

Drug and Alcohol Abuse Prevention Program (DAAPP) Hannibal-LaGrange University 2016

Introduction and Overview

The Drug-Free Schools and Campuses Regulations (34 C.F.R) of the Drug-Free Schools and Communities Act (DFSCA) require an Institution of Higher Education (IHE) such as *Hannibal-LaGrange University (HLGU)* to “certify that it has adopted and implemented a program to prevent the unlawful possession, use, or distribution of illicit drugs or alcohol by all students and employees on school premises or as a part of any of its activities” as well as distribute the program to all employees and students. The IHE must also conduct and prepare a biennial report “on the effectiveness of its alcohol and other drug (AOD) programs and the consistency of sanction enforcement” according to Education Department General Administrative Regulations (EDGAR) Part 86.100, Subpart B.

At a minimum, the IHE must annually distribute the following in writing to all students and employees:

- I. Standards of conduct that clearly prohibit the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees;
- II. A description of the legal sanctions under local, state, or federal law for the unlawful possession or distribution of illicit drugs and alcohol;
- III. A description of the health risks associated with the use of illicit drugs and alcohol abuse;
- IV. A description of any drug or alcohol counseling, treatment, or rehabilitation or reentry programs that are available to employees or students; and,
- V. A clear statement that the institution will impose sanctions on students and employees and a description of those sanctions, up to and including expulsion or termination of employment and referral for prosecution, for violations of the standards of conduct or law (EDGAR Part 86 Subpart A 86.3).

HLGU DAAPP Mission, Purpose, and Objectives:

- A. Mission Statement:** The mission of the Drug and Alcohol Abuse Prevention Program (DAAPP) is to outline and describe the institution’s policies, procedures, and programs for all students and employees regarding drugs and alcohol in order to promote a safe environment for work and study.
- B. Purpose:** The purpose of DAAPP is to aid in the prevention of unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees and to promote healthy lifestyles.
- C. Goals and Objectives:**
 1. Review policies and procedures and make recommendations to applicable departments/areas.
Objective: Review the alcohol and drug policy and sanctions in HLGU handbooks, catalogs, online resources, and printed material for any changes to meet new and current laws and guidelines.
 2. Education of students and employees
Objective: Inform all students, employees, and volunteers of standards of conduct, disciplinary processes, and sanctions.

3. Promotion of awareness and prevention
Objectives: Offer effective prevention education and information which promotes healthier lifestyles. Provide drug and alcohol awareness information and materials which inform students and employees of the effects of alcohol on their health and mental wellbeing.
4. Dissemination and disclosure of information
Objective: Make available student and employee handbooks and annual security reports (ASR) both online and in print (if requested).
5. Evaluation and review
Objective: Annual review of programs and activities for effectiveness in accomplishing DAAPP goals and suggest changes to stay abreast of current trend and regulations.
6. Conduct Biennial review
Objective: Determine program effectiveness and consistency of policy enforcement through quantitative and qualitative measures to identify and implement any changes needed.

I. Standards of Conduct

Introduction

Under the provisions of the Drug-Free Schools and Communities Act Amendments (DFSCA) of 1989, Public Law 101 226, all schools, colleges, and universities must implement and enforce drug prevention programs and policies as a condition of eligibility for federal financial assistance. The law further requires the annual distribution of written policies to each enrolled student and employee. Specific sections of that policy, which apply to faculty, staff, and students are included here (34 C.F.R. 86.100).

Employees

Policy on Alcoholic Beverages

Consistent with our Baptist heritage, Hannibal-LaGrange University takes a position of abstinence regarding the use of alcohol. The employee will be subject to disciplinary action if behavior is found to be inconsistent with the stated policy of the University. The University alcohol policy prohibits consumption, possession, or distribution of alcoholic beverages on campus and at off campus university sponsored functions or while representing the University by employees, students or their guests. It is unacceptable for any employee to put him or herself or others in harm's way while under the influence of alcohol and/or violate established legal standards. Employees in such condition are encouraged to seek help from university officials but are still subject to disciplinary action.

The consumption, possession, or distribution of alcoholic beverages on campus and at off campus University sponsored functions or while representing the University by employees, students or their guests is strictly prohibited. Any employee appearing on campus or at any University sponsored function under the influence of intoxicating beverages will be subject to disciplinary action. Hannibal-LaGrange University will cooperate fully with local law enforcement in the investigation and prosecution of any crime associated with the alcohol infraction.

- An intoxicating beverage is defined as any drink or consumable product containing alcohol, including simulated beer products that contain small amounts of alcohol.
- Powdered alcohol also known as "Palcohol" is considered an alcoholic beverage whether it is mixed with liquid or in its original powdered state.

Policy on Illegal Drugs

The use of illegal drugs at Hannibal-LaGrange University will not be tolerated. The purchase or unlawful manufacture, use, possession, dispensing or distribution of illegal narcotics, hallucinogenic, amphetamines, sports enhancement or controlled substances (as defined by Missouri statutes) or controlled medications without a doctor's prescription or non-prescription hallucinatory drugs (e.g., K2 and Spice) or hosting gatherings where such substances are used, is prohibited on any property or in any facility owned or controlled by HLGU.

A drug screening analysis may occur when, at the University's discretion, there is reasonable suspicion that the University's policy on illegal drugs is or has been violated. Reasonable suspicion includes any act, factor or information which may be indicative of potential violation of the University's policy on illegal drugs, including, but not limited to:

- Reported information of violation of the University's policy on illegal drugs
- Unexplainable incoherent behavior
- Repeated tardiness or absenteeism from work
- Drug-related odors on person, clothing, or equipment
- Information of affiliation with others believed to have violated the University's policy on illegal drugs
- Possession of drug paraphernalia
- Previous positive drug screen results
- Being cited for or convicted of substance abuse violations by University or municipal authorities
- Observable phenomena, such as direct observation of substance abuse or physical symptoms or manifestations of being impaired due to substance abuse
- Reported substance abuse or use from any source

Controlled Substances

Hannibal-LaGrange University cooperates with local, state, and federal officials regarding the use of controlled substances. Because the use of drugs harms the user physically and mentally, interferes with the user's ability to carry on his or her work and social life, and infringes upon the social and academic rights of others, Hannibal-LaGrange University will not tolerate and strictly prohibits any use, possession, or distribution of narcotics, illegal drugs, chemicals, and/or related paraphernalia. A medical use of drugs is permitted when prescribed by a physician. Violation of this policy may result in immediate required counselling or termination.

The possession, sale, manufacture, or distribution of any controlled substance is illegal under state and federal laws. Such laws are strictly enforced by HLGU and the Hannibal Police Department. Violators are subject to University disciplinary action, criminal prosecution, and/or fine and imprisonment. **Refer to Section II - Legal Sanctions.**

Tobacco

HLGU is a tobacco free campus. Therefore the use or possession of tobacco anywhere on the campus of HLGU is prohibited. Electronic cigarettes and other nicotine dispensing devices are prohibited.

Discipline Policy

If it is alleged that an employee's behavior is not consistent with the university's standard of conduct for employees regarding abstinence from the use of drugs or alcohol, penalties ranging from a warning or reprimand to immediate termination may be imposed. Should an employee be sent to rehabilitation, that employee will be suspended without pay for a reasonable period of time while in the program. Discipline

for violations of the alcohol, illegal drugs or controlled substance policies can be found in **Section V – Disciplinary Sanctions**.

Students

Policy on Alcoholic Beverages

As a Christian university supported by the Missouri Baptist Convention, HLGU takes the position of abstinence from the use of alcoholic beverages both on and off campus. The University alcohol policy prohibits consumption, possession, or distribution of alcoholic beverages on or off campus. Whether a student has violated this policy's prohibition against use of alcohol or illegal drugs may be determined by circumstantial evidence such as the aroma or smell of alcohol or drugs, either in the room or on the student's person, or conduct suggesting that the student is under the influence of such substances. In addition to being considered a violation of the Standard of Student Conduct, Missouri state law prohibits any person less than 21 years of age to possess and/or use alcoholic beverages.

Violation of this policy may result in any sanction deemed appropriate by the University, including, but not limited to, fines, required participation in a drug or alcohol treatment or rehabilitation program (at the student's expense), suspension, or expulsion. HLGU reserves the right to refer any violation of the law to the proper law enforcement authorities.

If a student feels they have a drug or alcohol dependency, they may seek help and direction from student life staff without fear of retribution. Alcohol and drug dependency does not give students an excuse to violate the University's alcohol and drug policy.

Policy on Illegal Drugs

The use of illegal drugs at HLGU will not be tolerated. The purchase or unlawful manufacture, use, possession, dispensing or distribution of illegal narcotics, hallucinogenic, amphetamines, sports enhancement or controlled substances (as defined by Missouri statutes) or controlled medications without a doctor's prescription or non-prescription hallucinatory drugs (e.g., K2 and Spice) or hosting gatherings where such substances are used, is prohibited on any property or in any facility owned or controlled by HLGU.

A drug screening analysis may occur when, at the University's discretion, there is reasonable suspicion that the University's policy on illegal drugs is or has been violated. Reasonable suspicion includes any act, factor or information which may be indicative of potential violation of the University's policy on illegal drugs, including, but not limited to:

- Reported information of violation of the University's policy on illegal drugs
- Unexplainable incoherent behavior
- Repeated tardiness or absenteeism from class
- Drug-related odors on person, clothing, or equipment
- Information of affiliation with others believed to have violated the University's policy on illegal drugs
- Possession of drug paraphernalia
- Previous positive drug screen results
- Being cited for or convicted of substance abuse violations by University or municipal authorities
- Observable phenomena, such as direct observation of substance abuse or physical symptoms or manifestations of being impaired due to substance abuse
- Reported substance abuse or use from any source

Controlled Substances

Hannibal-LaGrange University cooperates with local, state, and federal officials regarding the use of controlled substances. Because the use of drugs harm the user physically and mentally, interferes with the user's ability to carry on his or her work and social life, and infringes upon the social and academic rights of others, Hannibal-LaGrange University will not tolerate and strictly prohibits any use, possession, or distribution of narcotics, illegal drugs, chemicals, and/or related paraphernalia. A medical use of drugs is permitted when prescribed by a physician. Violation of this policy may result in immediate required counselling or termination.

Hannibal-LaGrange University takes the position of abstinence regarding the use and/or possession of illegal or controlled substances. HLGU employees and students are prohibited from using and/or possessing any illegal or controlled substance unless prescribed by a physician. The actions of HLGU are not based upon, or in any way limited by, the actions, or lack thereof, of the legal system.

The possession, sale, manufacture, or distribution of any controlled substance is illegal under state and federal laws. Such laws are strictly enforced by HLGU and the Hannibal Police Department. Violators are subject to University disciplinary action, criminal prosecution, and/or fine and imprisonment. **Refer to Section II - Legal Sanctions.**

Tobacco

HLGU is a tobacco free campus. Therefore the use or possession of tobacco anywhere on the campus of HLGU is prohibited. Electronic cigarettes and other nicotine dispensing devices are prohibited.

Discipline Policy

If it is alleged that a student's behavior is not consistent with the university's standard of conduct for students regarding abstinence from the use of alcohol, illegal drugs, controlled substances or tobacco, penalties ranging from a warning, reprimand, probation up to suspension may be imposed. Discipline for violations of the alcohol, illegal drugs, controlled substance or tobacco policies can be found in **Section V – Disciplinary Sanctions.**

II. Legal Sanctions

HLGU reserves the right to refer any violation of the law to the proper law enforcement authorities. If a student feels they have a drug or alcohol dependency they may seek help and direction from the student life staff without fear of retribution. If an employee feels they have a drug or alcohol dependency they may seek help and direction from the office of human resources. Alcohol and drug dependency does not give students or employees an excuse to violate the University's alcohol and drug policy.

Local, State and Federal Legal Sanctions – Laws Governing Alcohol

The State of Missouri sets 21 as the minimum age to purchase or possess any alcoholic beverage. Specific ordinances regarding violations of alcohol laws, including driving while intoxicated, are available from the Hannibal Police Department. [Hannibal City Ordinances](#)

All students are expected to abide by the laws of the local, state, and national government and are subject to judicial action at the hands of the University and/or law enforcement agencies. Formal charges, complaints, or indictments by governmental entities are not prerequisites for University action. In all

cases of violation of University rules and regulations, or actions in violation of local, state, and federal laws, Hannibal-LaGrange University reserves the right to proceed with its own disciplinary action independent of governmental charges or prosecution.

A. Local and State – Appendix – Figures 1 and 2

For further information on Hannibal ordinances or Missouri state statutes and fines pertaining to alcohol and drug offenses, contact the Hannibal Police Department, see Appendix at the end of the DAAPP document or you may review the following links:

Alcohol

[Hannibal City Ordinances](#)
[State of Missouri Statutes/Chapter 311](#)
[State of Missouri Statutes/Chapter 577](#)

Drugs

[State of Missouri Statutes/Chapter 195](#)
[Federal Regulation](#)

[Click here](#) for complete listing of Missouri substances, how they are placed on the schedule and additional drug information.

B. Federal – Appendix – Figures 3 and 4

Federal law provides criminal and civil penalties for unlawful possession or distribution of a controlled substance. Under the [Controlled Substance Act](#), as well as other related federal laws, the penalties for controlled substance violations include, but are not limited to: incarceration, fines, potential for the forfeiture of property used in possession, or to facilitate possession of a controlled substance (which may include homes, vehicles, boats, aircrafts and any other personal or real property), ineligibility to possess a firearm, and potential ineligibility to receive federal educational benefits (such as student loans and grants).

III. Health Risks

According to the National Institute of Drug Abuse (NIDA), the following are risks associated with drugs and alcohol abuse.¹

¹ Information regarding health risks associated with drug abuse was obtained from the National Institute of Drug Abuse (NIDA) website at: [Drugs of Abuse](#) (website last visited on 4/6/16.)

A. Drug Abuse

The following is a list of the most frequently used drugs and the risks associated with their use.

1. Cannabinoids (marijuana & hashish)

- Known risks are “cough, frequent respiratory infections, possible mental health decline, and addiction.”

2. Opioids (heroin & opium)

- Known risks are “constipation, endocarditis, hepatitis, HIV, addiction, and fatal overdose.”

3. Stimulants (cocaine, amphetamine & methamphetamine)

- Known risks are “weight loss, insomnia, cardiac or cardiovascular complications, stroke, seizures, and addiction.” Specific risks associated with cocaine use include “nasal damage from snorting.” Specific risks associated with methamphetamine use include “severe dental problems.”

4. **Depressants** (barbiturates, benzodiazepines & sleep medications)
 - Known risks are “lowered blood pressure, slowed breathing, tolerance, withdrawal, addiction; increased risk of respiratory distress and death when combined with alcohol.”

5. **Club Drugs** (MDMA-methylenedioxy-methamphetamine [also known as: Ecstasy, Adam, clarity, Eve, lover's speed, peace, uppers]; Flunitrazepam [also known as: Rohypnol, forget-me pill, Mexican Valium, R2, roach, Roche, roofies, roofinol, rope, rophies]; GHB [also known as: Gamma- hydroxybutyrate: G, Georgia home boy, grievous bodily harm, liquid ecstasy, soap, scoop, goop, liquid X])
 - Known risks are “sleep disturbances, depression, impaired memory, hyperthermia, addiction.” Risks specific to GHB are “unconsciousness, seizures, and coma.”

6. **Dissociative Drugs** (Ketamine [also known as: Ketalar SV: cat Valium, K, Special K, vitamin K]; PCP and analogs [also known as: Phencyclidine: angel dust, boat, hog, love boat, peace pill]; Salvia divinorum [also known as: Salvia, Shepherdess's Herb, Maria Pastora, magic mint, Sally-D]; Dextromethorphan (DXM) [also known as: cough and cold medications: Robotripping, Robo, Triple C]).
 - Known risks are “anxiety, tremors, numbness, memory loss, and nausea.”

7. **Hallucinogens** (LSD [also known as: Lysergic acid diethylamide: acid, blotter, cubes, microdot yellow sunshine, blue heaven]; Mescaline [also known as: buttons, cactus, mesc, peyote]; Psilocybin [also known as: Magic mushrooms, purple passion, shrooms, little smoke])
 - Known risks are “flashbacks and Hallucinogen Persisting Perception Disorder.”

8. **Other Compounds** (Anabolic steroids [also known as: Anadrol, Oxandrin, Durabolin, Depo-Testosterone, Equipoise, roids, juice, gym candy, pumpers]; Inhalants [also known as: solvents (paint thinners, gasoline, glues); gases (butane, propane, aerosol propellants, nitrous oxide); nitrites (isoamyl, isobutyl, cyclohexyl): laughing gas, poppers, snappers, whippets])
 - Known risks for anabolic steroids are “hypertension, blood clotting and cholesterol changes, liver cysts, hostility and aggression, acne, (in adolescents) premature stoppage of growth, (in males) prostate cancer, reduced sperm production, shrunken testicles, breast enlargement, (in females) menstrual irregularities, and development of beard and other masculine characteristics.” For inhalants, the known risks are “cramps, muscle weakness, depression, and memory impairment, damage to cardiovascular and nervous systems, unconsciousness, and sudden death.”

B. Prescription Drug Abuse

Commonly abused classes of prescription drugs include opioids (for pain), central nervous system (CNS) depressants (for anxiety and sleep disorders), and stimulants (for ADHD and narcolepsy). The use of prescription medications by anyone other than the prescribed individual is illegal and dangerous.

- Known health risks for inappropriate or illegal use include those listed above for these drug categories.

C. Nicotine Abuse

Nicotine can be found in cigarettes, cigars, bidis, and smokeless tobacco (snuff, spit tobacco, chew).

- Known health risks include chronic lung disease, cardiovascular disease, stroke, cancers of the mouth, pharynx, larynx, esophagus, stomach, pancreas, cervix, kidney, bladder, and acute myeloid leukemia; adverse pregnancy outcomes, and addiction.

D. Alcohol Abuse

“Alcohol affects every organ in the drinker's body and can damage a developing fetus. Intoxication can impair brain function and motor skills; heavy use can increase risk of certain cancers, stroke, and liver disease. Alcoholism or alcohol dependence is a diagnosable disease characterized by a strong craving for alcohol, and/or continued use despite harm or personal injury. Alcohol abuse, which can lead to alcoholism, is a pattern of drinking that results in harm to one's health, interpersonal relationships, or ability to work.”

- Known health risks include increased risk of injuries, violence, fetal damage (in pregnant women), depression, neurologic deficits, hypertension, liver and heart disease, addiction, and fatal overdose.

IV. Drug and Alcohol Abuse Programs and Resources

A. Counseling Resources:

Hannibal Council on Alcohol and Drug Abuse
Communications Drive, Hannibal, MO 63401
573-248-1196

Family Resource Center
8965 U.S. 36, Hannibal, MO
573-221-7027

Drug and Alcohol Recovery Center
Missouri
636-486-0854

Domestic Violence Hotline:
800-678-7713

Missouri Drug Rehabilitation Resources
24x7 Drug Rehab Helpline
888-975-3299

National Suicide Prevention Hotline:
800-784-2433

B. General Healthcare:

Hannibal Ambulatory Care Center
100 Medical Drive, Hannibal
573-248-3333

Hannibal Clinic
100 Medical Drive, Hannibal
573-221-5250

Hannibal Dental Group
2727 St Mary's Ave, Hannibal
573-221-1227

Quincy Medical Group
1025 Maine St, Quincy, IL
217-222-6550

Hannibal Regional Hospital
8503 Hwy 36, Hannibal
573-248-1300

Blessing Hospital
Broadway at 11th & 14th, Quincy, IL
217-223-1200

V. Disciplinary Sanctions

A. Employee Discipline Sanctions

If it is alleged that an employee's behavior is not consistent with the university's standard of conduct for employees regarding abstinence from the use of drugs or alcohol, penalties ranging from a warning or reprimand to immediate termination may be imposed. Should an employee be admitted to a rehabilitation clinic, that employee will be suspended without pay for a reasonable period of time while in the program.

Employee penalties for alcohol, illegal drugs, controlled substances and tobacco are listed below; however, these are HLGU's guidelines and may be subject to change depending on the severity of the offense.

Substance	1 st Offense	2 nd Offense	3 rd Offense
Alcohol	Disciplinary Warning/Reprimand	Disciplinary Probation/Suspension	Immediate Termination
Illegal Drugs	Disciplinary Probation/Suspension	Immediate Termination	N/A
Controlled Substances	Disciplinary Warning/Reprimand	Disciplinary Probation/Suspension	Immediate Termination
Tobacco	Disciplinary Warning/Reprimand	Disciplinary Probation/Suspension	Immediate Termination

Penalties for Violation of University DAAPP Policy – [Employee Handbook](#)

Categories of penalties can include but are not limited to the following:

Disciplinary Warning/Reprimand - An official statement filed on the employee warning report advising the employee that a violation has occurred, and that if immediate changes in behavior do not occur, the employee may face more severe action or possible termination. Rehabilitation services can/may be required (**See Drug & Alcohol Programs & Resources in Section IV**).

Disciplinary Probation/Suspension – A second official statement filed on the employee warning report advising the employee that a violation has occurred and immediate action is required. Hannibal-LaGrange will assist in any substance abuse problem that may arise. Referrals to community agencies, such as the Hannibal Council on Alcohol & Drug Abuse are available to any officer, employee, or student at Hannibal-LaGrange University. Penalties can include, but are not limited to, assigned counseling sessions, educational activities, and/or community service hours in the manner prescribed by the hearing officer or body. Employee will be required to complete a rehabilitation program at this level of infraction. Employee can/may be suspended without pay for a reasonable period of time while in the program. Failure to complete these assignments could result in further disciplinary action or possible termination.

Immediate Termination – An official statement filed on the employee warning report advising the employee that immediate termination has occurred. Immediate termination will indicate that the employee's performance, work habits, overall attitude, conduct or demeanor became

unsatisfactory based on violation of the University’s requirement to remain abstinent from the use of drugs or alcohol, or that the employee did not complete the required rehabilitation.

Employee may appeal a disciplinary sanction according to the appeals process in the [Employee Handbook](#).

B. Student Disciplinary Sanctions

If it is alleged that a student’s behavior is not consistent with the university’s standard of conduct for students regarding abstinence from the use of drugs or alcohol, penalties ranging from a monetary fine to suspension/expulsion may be given.

Student penalties for alcohol, illegal drugs, controlled substances and alcohol are listed below; however, these are HLGU’s guidelines and may be subject to change depending on the severity of the offense. Performance programs (i.e. athletics or departments) also can impose sanctions against students who violate their specific AOD policies. EDGAR Part 86.

Substance	1st Offense	2nd Offense	3rd Offense
Alcohol	\$500 Fine/ Probation with Suspended Imposition of Sentence	\$500 Fine/Disciplinary Probation	Scholarship Suspension/ Disciplinary Probation
Illegal Drugs	Suspension	Dismissal	N/A
Controlled Substances	Disciplinary Probation	Suspension	Dismissal
Tobacco	Official Reprimand	Fine	Disciplinary Probation

Penalties for Violation of University DAAPP Policy

Categories of penalties can include but are not limited to the following:

Official Reprimand -This sanction serves to inform the student that the incident reflects behavior unacceptable to the community and is inconsistent with HLGU’s regulations. The purpose of this sanction is to serve as a warning to the student that further violation is likely to result in more severe consequences which would become part of the student’s disciplinary records.

Disciplinary Probation - The imposition of this sanction affects the student’s good standing with the University for the duration of the probationary period. Further violations that occur during the probationary period are likely to result in suspension or dismissal. Students placed on the status of disciplinary probation are ineligible to represent HLGU in any University-sponsored activity. The director of student life or the dean of students will communicate with the affected student and with appropriate faculty/staff. The length of the probationary period imposed by the office of student life will depend on the nature of the violation and the time frame of the semester. Students will be required to complete an educational recovery program at this level of infraction.

Probation with Suspended Imposition of Sentence -This status enables an alternative recourse while stipulating that the student’s status will automatically be changed to probation following a second offense or failure to complete all sanctions. Student will serve community service hours and complete a mentoring program.

Suspension -For a fixed period of time students may not remain on or visit the campus. They may not participate in any academic or other activity of the college either on or off campus during the period of suspension. Other restrictions may be imposed on students serving suspension and are individualized to allow for the particular needs of students and/or University. Student may apply for re-admission to HLGU through the admissions committee after two consecutive complete semesters.

Dismissal - Students are denied the right of any academic or other activities of the University and become ineligible to return to Hannibal-LaGrange University.

Institutional Scholarship Suspension - Termination or reduction of institutional or athletic scholarships and aid for not less than one semester, including institutional aid given in the current semester.

Students may appeal a disciplinary sanction according to the appeals process in the [Student Handbook](#).

VI. Dissemination of the DAAPP at HLGU

A. Employee Notification

Notification of the information contained in the DAAPP is distributed to all current employees of the University on an annual basis via an email and other documents, such as the employee benefits statement, employee handbook, required faculty/staff workshop, and the public safety annual fire and safety report. New employees also receive notification during their orientation process. The DAAPP is also available for review online. [Consumer Disclosures / Drug and Alcohol Prevention Program](#)

1. General policy and procedures

Three times per year through “Weekly Announcements” email
Work Place Answers Online Learning
[Employee Handbook](#)
New Employee Orientation
Annual Benefits Statement

2. Ongoing promotions and awareness

Department Meetings
HLGU Website and Social Media
Faculty/Staff Workshops
Public Safety Annual Fire and Safety Report
Chapel Services

3. Dissemination and disclosure of information

HLGU Email
HLGU Website and Social Media
HLGU Alert System

B. Student Notification/Education

Notification of the information contained in the DAAPP is distributed to all currently enrolled students each semester via email and the [Student Handbook](#). The DAAPP is also available for review online. [Public Safety / A.R.C.H. Program](#)

1. General Policy and procedures

Work Place Answers Online learning
[Student Handbook](#)
New Student Orientation
Freshman Seminar
Resident Hall Meetings
Experience HLGU Days

2. Ongoing promotion and awareness

Material distribution

- Printed materials are available in the L.A. Foster Student Center at all times
- Electronic copies will be distributed throughout the year according to the monthly safety calendar.

Health Fairs
College Scope
Resource Guides/Cards
Poster Program
National and State Awareness Activities (drunk driving simulators, “beer goggles”, etc.)
Annual Fire Safety & Security Report
Email Announcements
HLGU Website and Social Media Pages

3. Dissemination and disclosure of information

HLGU Email
HLGU Website and Social Media
HLGU Alert System
[Student Handbook](#)
[Public Safety / A.R.C.H. Program](#)
[Consumer Disclosures / Drug and Alcohol Abuse Prevention Program](#)
[Annual Fire Safety and Security Report](#)

Program outlines may change throughout the year due to new regulations or updated changes from the Biennial Review Committee. A complete program outline can be seen at the department of public safety in the L.A. Foster Student Center.

VII. Biennial Review Assessment

Hannibal-LaGrange University Drug and Alcohol Abuse Prevention Program (DAAPP) Review Committee is responsible for annual assessment of DAAPP. Assessments will included qualitative and quantitative methods to:

- Assess the effectiveness of the DAAPP
- Evaluate the consistency of sanctions imposed for violations of standards of conduct related to drugs and alcohol;
- Identify areas requiring improvement or modification.

The committee will collect data and responses from students, prospective students, and employees. The results of the review will be approved by the university's chief executive and other appropriate officials.

The biennial review includes evaluation and assessment of three major areas:

A. Knowledge

Primary – Pre/Post Survey	Climate Survey
Secondary – Distribution Schedule	Scanned Materials
Primary Training – Quizzes	Online Learning Module
Secondary Training – Survey/Comments Class/Course Discussion	Campus activity
Primary Training –	New Employee Orientation
Secondary –	Workplace Answers
	Exit Interviews

B. Behaviors

Primary – Pre/Post Survey	Climate Survey
Primary – Trend data	Sanctions, Violations, Penalties, Effectiveness

C. Beliefs

Primary – Exit Survey	Graduating Student
Secondary – Comments	Employee Survey

VIII. Biennial Review Committee

The Biennial Review Committee will be made up of the following members;

Dean of Students (Chairman)	Vice President of Business and Finance
Student Life Office Manager (Secretary)	Athletics Director
Title IX Coordinator(s)	Director of Student Life
Director of Public Safety	Director of Student Activities
Associate Dean of Academic & Career Services	Faculty Representative
Staff Representative	

IX. Oversight Responsibility

The dean of students and the director of public safety shall serve as the main contacts and will have oversight responsibility of the DAAPP including, but not limited to: updates, coordination of information required in the DAAPP, and coordination of the annual notification to employees and students and the biennial review. The biennial review committee has been established to assist with these responsibilities. This team is responsible to the designated executive officio (V.P. Business & Finance) and provides a report to the executive cabinet annually.

Appendix:

**Figure 1
 City of Hannibal Ordinance Violations**

City of Hannibal Ordinance Violation	All are Infractions	
Offense	Fine	Code #
Alcohol		
Possession as a Minor - 1st Offense	\$152	3.87
- 2nd Offense	\$252	
- 3rd Offense	\$552	
Consumption in Public	\$132	3.10
Minor Visibly Intoxicated - 1st Offense	\$127	3.847
- 2nd Offense	\$227	
- 3rd Offense	\$527	
Driving While Intoxicated	\$428	17.16
Drug		
Possession of Marijuana - 1st Offense	\$132	16.17
- 2nd Offense	\$277	
Possession of Drug Paraphernalia – 1st Offense	\$132	16.17
- 2nd Offense	\$277	
Possession of a Mind-Altering Substance	\$202	16.14

Figure 2
Missouri Drug Laws

The manufacturing, possession, sale, distribution and use of illicit drugs (i.e. controlled substance or imitation controlled substance) are prohibited by state law (195 RSMo.). Penalties for first time offense for a drug possession violation can range from a fine of \$1,000 to life imprisonment. Other prohibited acts include possession with intent to use drug paraphernalia and advertising the sale of drug paraphernalia. The tables below give information on penalties and fines for specific drug crimes in Missouri (see 195.010 RSMo. For definitions and 195.017 RSMo. For the scheduling information of controlled substances in Missouri).

Summary of Specific Drug Crimes (RSMo. 195) <i>RSMo.</i>	Description	Prison Term
195.130	Keeping or maintaining a public nuisance	Up to 7 years, C/Felony
195.202	Possession or control of a controlled substance.	Up to 1 or 7 years, A/misdemeanor –C/Felony
195.211	Distribution, delivery, manufacture or production of a controlled substance, violations and attempted violations.	Up to life (30 years), C,B,A/Felony
195.212	Unlawful distribution to a minor.	5 – 15 years, B/Felony
195.213	Unlawful purchase or transport with a minor.	5 – 15 years, B/Felony
195.214	Distribution of a controlled substance near schools	10 years – life (30 years), A/Felony
195.217	Distribution of a controlled substance near a park	10 years – life (30 years), A/Felony
195.218	Distribution of a controlled substance near public housing	10 years – life (30 years), A/Felony
195.222	Trafficking drugs, first degree	10 years – life (30 years), A/Felony
195.223	Trafficking drugs, second degree	5 years – life (30 years), B,A/Felony
195.226	Providing materials for production of a controlled substance	Up to 4 years, D/Felony
195.233	Unlawful use of drug paraphernalia	Up to 1 or 4 years, A/misdemeanor –D/Felony
195.235	Unlawful delivery or manufacture of drug paraphernalia, penalty	Up to 4 years, D/Felony
195.241	Possession of an imitation controlled substance	Up to 1 year, A/misdemeanor
195.244	Advertisements to promote sale of drug paraphernalia or imitation controlled substances prohibited.	Up to 6 months, B/misdemeanor
195.285	Prior and persistent offenders– possession, imprisonment for (See 195.202).	5 years – life (30 years), B,A/Felony

195.291	Prior and persistent offenders, imprisonment for distribution, delivery, manufacture or production (See 195.211).	10 years – life (30 years), A/Felony
195.292	Prior drug offend dist. To a minor or purchase or transport with a minor	10 years – life (30 years), A/Felony
195.295	Prior drug Offender Trafficking 1 st Deg	10 years – life (30 years), A/Felony
195.296	Prior drug Offender Trafficking 2 nd Deg	10 years – life (30 years), A/Felony
195.420	Possession of methamphetamine precursors	Up to 4 years, D/Felony
578.260	Possession or purchase of solvents to aid others in violations	Up to 6 months or 4 Years, B/misdemeanor or D/Felony
578.265	Selling or transferring solvents to cause certain symptoms	Up to 7 years, C/Felony

Penalties and Fines

Felony Class	Penalties (558.011 RSMo.)	Fines (560.011 RSMo.)
A	10 – 30, or life	-
B	5 – 15	-
C	Up to 7	Up to \$5,000
D	Up to 4	Up to \$5,000
Misdemeanor Class	Penalties (558.011 RSMo.)	Fines (560.016 RSMo.)
A	1 year	\$1,000
B	6 months	\$500
C	15 days	\$300
Infraction	-	\$200

[State of Missouri Statutes/Chapter 311](#)
[State of Missouri Statutes/Chapter 577](#)
[State of Missouri Statutes/Chapter 195](#)

Figure 3

Federal Drug Offense Penalties

***The minimum sentence for a violation after two or more prior convictions for a felony drug offense have become final is a mandatory term of life imprisonment without release and a fine up to \$8million if an individual and \$20 million if other than an individual.**

Federal Trafficking Penalties for Schedules I, II, III, IV, and V (except Marijuana)				
Schedule	Substance/Quantity	Penalty	Substance/Quantity	Penalty
II	Cocaine 500-4999 grams mixture	First Offense: Not less than 5 yrs. and not more than 40 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine of not more than \$5 million if an individual, \$25 million if not an individual. Second Offense: Not less than 10 yrs. and not more than life. If death or serious bodily injury, life imprisonment. Fine of not more than \$8 million if an individual, \$50 million if not an individual.	Cocaine 5 kilograms or more mixture	First Offense: Not less than 10 yrs. and not more than life. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine of not more than \$10 million if an individual, \$50 million if not an individual. Second Offense: Not less than 20 yrs. and not more than life. If death or serious bodily injury, life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual. 2 or More Prior Offenses: Life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.
II	Cocaine Base 28-279 grams mixture		Cocaine Base 280 grams or more mixture	
IV	Fentanyl 40-399 grams mixture		Fentanyl 400 grams or more mixture	
I	Fentanyl Analogue 10-99 grams mixture		Fentanyl Analogue 100 grams or more mixture	
I	Heroin 100-999 grams mixture		Heroin 1 kilogram or more mixture	
I	LSD 1-9 grams mixture		LSD 10 grams or more mixture	
II	Methamphetamine 5-49 grams pure or 50-499 grams mixture		Methamphetamine 50 grams or more pure or 500 grams or more mixture	
II	PCP 10-99 grams pure or 100-999 grams mixture	PCP 100 grams or more pure or 1 kilogram or more mixture		
Substance/Quantity		Penalty		
Any Amount Of Other Schedule I & II Substances		First Offense: Not more than 20 yrs. if death or serious bodily injury, not less than 20 yrs. or more than life.		

Any Drug Product Containing Gamma Hydroxybutyric Acid	Fine \$1 million if an individual, \$5 million if not an individual.
Flunitrazepam (Schedule IV) 1 Gram	Second Offense: Not more than 30 yrs. if death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if not an individual.
Any Amount Of Other Schedule III Drugs	First Offense: Not more than 10 yrs. if death or serious bodily injury, not more than 15 yrs. fine not more than \$500,000 if an individual, \$2.5 million if not an individual. Second Offense: Not more than 20 yrs. if death or serious injury, not more than 30 yrs. fine not more than \$1 million if an individual, \$5 million if not an individual.
Any Amount Of All Other Schedule IV Drugs (other than one gram or more of Flunitrazepam)	First Offense: Not more than 5 yrs. fine not more than \$250,000 if an individual, \$1 million if not an individual. Second Offense: Not more than 10 yrs. fine not more than \$500,000 if an individual, \$2 million if other than an individual.
Any Amount Of All Schedule V Drugs	First Offense: Not more than 1 yr. Fine not more than \$100,000 if an individual, \$250,000 if not an individual. Second Offense: Not more than 4 yrs. fine not more than \$200,000 if an individual, \$500,000 if not an individual.

Figure 4 Federal Penalties for Marijuana, Hashish and Hashish Oil, Schedule I Substances	
<p>Marijuana 1,000 kilograms or more marijuana mixture or 1,000 or more marijuana plants</p>	<p>First Offense: Not less than 10 yrs. or more than life. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine not more than \$10 million if an individual, \$50 million if other than an individual.</p> <p>Second Offense: Not less than 20 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$20 million if an individual, \$75 million if other than an individual.</p>
<p>Marijuana 100 to 999 kilograms marijuana mixture or 100 to 999 marijuana plants</p>	<p>First Offense: Not less than 5 yrs. or more than 40 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine not more than \$5 million if an individual, \$25 million if other than an individual.</p> <p>Second Offense: Not less than 10 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$8 million if an individual, \$50million if other than an individual.</p>
<p>Marijuana 50 to 99 kilograms marijuana mixture, 50 to 99 marijuana plants</p>	<p>First Offense: Not more than 20 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine \$1 million if an individual, \$5 million if other than an individual.</p> <p>Second Offense: Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if other than an individual.</p>
<p>Hashish More than 10 kilograms</p>	
<p>Hashish Oil More than 1 kilogram</p>	
<p>Marijuana less than 50 kilograms marijuana (but does not include 50 or more marijuana plants regardless of weight) 1 to 49 marijuana plants</p>	
<p>Hashish 10 kilograms or less</p>	<p>First Offense: Not more than 5 yrs. fine not more than \$250,000, \$1 million if other than an individual.</p> <p>Second Offense: Not more than 10 yrs. fine \$500,000 if an individual, \$2 million if other than individual.</p>
<p>Hashish Oil 1 kilogram or less</p>	

[Federal Regulation](#)