NOTIFICATION TO CASE WESTERN RESERVE UNIVERSITY FACULTY AND STAFF

In accordance with the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act Amendments of 1989, this notification is being sent to each Case Western Reserve University faculty and staff member. The University prohibits the unlawful possession, use, or distribution of controlled substances including marijuana and alcohol by employees on-campus or within university-sponsored activities occurring off-campus. This notice serves as a reminder of the health risks associated with drug and alcohol abuse; of university policies related to the illegal possession, use or distribution of drugs including marijuana, or alcohol; of the availability of treatment for drug or alcohol problems through the Employee Assistance Program; and of the internal sanctions and federal, state and local legal penalties that may result from the illegal sale, possession, consumption, use or distribution of drugs or alcohol. Additional information is provided in accordance with the Drug-Free Workplace Act.

On November 7, 2023, Ohio voted to legalize marijuana for adult recreational use, but Case Western Reserve University wishes to clarify that, in compliance with federal laws, the use, possession, manufacturing, or distribution of marijuana in any form remains prohibited on campus. This includes medicinal and adult-use marijuana, as well as related drug paraphernalia. Despite the state law change, the university must adhere to the Drug-Free Schools and Communities Act of 1989 and the Drug-Free Workplace Act of 1988, as it receives federal funding and federal law still classifies marijuana as an illegal controlled substance. The university's policies, including the Alcohol and Drug-Free Workplace policy, will continue to enforce these restrictions.

HEALTH RISKS OF ALCOHOL

Comprehensive information regarding the health risks of alcohol is available at the National Institute on Alcohol Abuse and Alcoholism website.

Effects: Alcohol consumption causes a number of marked changes in behavior. Even low doses of alcohol can significantly impair judgment and coordination, including that required to drive a car safely, increasing the likelihood that the driver will be involved in an accident. Low to moderate doses of alcohol also can increase the incidence of a variety of aggressive acts, including spouse and child abuse. Moderate to high doses of alcohol can cause marked impairments in higher mental functions, severely altering a person's ability to learn and remember information. Very high doses can cause respiratory depression and death. If combined with other depressants of the central nervous system, much lower doses of alcohol will provide the effects just described.

Repeated use of alcohol can lead to dependence. Sudden cessation of alcohol intake is likely to produce withdrawal symptoms, including severe anxiety, tremors, hallucinations, and convulsions. Alcohol withdrawal can be life-threatening. Long-term consumption of large quantities of alcohol, particularly when combined with poor nutrition, can also lead to permanent damage to vital organs such as the brain and liver.

Mothers who drink alcohol during pregnancy may give birth to infants with fetal alcohol syndrome. These infants have irreversible physical abnormalities and mental retardation. In addition, research indicates that children of alcoholic parents are at greater risk than other youngsters of becoming alcoholics themselves.

HEALTH RISKS OF CONTROLLED SUBSTANCES

The U.S. Department of Justice's Drug Enforcement Administration provides information outlining health risks including effects on the mind, psychological dependence and withdrawal, effects on the body, and the effects of overdose, associated with cocaine, marijuana and other controlled

substances (see Drugs of Abuse - A DEA Resource Guide), some of which is included in the attached chart, marked as Appendix A.

UNIVERSITY POLICIES

Case Western Reserve University seeks to provide its students, employees and the public with a drug-free environment. The University also has an interest in promoting the highest possible standard of health and welfare among its students, faculty and staff. Therefore, it is the policy of Case Western Reserve University to discourage the unlawful use of controlled substances including marijuana and the misuse or abuse of alcohol by its students and employees at any time.

The unlawful manufacture, distribution, dispensation, possession, or use of controlled substances, including marijuana, is prohibited on property owned or operated by Case Western Reserve University or as part of any of its activities. No University employee may report to or engage in university-related work while under the influence of illegal drugs, including marijuana or alcohol.

Any employee who is convicted of a violation of a criminal drug law as a result of an incident occurring in the workplace must notify the Office of Employee Relations in writing within five (5) days of his or her conviction. Such conviction will be grounds for mandatory evaluation and possible treatment for substance disorder, and for disciplinary action up to and including termination.

The University follows all federal, state and local laws regarding the sale, possession and consumption of alcoholic beverages. Under Ohio law, it is illegal to sell, provide and/or serve beer, wine or liquor to anyone who is under the age of 21. Servers of alcohol and sponsors of social events on campus or associated with a university-sponsored function must be aware of and comply with all state and local laws and with the university alcohol policies and procedures (see "Obtain Liquor Permits" and "Alcohol Policy and Guidelines.)

Any student, faculty or staff member found to be in violation of the federal, state and/or local law, or who violates the University's alcohol and other drug policies is subject to university disciplinary action up to and including termination of employment and/or referral to the appropriate authorities for legal prosecution.

In addition to alcohol, drugs to which these statements and rules apply are currently defined as including, but not limited to:

- Narcotics, such as propoxyphene, opium, heroin, morphine and synthetic substitutes;
- Depressants, such as chloral hydrate, barbiturates, benzodiazepines and methaqualone;
- Stimulants, such as cocaine (and any derivatives) and amphetamines;
- Hallucinogens, such as LSD, mescaline, PCP, peyote, psilocybin, Ecstasy and MDMA;
- Cannabis, such as marijuana and hashish;
- As well as any chemical compound added to federal or state regulations and denoted as a controlled substance.

Thie link to the university Policy, Alcohol and Drug-Free Workplace is https://case.edu/hr/university-policies/university-wide-expectations-and-services/alcohol-and-drug-free-workplace. The terms of this policy statement are conditions of employment at the University.

The link to the university Policy, Position Requirements – Alcohol and Controlled Substances Testing is https://case.edu/hr/university-policies/staff-hr-policies/employment/position-requirements. Federal, state and/or local laws and regulations regarding drug and alcohol testing and monitoring will be followed when applicable.

AllOne Health Employee Assistance & Work/Life Program
The university's Employee Assistance Service (AllOne Health) provides confidential counseling and community services for employees who need help in dealing with drug or alcohol problems or other problems. AllOne Health utilizes licensed, credentialed counseling professionals including psychiatrists, psychologists, social workers and other trained counselors in many Northeast Ohio locations.

Where referral to AllOne Health is the result of a job performance problem, a staff employee who receives treatment for chemical dependency may be required, as a condition of continued employment, to participate in some type of rehabilitation program.

AllOne Health can be reached 24 hours a day, seven days a week by calling (800) 227-6007. Regardless of when you call (day or night), you will speak with a mental health professional who will provide you with support and guidance to navigate your present situation. For more information visit the Employee Assistance and Work Life Program.

FEDERAL, STATE AND LOCAL PENALITIES
Ohio law includes criminal provisions regarding the unlawful possession, use and distribution of drugs, intoxicating liquors and beer. The ordinances of the City of Cleveland and the City of Cleveland Heights include comparable provisions. Ohio law also prohibits: the illegal sale, possession, cultivation, manufacture or trafficking of controlled substances, including but not limited to, cocaine, heroin, amphetamines, methamphetamine of any type or in any form, , Gamma-hydroxybutyrate (GHB), and Methylenedioxymethamphetamine (MDMA, Ecstasy); furnishing to, administering to, inducing or causing use of these substances by a juvenile at least two years younger than the offender, or causing the juvenile to commit a felony drug abuse offense when the offender knows the juvenile's age or is reckless in that regard; administering these substances to any person by force, threat or deception; administering or furnishing these substances by any means with the intent to cause serious physical harm or if serious physical harm results, or with purpose to cause the other person to become drug dependent or if the other person becomes drug dependent; selling, distributing, or trafficking controlled substances; or illegally assembling or possessing chemicals with the intent to manufacture a controlled substance. In addition, Ohio law prohibits a person from knowingly providing money or other items of value to another person with the purpose that the recipient of the money or items of value uses such money or items to obtain a controlled substance for the purpose of illegally selling, manufacturing or cultivating such a controlled substance. It is also unlawful to knowingly administer or distribute illegal anabolic steroids. With a few exceptions, these offenses are felonies.

The law also prohibits knowingly obtaining, possessing or using a controlled substance in an unlawful manner and permitting one's premises or vehicle to be used in the commission of a felony drug abuse offense. The law further prohibits knowingly obtaining, possessing or using hypodermic needles for the unlawful administration of drugs, and the knowing use, possession with the purpose to use, and/or the sale of drug paraphernalia. Ohio law also prohibits the advertisement of illegal drug paraphernalia. These offenses are misdemeanors, and the court system may suspend the offender's driver license.

Under Ohio law, a felony conviction may lead to imprisonment, a fine, or both. The maximum prison term for these types of offenses is 11 years. The fine for a first-degree felony in Ohio is a basic fine of not more than $20,000. A misdemeanor conviction may lead to imprisonment for up to 6 months and/or a fine of up to $1,000. Convictions for some offenses carry mandatory penalties, including the suspension of a driver's or commercial driver's license for a period ranging from 6 months to 5 years.

With regard to beer and intoxicating liquor, Ohio law provides that it is illegal for a person under 21 years of age to order, pay for, attempt to purchase, possess or consume beer or liquor, or furnish false information in order to effect a purchase. A person using a false or altered identification card to purchase beer or intoxicating liquors shall be fined not less than $250 but not more than $1,000 for a first offense and may be sentenced to a term of imprisonment of not more than 6 months. For a second offense involving the use of a false or altered identification card, the penalties include: a fine of not less than $500 and not more than $1,000, a sentence to a term of imprisonment of not more than 6 months, and the possibility of losing a driver's or commercial driver's license for a period not to exceed one year. For a third offense, the penalties include: a fine of not less than $500 and not more than $1,000, a sentence to a term of imprisonment of not more than 6 months, community service, and the loss of license for at least 90 days and can remain in effect until the offender attains age 21. If a person is convicted of the manufacture, sale, or distribution of false identification cards, then that person is guilty of a felony. Ohio law prohibits the possession of beer or liquor that was not lawfully purchased.

Federal law forbids the illegal possession of controlled substances including marijuana. A person convicted for the first time of possessing (without the intent to distribute) a controlled substance may be sentenced to up to 1 year in prison and fined a minimum of $1,000. A second conviction carries a prison term of at least 15 days but not more than 2 years, and a minimum fine of $2,500. A third conviction carries a prison term of at least 90 days but not more than 3 years, and a minimum fine of $5,000. In addition to the above sanctions, a person convicted of possessing a controlled substance may be punished by forfeiture of property used to possess or facilitate possession or property derived from any proceeds obtained directly or indirectly from the violation, if the offense is punishable by more than one year in prison; forfeiture of any conveyance used to transport or conceal a controlled substance; denial of Federal benefits, such as student loans, for up to one year for a first Federal or State possession conviction and for up to five years for a subsequent Federal or State possession conviction; ineligibility to receive or purchase a firearm; and a civil penalty of up to $10,000.

Federal law also prohibits illegal trafficking or manufacturing of a controlled substance including marijuana. If a person violates this section, he is subject to the specified imprisonment, fine or both. Federal trafficking penalties are set forth in the attached chart, marked Appendix B. The penalties set forth in the attached chart can, under certain circumstances, be enhanced by a multiple of two or three if such offenses are committed at or near a public or private school, college or university, or if the drugs were sold to persons under the age of 21. In addition, if convicted of a drug trafficking offense, a person could lose Federal benefits (including school loans) for up to 5 years for a first offense, up to 10 years for a second offense, and for life for a third or subsequent offense. Federal law also prohibits the sale of drug paraphernalia. The penalty for violating this law is imprisonment for up to 3 years and a fine.

Violation of these laws may also be a violation of university policies and could result in civil liability.

This information is provided as a general summary of the major applicable laws. While it is believed to be accurate at the time of issuance, keep in mind that laws frequently are amended and reinterpreted, that the application of law to specific situations generally requires an analysis of all the facts and circumstances, and that this information therefore should not be substituted for specific legal advice.

For more information:
Ohio Drug Laws, chapter 2925
Ohio Drug Laws, chapter 3719
Cleveland Codified Ordinances Chapter 607 Drug Abuse Control
Cleveland Heights Codified Ordinances Chapter 513 Drug Abuse Control
Drug Offense Quick Reference Guide

MARIJUANA

While state and municipal laws (including Ohio law) may permit the use of marijuana under certain circumstances, Cannabis is still a Schedule I Controlled Substance under the federal Controlled Substances Act. As a recipient of federal funding, Case Western Reserve University must comply with current federal drug laws which still classify marijuana as a controlled substance. Non-compliance with this act could make Case Western Reserve University ineligible for any financial assistance, including federally funded or guaranteed student loan programs. For this reason, the University continues to prohibit the growth, manufacture, distribution, dispensation, possession, sale or use of marijuana on university property or in connection with university activities.

ADDITIONAL RESOURCES

- Drug-Free Schools and Communities Act Amendments of 1989
- National Institute on Drug Abuse, Commonly Used Drugs
- U.S. Office of Drug & Alcohol Policy & Compliance
- U.S. Drug Enforcement Agency

APPENDIX A

CONTROLLED SUBSTANCES -- USES AND EFFECTS

Drugs	Physical Dependence	Psychological Dependence	Possible Effects	Effects of Overdose	Withdrawal Syndrome
NARCOTICS					
Heroin	High	High	• Euphoria • Drowsiness • Slowed breathing or respiratory depression • Constricted pupils • Nausea	• Slow and shallow breathing • Clammy skin • Convulsions • Coma • Possible death • Confusions • Extreme drowsiness • Constricted pupils	• Yawning • Loss of appetite • Irritability • Tremors • Panic • Cramps • Nausea • Runny nose • Chills and sweating • Watery eyes • Vomiting • Increased heart rate • Depression
Morphine	High	High			
Codeine	Moderate	Moderate			
Hydrocodone	High	High			
Hydromorphone	High	High			
Oxycodone	High	High			
Methadone and LAAM	High	High			
Fentanyl and Analogs	High	High			
Other Narcotics	High-Low	High-Low			
DEPRESSANTS					
Chloral Hydrate	Moderate	Moderate	• Slurred speech • Disorientation • Loss of motor coordination • Weakness • Headache • Lightheadedness • Blurred vision • Dizziness • Nausea • Vomiting • Low blood pressure • Slowed breathing • Amnesia	• Shallow respiration • Clammy skin • Dilated pupils • Weak and rapid pulse • Coma • Possible death	• Anxiety • Insomnia • Tremors • Delirium • Convulsions • Possible death
Barbituates	High-Moderate	High-Moderate			
Benzodiazepines	Low	Low			
Glutethimide	High	Moderate			
Other Depressants	Moderate	Moderate			
STIMULANTS					
Cocaine	Possible	High	• Increased alertness • Euphoria • Increased pulse rate and blood pressure • Excitation • Insomnia • Loss of appetite • Paranoia	• Agitation • Increased body temperature • Hallucinations • Convulsions • Possible death • Cardiovascular collapse	• Apathy • Long periods of sleep • Irritability • Depression • Disorientation
Amphetamine/ Methamphetamine	Possible	High			
Methylphenidate	Possible	High			
Other Stimulants	Possible	High			
CANNABIS					
Marijuana	Unknown	Moderate	• Euphoria • Relaxed inhibitions • Increased appetite • Disorientation • Impaired judgement • Increased cancer risk	• Fatigue • Paranoia • Possible psychosis	• Occasional reports of insomnia • Hyperactivity • Decreased appetite
Tetrahydracannibinol	Unknown	Moderate			
Hashish and Hashish Oil	Unknown	Moderate			

APPENDIX A (CONTINUED)

HALLUCINOGENS					
LSD	None	Unknown	• Illusions and hallucinations • Altered perception of time and distance • Increased heart rate Increased blood pressure • Dilated pupils	• Longer, more intense "trip" episodes • Psychosis • Possible death • Increased heart rate • Dilated pupils	Unknown
Mescaline and Peyote	None	Unknown			
Amphetamine Variants	Unknown	Unknown			
Phencyclidines and Analogs	Unknown	High			
Other Hallucinogens	None	Unknown			
ANABOLIC STERIODS					
Testosterone (Cypionate, Enanthate)	Unknown	Unknown	• Virilization • Acne • Testicular atrophy • Gynecomastia • Aggressive behavior • Edema	Unknown	• Possible depression
Nandrolone (Decanoate, Phenpropionate)	Unknown	Unknown			
Oxymethalone	Unknown	Unknown			

APPENDIX B

Federal Trafficking Penalties for Marijuana, Hashish and Hashish Oil, Schedule I Substances	
Marijuana 1,000 kilograms or more marijuana mixture or 1,000 or more marijuana plants	**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. **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.
Marijuana 100 to 999 kilograms marijuana mixture or 100 to 999 marijuana plants	**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. **Second Offense:** Not less than 10 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.
Marijuana 50 to 99 kilograms marijuana mixture, 50 to 99 marijuana plants	**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. **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.
Hashish More than 10 kilograms	
Hashish Oil More than 1 kilogram	
Marijuana less than 50 kilograms marijuana (but does not include 50 or more marijuana plants regardless of weight)	**First Offense:** Not more than 5 yrs. Fine not more than $250,000, $1 million if other than an individual. **Second Offense:** Not more than 10 yrs. Fine $500,000 if an individual, $2 million if other than individual.
Hashish 10 kilograms or less	
Hashish Oil 1 kilogram or less	

APPENDIX B (CONTINUED)

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	
II	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 Any Drug Product Containing Gamma Hydroxybutyric Acid Flunitrazepam (Schedule IV) 1 Gram	**First Offense**: Not more that 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 not an individual. **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 that 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,