

## Warning

- **State and Federal penalties** apply to anyone convicted of the manufacture, distribution, dispensation, possession or use of controlled substances.
- **Misdemeanor convictions** for workplace drug use can result in a fine and incarceration of up to a year in a County jail. Relatively few drug-related infractions may be considered misdemeanor offenses, however. Most drug use convictions are defined as felony acts.
- **Felony convictions** for workplace drug use can result in a substantial fine and a lengthy jail sentence in state prison. Convictions for manufacture, possession for sale or use of substances such as the following examples are felony offenses: amphetamines (whites, uppers), barbituates, codeine, cocaine/crack, heroin, L.S.D., methamphetamine (crank, crystal), marijuana, P.C.P., and Quaaludes.
- The university is required by federal law to take **disciplinary action** up to and including suspension or termination of employment for faculty or staff convicted of a workplace drug offense.
- The bottom line? The price for drug use is high...let's keep C.S.U.F. a Drug-Free Workplace!

Help is available for  
CSUF employees  
to deal with drug problems!

- CSUF faculty and staff may contact the **Employee Assistance Program (EAP) at 84357** for confidential consultation regarding 'drug abuse' or other personal problems at no cost to the employee or member of their immediate family. A careful assessment of the situation will be made and alternatives will be offered which are both appropriate and affordable.
- **Community agencies** are also available to address drug and alcohol problems. Most of the various local drug treatment programs offer no-cost assessment. They can be located in the Yellow Pages of the phone book under "Drug Abuse & Addiction Information & Treatment Centers" for those who prefer to seek help on their own.
- **The Alcoholism & Drug Abuse Council (266-9888)** and the **Olive Street Bridge (485-3890)** are two examples of general agencies which offer assessment/referral services for drug/alcohol problems.
- **Drug Free Workplace Awareness** workshops and seminars sponsored by the CSUF Personnel and EAP offices are another source of information and assistance. Watch for announcement of these programs.



CALIFORNIA STATE UNIVERSITY,  
FRESNO

**D**rug Free  
Workplace Policy

**W**orksite Drug Use Dangers

**P**enalties for  
Workplace Drug Use

**W**here to get Help



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## California State University, Fresno

- The California State University, Fresno policy on DRUG-FREE workplace sets forth the following guidelines for all employees:
- Employees are expected and required to report to work on time and in appropriate mental and physical condition for work. It is our intent and obligation to provide a drug-free, healthful, safe, and secure work environment.
- The unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance on the campus or while conducting university business off campus is absolutely prohibited and subject to sanctions noted below.
- On campus use of alcohol is limited to certain approved events and locations covered by the guidelines of CSUF's official policy on Alcohol and Other Drugs. Workplace abuse of alcohol will not be tolerated.
- The University recognizes drug dependency as an illness and a major health problem. Employees needing help in dealing with such problems are encouraged to use our **Employee Assistance Program** as a resource.
- California State University, Fresno employees must, as a condition of employment, abide by the terms of the policy and report any conviction under a criminal drug statute for violations occurring at the university or while conducting university business. A conviction must be reported to the appropriate Personnel Office within (5) five days. Violation of the policy may result in disciplinary action up to and including suspension or termination of employment and referral for prosecution where laws have been broken.

In spite of efforts to keep drug use at work a hidden habit, there are often visible effects on the user. Workplace use of the drugs specified below may result in:

### Alcohol



- Decreased performance
- Poor judgement & coordination
- More accidents
- Drowsiness & mood swings
- Lower morale & increase in conflict with co-workers

### Marijuana

- Disruption of space & distance judgement
- Slower physical reflexes and poor coordination
- Forgetfulness & diminishing mental powers
- Drowsiness & mood swings

### Cocaine/Crack



- Shortened attention span
- Impairment of judgement & decision-making ability
- Lack of dependability
- Irritability and depression
- Crime (stealing to cover cost of drug)

### Opiates

(Heroin; pain pills: codeine, darron, vicodan, percodan)

- Impaired judgement & lowered efficiency
- Drowsiness & mood swings
- Disinterest in workplace safety
- Crime (stealing to cover cost of drug)
- Increase in illness & health problems

### Hallucinogens

(PCP, LSD, MDMA (Ecstasy), Designer Drugs)



- Loss of memory & concentration
- Sudden bizarre changes in behavior
- Moodiness & interpersonal conflict

### Amphetamines

(Benzedrine, dexedrine – cross tops, whites, uppers; Methamphetamines – crank, crystal)

- Impaired reflexes
- Sluggishness or hyperactivity
- Increased accidents
- Impaired judgement & decision-making

### Sedatives

(Barbiturates; tranquilizers – valium, xanax; secanol, tulanol – reds, downers)

- Slowed reflexes & lower productivity
- Slowed mental processes & depression

