegal drugs" does not mean the use of drugs under a valid prescription. Employees and students known to use, possess, manufacture, dispense, or distribute illegal drugs are liable to public law-enforcement actions and University disciplinary actions. Employees and students who use prescribed medications are responsible for their secure storage and disposal.

Sanctions
Employees and students who violate the University's policy will be subject to disciplinary action by the University. The severity of the imposed sanctions will be appropriate to the violation; possible sanctions include suspension, probation, dismissal, restitution, official censure or reprimand, referral for prosecution, participation in a rehabilitation program, and other actions the University deems appropriate.

In November of 1988, the United States Congress enacted the Anti-Drug Abuse Act which contains a section called the "Drug Free Workplace Act of 1988." This section requires organizations receiving federal grants and contracts to ensure that their workplaces are free from illegal use, possession, manufacture, dispensation, or distribution of controlled substances.

The law requires employers who receive federal funds to:

- notify employees that drug abuse is prohibited in the workplace,
- establish a drug-free awareness program,
- require each employee to notify the University of any criminal drug conviction for violations occurring in the workplace, and
- impose sanctions or remedial actions for convicted employees.

As a result of the Anti-Drug Abuse Act of 1988, a court of law may suspend or terminate an individual's eligibility for federal benefits, including student financial assistance, if that individual is convicted of certain drug offenses.

Maine has a medical marijuana law that permits medical use and possession of marijuana under certain circumstances. However, permitting employees or students to use or possess marijuana for medical purposes on campus would violate the federal Drug Free Workplace Act. Consequently, medical use or possession of marijuana on campus is prohibited. Employees and students who are under the influence of medical marijuana are not exempt from normal conduct and job performance standards.
WHERE CAN EMPLOYEES GO FOR HELP?
Each campus of the University of Maine System has designated individuals to help students and employees deal with substance abuse problems. In addition to the designated individuals, you may discuss problems with residence hall staff, counselors, or your supervisor. Those individuals can help you get assistance from a trained professional. TTY callers may leave a message for one of these individuals by calling the University of Maine System Office TTY: 973-3300. Indicate the name and campus of the person you wish to contact.

EMPLOYEES:
UMaine
Polly Moutevelis-Burgess, Director
Employee Assistance Program
126A College Avenue
Telephone: 581-4014
UMA
Sheri Stevens
Executive Director of Administrative Services
Farmhouse
Telephone: 621-3110 or 1-877-UMA-1234
UMF
Robert Pederson, Director
Center for Human Development
252 Main Street
Telephone: 778-7036, e-mail: pederson@maine.edu
UMFK
Kim Page
Director of Human Resources
Powers Hall
Telephone: 255-1220
UMPI
Jennie Savage
Human Resources Manager
Preble Hall, Room 126
Telephone: 768-9951
USM
CIGNA Behavioral Health
Employee Assistance Program
Telephone: 1-877-622-4327
UM System Office
CIGNA Behavioral Health
Employee Assistance Program
Telephone: 1-877-622-4327

WHERE CAN STUDENTS GO FOR HELP?
In addition to campus resources you may find local social service agencies who can help. Consult the telephone directory. “Community Services Numbers” are listed in the front of the directory. Also see the Yellow Pages listings for Alcoholism Information and Treatment Centers and Drug Abuse and Addiction Information and Treatment.

The following state and national telephone numbers may also be helpful:
1-800-499-0027—Maine Office of Substance Abuse and Mental Health Services Information and Resource Center, to receive information about treatment services.
1-800-662-HELP—Referral for Alcohol and Substance Abuse Services.

STUDENTS:
UMaine
Laura Siddikee, Director
Student Wellness Resource Center
Memorial Union, Room 235
Telephone: 581-1423
UMA/Augusta Campus
Philip Wirkus, Counselor
Telephone: 621-3044 or 1-877-UMA-1234, ext. 3044
UMA/Bangor Campus
Jennifer Mascaro, Counselor
Coordinator of Counseling Services
Telephone: 262-7836
UMF
Center for Human Development
252 Main Street
Telephone: 778-7034
UMFK
Ray Phinney
Associate Dean of Student Life and Development
Cyr Hall
Telephone: 834-7850
UMM
Melvin D. Adams III
Director of Student Life
Powers Hall
Telephone: 255-1412
UMPI
Ralph McPherson
Counseling and Career Services
101 South Hall
Telephone: 768-9791
USM
Robert Small
Director
University Counseling Services
105 Payson Smith
Telephone: 780-4050
UMS Centers
Students may contact either the Student Services Coordinator at the center or the designated campus person at the campus of enrollment.
The criminal offenses most commonly charged under the Federal Controlled Substances Act are the knowing, intentional, and unauthorized manufacture, distribution, or dispensing of any controlled substance or the possession of any controlled substance with the intent to manufacture, distribute, or dispense. Federal law also prohibits the knowing, intentional, and unauthorized creation, distribution, dispensing, or possession with intent to distribute or dispense a "counterfeit substance."

Simple possession without necessarily an intent to distribute is also forbidden by federal law and carries a penalty of imprisonment and/or a minimum $1,000 fine. Furthermore, "attempts" and/or conspiracies to distribute or possess with intent to distribute controlled substances are crimes under federal law.

Specific drug crimes carry greater penalties, including:
- the distribution of narcotics to persons under 21
- the distribution or manufacturing of narcotics near schools and colleges
- the employment of juveniles under the age of 18 in drug trafficking operations
- the distribution of controlled substances to pregnant women

The penalties for violating federal narcotic statutes vary considerably. The penalties may be more harsh based on three principal factors:
- the type of drug involved (heroin, cocaine, marihuana, LSD, etc.)
- the quantity of the drug involved
- prior conviction for a felony drug offense under Federal or State law.

With the exception of simple possession charges which result in up to one year imprisonment and/or a fine, maximum penalties for narcotic violations range up to life in prison and, in very limited circumstances, the death penalty. Certain violations carry mandatory minimum prison sentences of either 5 years or 10 years. Harsher penalties will be imposed if a firearm is used in the commission of a drug offense. If a drug offense results in death or serious bodily injury to an individual who uses the drug involved, the penalties are also more harsh.

Anabolic steroids are controlled substances. Distribution or possession with intent to distribute carries a sentence of up to ten years and a $500,000 fine.

Questions sometimes arise as to what amount of narcotics found in the possession of a person is considered to be for personal use as opposed to the more serious offense of possession with intent to distribute. Federal law, as a general rule, considers anything more than a dosage unit as indicating an intent to distribute. In other words, the greater quantity possessed by the individual, the more likely it is that an individual possessed such quantity with an intent to distribute.

**FEDERAL DRUG OFFENSES**

**MARIJUANA**
- Possession of marijuana for personal use
- Possession of marijuana in public view
- Distribution of marijuana
- Possession of marijuana with intent to distribute

**COCAINE**
- Drug abuse
- Drug trafficking
- Distribution of cocaine
- Possession of cocaine
- Possession of cocaine with intent to distribute

**ALCOHOL**
- Possession of alcohol
- Distribution of alcohol
- Possession of alcohol with intent to distribute

**STEROIDS**
- Possession of steroids
- Distribution of steroids
- Possession of steroids with intent to distribute

**LSD**
- Possession of LSD
- Distribution of LSD
- Possession of LSD with intent to distribute

**OPIATES**
- Possession of opiates
- Distribution of opiates
- Possession of opiates with intent to distribute

**AMPHETAMINES**
- Possession of amphetamines
- Distribution of amphetamines
- Possession of amphetamines with intent to distribute

**HEALTH RISKS ASSOCIATED WITH MARIJUANA**
- Tolerance
- Psychological dependence
- Physical dependence
- Addiction
- Withdrawal symptoms

**HEALTH RISKS ASSOCIATED WITH ALCOHOL AND DRUG ABUSE**
- Possible addiction
- Dysfunctions related to thinking, learning, and recall
- Impaired ability to drive and do other things that require physical and intellectual capabilities
- Irritate lungs, aggravate asthma, bronchitis, emphysema
- Listlessness, fatigue, inattention, carelessness about personal grooming, withdrawal, and apathy
- Chronic lung disease and lung cancer

With the exception of simple possession charges which result in up to one year imprisonment and/or a fine, maximum penalties for narcotic violations range up to life in prison and, in very limited circumstances, the death penalty. Certain violations carry mandatory minimum prison sentences of either 5 years or 10 years. Harsher penalties will be imposed if a firearm is used in the commission of a drug offense. If a drug offense results in death or serious bodily injury to an individual who uses the drug involved, the penalties are also more harsh.

Anabolic steroids are controlled substances. Distribution or possession with intent to distribute carries a sentence of up to ten years and a $500,000 fine.

Questions sometimes arise as to what amount of narcotics found in the possession of a person is considered to be for personal use as opposed to the more serious offense of possession with intent to distribute. Federal law, as a general rule, considers anything more than a dosage unit as indicating an intent to distribute. In other words, the greater quantity possessed by the individual, the more likely it is that an individual possessed such quantity with an intent to distribute.

- the distribution of narcotics to persons under 21
- the distribution or manufacturing of narcotics near schools and colleges
- the employment of juveniles under the age of 18 in drug trafficking operations
- the distribution of controlled substances to pregnant women

The penalties for violating federal narcotic statutes vary considerably. The penalties may be more harsh based on three principal factors:
- the type of drug involved (heroin, cocaine, marihuana, LSD, etc.)
- the quantity of the drug involved
- prior conviction for a felony drug offense under Federal or State law.

**ALCOHOL**
- Possession of alcohol
- Distribution of alcohol
- Possession of alcohol with intent to distribute

**STEROIDS**
- Possession of steroids
- Distribution of steroids
- Possession of steroids with intent to distribute

**HEALTH RISKS ASSOCIATED WITH MARIJUANA**
- Tolerance
- Psychological dependence
- Physical dependence
- Addiction
- Withdrawal symptoms

**HEALTH RISKS ASSOCIATED WITH ALCOHOL AND DRUG ABUSE**
- Possible addiction
- Dysfunctions related to thinking, learning, and recall
- Impaired ability to drive and do other things that require physical and intellectual capabilities
- Irritate lungs, aggravate asthma, bronchitis, emphysema
- Listlessness, fatigue, inattention, carelessness about personal grooming, withdrawal, and apathy
- Chronic lung disease and lung cancer

**METHAMPHETAMINE**
- Mood swings, anger, depression
- Increased heart rate and blood pressure
- Inosin
- Delusions, paranoia
- Violent and psychotic behavior
- Convulsions
- Infectious diseases from injection, including hepatitis and HIV
- Fatal overdose

**OPIATES**
- Loss of appetite
- Severe addiction
- Infectious diseases from injection, including hepatitis and HIV
- Fatal overdose

**PRESCRIPTION DRUGS**
- Abuse
- Overdose leading to harm or fatality
- Addiction
- Seizures
- Drowsiness or trouble sleeping
- Breathing problems
- Heart problems
- Convulsions of normal body function

**STERIODS**
- Liver disease
- Cancer
- Growth problems
- Testicular atrophy
- Bone fusions
- Acne
- Psychological problems
- Rage and uncontrolled anger
- AIDS
- Breast reduction
- Failure of secondary sex characteristics
- Sexual dysfunction, sterility (reversible), impotence
- Fetal damage

**HEALTH RISKS ASSOCIATED WITH MARIJUANA**
- Tolerance
- Psychological dependence
- Physical dependence
- Addiction
- Withdrawal symptoms

**HEALTH RISKS ASSOCIATED WITH ALCOHOL AND DRUG ABUSE**
- Possible addiction
- Dysfunctions related to thinking, learning, and recall
- Impaired ability to drive and do other things that require physical and intellectual capabilities
- Irritate lungs, aggravate asthma, bronchitis, emphysema
- Listlessness, fatigue, inattention, carelessness about personal grooming, withdrawal, and apathy
- Chronic lung disease and lung cancer

**METHAMPHETAMINE**
- Mood swings, anger, depression
- Increased heart rate and blood pressure
- Inosin
- Delusions, paranoia
- Violent and psychotic behavior
- Convulsions
- Infectious diseases from injection, including hepatitis and HIV
- Fatal overdose

**OPIATES**
- Loss of appetite
- Severe addiction
- Infectious diseases from injection, including hepatitis and HIV
- Fatal overdose

**PRESCRIPTION DRUGS**
- Abuse
- Overdose leading to harm or fatality
- Addiction
- Seizures
- Drowsiness or trouble sleeping
- Breathing problems
- Heart problems
- Convulsions of normal body function

**STERIODS**
- Liver disease
- Cancer
- Growth problems
- Testicular atrophy
- Bone fusions
- Acne
- Psychological problems
- Rage and uncontrolled anger
- AIDS
- Breast reduction
- Failure of secondary sex characteristics
- Sexual dysfunction, sterility (reversible), impotence
- Fetal damage

**HEALTH RISKS ASSOCIATED WITH MARIJUANA**
- Tolerance
- Psychological dependence
- Physical dependence
- Addiction
- Withdrawal symptoms

**HEALTH RISKS ASSOCIATED WITH ALCOHOL AND DRUG ABUSE**
- Possible addiction
- Dysfunctions related to thinking, learning, and recall
- Impaired ability to drive and do other things that require physical and intellectual capabilities
- Irritate lungs, aggravate asthma, bronchitis, emphysema
- Listlessness, fatigue, inattention, carelessness about personal grooming, withdrawal, and apathy
- Chronic lung disease and lung cancer

**METHAMPHETAMINE**
- Mood swings, anger, depression
- Increased heart rate and blood pressure
- Inosin
- Delusions, paranoia
- Violent and psychotic behavior
- Convulsions
- Infectious diseases from injection, including hepatitis and HIV
- Fatal overdose

**OPIATES**
- Loss of appetite
- Severe addiction
- Infectious diseases from injection, including hepatitis and HIV
- Fatal overdose

**PRESCRIPTION DRUGS**
- Abuse
- Overdose leading to harm or fatality
- Addiction
- Seizures
- Drowsiness or trouble sleeping
- Breathing problems
- Heart problems
- Convulsions of normal body function

**STERIODS**
- Liver disease
- Cancer
- Growth problems
- Testicular atrophy
- Bone fusions
- Acne
- Psychological problems
- Rage and uncontrolled anger
- AIDS
- Breast reduction
- Failure of secondary sex characteristics
- Sexual dysfunction, sterility (reversible), impotence
- Fetal damage
Maine Drug Laws

- **Furnishing involving a firearm**
- **Prior conviction of a drug-related offense with a prison term of more than a year.**

**Traffic laws** for selling or transporting an illegal drug and getting something in return. Trafficking also includes making, creating, manufacturing, growing, or cultivating drugs, or possessing with the intent to traffic or possessing more than a certain amount of certain drugs.

**Aggravated trafficking** (carrying longer terms of imprisonment or greater fines) involves an aggravating factor, including but not limited to the following:

- **Furnishing involving a firearm**
- **Prior conviction of a drug-related offense with a prison term of more than a year.**

### SOME STATE of MAINE ILLEGAL DRUG VIOLATION PENALTIES

<table>
<thead>
<tr>
<th>Cocaine</th>
<th>Marijuana**</th>
<th>LSD</th>
<th>Heroin</th>
<th>Steroids</th>
</tr>
</thead>
<tbody>
<tr>
<td>Possession**</td>
<td>Price</td>
<td>Fine**</td>
<td>Price</td>
<td>Fine**</td>
</tr>
<tr>
<td>up to 5 yrs</td>
<td>$400</td>
<td>up to 10 yrs</td>
<td>$1,000</td>
<td></td>
</tr>
<tr>
<td>up to 10 yrs</td>
<td>$2,000</td>
<td></td>
<td>$1,000</td>
<td></td>
</tr>
<tr>
<td>Trafficking</td>
<td>up to 10 yrs</td>
<td>$2,000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Aggravated trafficking</td>
<td>4 – 10 yrs</td>
<td>$50,000</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*The amount of the drug possessed determines whether the crime is categorized as possession, furnishing, trafficking, or aggravated trafficking.**
The court may order any person convicted of possession, furnishing, or trafficking to pay a fine in an amount up to twice the pecuniary gain he/she derived from the crime or to pay a fine equal to the value, as of the time of this offense, of the drugs involved in the offense.

***The amount of marijuana will increase the penalties. For example, the penalties for trafficking are increased to up to 5 years in jail and $20,000 fine if the amount of marijuana is 1 to 19 pounds, and up to 10 years in jail and $20,000 fine if the amount of marijuana is 20 pounds or more.

**NOTE:** State law allows for forfeitures of motor vehicles used in the commission of drug-related crimes. Possession of marijuana may be a civil violation.