Introduction and Purpose

Mercer University shares the widespread national concern with the serious threat to health, safety, and welfare posed by the unlawful use of drugs and the abuse of alcohol, especially in the workplace and on college campuses. As a matter of University policy, growing out of the University's historic mission and character, and in keeping with applicable Federal and State laws, the University has adopted and has implemented the following program to provide a drug-free workplace and campus/center for all its students and employees and to prevent the illicit use of drugs and abuse of alcohol.

Relationship to Other Policies

This program sets forth the minimum standards of conduct and requirements with respect to drug and alcohol abuse for all students and employees of the University. Other policies and standards of conduct concerning drugs and alcohol are included in other student handbooks, employee handbooks, and other University documents. These remain in full force and effect. Additional policies in this area may also be developed, subject to University approval, provided they are either consistent with this program or impose higher standards of additional requirements in furtherance of the purposes of this program. In the case of faculty members, violation of the standards of conduct in this program shall be considered "adequate cause" for termination of a faculty appointment. All actions taken and sanctions imposed under this program and related drug and alcohol policies shall be reviewed periodically to ensure consistent enforcement. Nothing in this program shall be interpreted to require the University to violate its obligations under other laws, including laws prohibiting discrimination against qualified handicapped individuals.

Standard of Conduct

The unlawful possession, use, distribution, dispensing or manufacture of illicit drugs or alcohol at any time on any University property or as part of any University-sponsored activity is absolutely prohibited. (Professional and graduate schools may adopt policies more in line with the profile of their student body, as long as these policies are reviewed and approved in advance by the Provost.)

1 Including the Drug-Free Workplace Act of 1988, the Drug-Free Schools and Communities Act Amendments of 1989, the Drug-Free Postsecondary Education Act of 1990 (Georgia), and related laws and regulations.
Convictions for Drug-Related Offenses

Any student or employee convicted of any drug-related criminal statute must notify the appropriate official, the senior student affairs officer (for students) or the Associate Vice President for Human Resources (for employees), in writing, no later than 5 days after such conviction regardless of where the offense occurred. This is because under Federal and State laws, any student convicted of a drug-related felony offense must be denied all Federal and State assistance, including Pell grants and Georgia Tuition Equalization Grants; and because the University must notify Federal agencies of drug-related convictions in the workplace of employees involved in work under a grant or contract. However, a criminal conviction shall not be necessary to find that a student or employee has violated these standards of conduct, and the University need not, and ordinarily will not, defer its own actions and sanctions pending the outcome of any criminal proceeding. Federal policy requires schools to advise students each semester as to the consequences of drug convictions. The Federal policy is as follows:

2A federal or state drug conviction (but not a local or municipal conviction) can disqualify a student for FSA funds. The student self-certifies in applying for aid that he is eligible; schools are not required to confirm this unless they have conflicting information. Convictions only count against a student for aid eligibility purposes (FAFSA question 23c) if they were for an offense that occurred during a period of enrollment for which the student was receiving federal student aid—they do not count if the offense was not during such a period, unless the student was denied federal benefits for drug trafficking by a federal or state judge (see the Anti-Drug Act of 1988). Also, a conviction that was reversed, set aside, or removed from the student’s record does not count, nor does one received when she was a juvenile, unless she was tried as an adult. The chart below illustrates the period of ineligibility for FSA funds, depending on whether the conviction was for sale or possession and whether the student had previous offenses. (A conviction for sale of drugs includes convictions for conspiring to sell drugs.)

<table>
<thead>
<tr>
<th># of Offenses</th>
<th>Possession of Illegal Drugs</th>
<th>Sale of Illegal Drugs</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st Offense</td>
<td>1 year from date of conviction</td>
<td>2 years from date of conviction</td>
</tr>
<tr>
<td>2nd Offense</td>
<td>2 years from date of conviction</td>
<td>Indefinite period</td>
</tr>
<tr>
<td>3+Offenses</td>
<td>Indefinite period</td>
<td></td>
</tr>
</tbody>
</table>

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2 Federal Student Aid Handbook published by Dept. of Education; Volume 1, pages 15-16
If the student was convicted of both possessing and selling illegal drugs, and the periods of ineligibility are different, the student will be ineligible for the longer period. Schools must provide each student who becomes ineligible for FSA funds due to a drug conviction a clear and conspicuous written notice of his loss of eligibility and the methods whereby he can become eligible again.

A student regains eligibility the day after the period of ineligibility ends (i.e., for a 1st or 2nd offense); or when he or she successfully completes a qualified drug rehabilitation program that includes passing two unannounced drug tests given by such a program. Further drug convictions will make him ineligible again. Students denied eligibility for an indefinite period can regain eligibility after completing any of the following three options:

1) Successfully completing a rehabilitation program (as described below, which includes passing two unannounced drug tests from such a program);
2) Having the conviction reversed, set aside, or removed from the student’s record so that fewer than two convictions for sale or three convictions for possession remain on the record; or
3) Successfully completing two unannounced drug tests which are part of a rehab program (the student does not need to complete the rest of the program).

In such cases, the nature and dates of the remaining conviction will determine when the student regains eligibility. It is the student’s responsibility to certify to you that she has successfully completed the rehabilitation program; as with the conviction question on the FAFSA, you are not required to confirm the reported information unless you have conflicting information. When a student regains eligibility during the award year, you may award Pell Grant, TEACH, and Campus-Based aid for the current payment period and Direct Loans for the period of enrollment.

**Standards for a qualified drug rehabilitation program:**
A qualified drug rehabilitation program must include at least two unannounced drug tests and satisfy at least one of the following requirements:

- Be qualified to receive funds directly or indirectly from a federal, state, or local government program.
- Be qualified to receive payment directly or indirectly from a federally or state-licensed insurance company.
- Be administered or recognized by a federal, state, or local government agency or court.
- Be administered or recognized by a federally or state-licensed hospital, health clinic, or medical doctor.
- If you are counseling a student who will need to enter such a program, be sure to advise the student of these requirements. If a student certifies that he has successfully completed a drug rehabilitation program, but you have reason to believe that the program does not meet the requirements, you must find out if it does before paying the student any FSA funds.
University Sanctions and Procedures

As a condition of employment or enrollment at Mercer, all employees and students must abide by these standards of conduct, and disciplinary sanctions will be imposed for violations. Among the sanctions that may be imposed are: reprimand, probation, suspension, expulsion or termination of employment, and referral for prosecution. Sanctions for drug-related violations may include suspension or termination of employment or enrollment. However, at the University’s sole discretion, an employee or student may be permitted to continue in employment or enrollment if he or she satisfactorily participated in an approved educational and/or rehabilitation program.

Nothing in this policy is intended to affect the procedural rights of students or employees (including faculty members) under existing judicial board, grievance, or review procedures. However, once the University has determined, after reasonable inquiry, that a violation of this policy has occurred, the employee or student may be subject to immediate suspension (without pay, in the case of an employee) pending the conclusion of such procedures. If no existing procedures are in place for an alleged violation by a particular student or employee, the University will adapt other review procedures so as to ensure the individual the opportunity for a fair review, including the right to be heard.

Additional information may be found in your school's handbook.

State and Federal Legal Sanctions

Under Georgia and federal law, it is a crime to possess, manufacture, sell, or distribute illegal drugs. To see a summary of Georgia state drug laws and penalties, go to http://sos.ga.gov/cgi-bin/PLBLaws.asp?Board=03. To learn more about Federal drug trafficking penalties, go to www.justice.gov/dea/druginfo/ftp3.shtml.

Federal sanctions for illegal possession of drugs include imprisonment up to 1 year and/or a minimum fine of $1,000 for a first conviction; imprisonment for 15 days–2 years and a minimum fine of $2,500 for a second drug conviction; and imprisonment for 90 days–3 years and a minimum fine of $5,000 for a third or subsequent drug conviction. For possession of a mixture or substance which contains a cocaine base, federal sanctions include 5–20 years in prison and a minimum fine of $1,000, for a first conviction if the mixture or substance exceeds 5 grams, for a second conviction if the mixture or substance exceeds 3 grams, and for a third or subsequent conviction if the mixture or substance exceeds 1 gram. Additional possible penalties for the illegal possession of drugs are forfeiture of real or personal property used to possess or to facilitate possession of a controlled substance if the offense is punishable by more than 1 year imprisonment; forfeiture of vehicles, boats, aircraft, or any other conveyance used, or intended for use, to transport or conceal drugs; civil fine up to $10,000 per violation;
denial of federal benefits, such as student loans, grants, contracts, and professional and commercial licenses for up to 1 year for a first and up to 5 years for a second or subsequent offense; successful completion of a drug treatment program; community service; and ineligibility to receive or purchase a fire-arm.

Georgia law prohibits the purchase or possession of alcohol by a person under the age of 21, or the furnishing of alcohol to such a person. Driving under the influence of alcohol or other drugs also is illegal. It is against Georgia law, under certain circumstances, to walk or be upon a roadway while under the influence of alcohol or other drugs. The punishment for these offenses may include imprisonment, fines, mandatory treatment and education programs, community service, and mandatory loss of one’s driver’s license.

**Health Risks Associated With Drug or Alcohol Use**

**Drugs**
Narcotics such as opium, morphine, and heroin can cause euphoria, drowsiness, respiratory depression, constricted pupils, and nausea. Heroin causes the body's pain reactions to be weakened and can result in coma due to the reduction in pulse rate. The symptoms of an overdose of narcotics are slow and shallow breathing, clammy skin, convulsions, coma, and possible death. A person experiencing withdrawal from addiction to narcotics can experience watery eyes, runny nose, yawning, loss of appetite, irritability, tremors, panic, cramps, nausea, chills, and sweating.

Depressants such as barbiturates and quaaludes can cause disorientation, slurred speech, and senseless behavior. Depressant overdose results in shallow respiration, clammy skin, dilated pupils, weak and rapid pulse, and possible coma or death. Withdrawal symptoms include anxiety, insomnia, tremors, delirium, convulsions, and possible death.

Stimulants such as cocaine and crack cause increased alertness or euphoria, and increased heart rate, blood pressure, and respiratory rate. Immediate effects of use also include dilated pupils, insomnia, and loss of appetite followed by depression. Stimulant overdose results in agitation, increase in body temperature, hallucinations, convulsions, and possible death. Withdrawal symptoms include irritability, long periods of sleep, depression, and/or disorientation.

Hallucinogens such as Lysergic acid (LSD), amphetamines, mescaline, and phencyclidine (PCP) cause delusions, hallucinations and poor perception of time and distance. Users may experience anxiety, loss of control, confusion, and panic. Flashbacks can occur even when use has stopped. Amphetamines can cause rapid, irregular heartbeat, tremors, and collapse. Heavy users may act out irrationally. The effects of an overdose include psychosis and possible death.
Cannabis (Marijuana, Hashish) can cause euphoria, increased appetite, lowered inhibitions, and disorientation. Marijuana use can alter sense of time, reduce energy level and coordination, and impair short-term memory. The effects of an overdose include fatigue, paranoia, and possible psychosis. Withdrawal symptoms include insomnia, hyperactivity, and decreased appetite. Long-term users may have a lowered immune system and increased risk of lung cancer.

**Alcohol**

Alcohol is a central nervous system depressant. Consumption of alcohol causes a number of changes in behavior that can result in dangerous and high-risk activities. A low dose of alcohol significantly impairs judgment, mental function, and coordination, and alters decision-making skills.

Alcohol consumption decreases the alertness and coordination needed to drive a car safely, increasing the likelihood of the driver causing an accident. Low to moderate doses of alcohol also increase the incidence of a variety of aggressive acts, such as spouse or child abuse. Research demonstrates that the majority of violent behaviors and incidents on college campuses, such as date rape, fights, and vandalism, involve the use of alcohol. Moderate to high doses of alcohol cause drastic impairments in higher mental functions, severely altering a person's ability to learn and remember information. Very high doses cause respiratory depression and death. If combined with other depressants of the central nervous system, much lower doses of alcohol will produce the effects just described. Long-term consumption of large quantities of alcohol can lead to permanent damage to vital organs such as the heart, liver, and brain. Studies have also linked an increased risk for various types of cancer, such as esophageal and breast, to heavy, long-term alcohol use.

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.

Mothers who drink alcohol during pregnancy may give birth to infants with fetal alcohol syndrome, resulting in mental retardation and/or irreversible physical abnormalities.

**Counseling, Treatment, and Rehabilitation**

Employees and students who wish information about counseling and treatment programs, either for personal substance abuse or for family members or others, may contact the Human Resources Office (for employees) or the appropriate Senior Student Affairs Officer (for students).

Human Resources - Atlanta campus: 678-547-6155
Human Resources - Macon campus: 478-301-2005
Information and help is also available from:

- Counseling and Psychological Services - Macon campus: 478-301-2862
- Counseling and Psychological Services - Atlanta campus: 678-547-6060
- Helpline Georgia for Substance Abuse: 1-800-338-6745

**ATLANTA**

Anchor Hospital
5454 Yorktowne Drive
Atlanta, Georgia 30349
(770) 991-6044

DeKalb Crisis Center
450 Winn Way
Decatur, GA 30031
(404) 294-0499

Metro Atlanta Recovery Residences
(MARR Addiction Treatment Center)
[www.marrinc.org](http://www.marrinc.org)
2815 Clearview Place
Doraville, GA  30340
(678) 805-5100 or 1-800-732-5430

Northside Hospital Behavioral Health Services
6105 Peachtree Dunwoody Rd, Bldg F – Suite 155
Atlanta, GA 30328
(404) 851-8960

Peachford Hospital
2151 Peachford Road
Atlanta, Georgia 30338
(770) 455-3200

Dr. Tommie M. Richardson
(Addiction Medicine Specialist)
4015 S Cobb Dr, SE
Smyrna, GA 30080
(770) 431-2354
Ridgeview Institute  
3995 South Cobb Dr., SE  
Smyrna, Georgia 30080  
(770) 434-4567 x3200

SummitRidge Hospital  
250 Scenic Highway  
Lawrenceville, GA 30046  
(678) 442-5800

Talbott Recovery Campus  
5448 Yorktowne Drive  
Atlanta, GA 30349  
(770) 994-0185

**COLUMBUS**

The Bradley Center  
(Substance Abuse Services)  
2000 16th Avenue  
Columbus, GA  31901  
(706) 320-3700

Midtown Medical Center  
710 Center Street  
Columbus, GA  31901  
(706) 571-1000

Talbott Recovery Center  
1200 Brookstone Centre Parkway, Suite 210  
Columbus, GA  31904  
(706) 341-3600

**MACON**

Coliseum Center for Behavioral Health  
340 Hospital Drive  
Macon, Georgia 31217  
(478) 741-1355
Medical Center, Navicent Health  
The Psychiatric Pavilion  
777 Hemlock Street  
Macon, Georgia 31201  
**Inpatient: Psychiatry and Detox**  
(478) 633-1392  
**Crisis Line**  
(478) 743-1971  

Dr. Dan E. Phillips  (Psychiatrist)  
Department of Psychiatry & Behavioral Sciences  
Mercer University School of Medicine  
250 Martin Luther King Jr Blvd  
Macon, GA 31201  
(478) 301-4077  

River Edge Behavioral Health Center  
175 Emery Highway  
Macon, Georgia 31217  
**Outpatient**  
(478) 803-7600  

River Edge Recovery Center  
3575 Fulton Mill Road  
Macon, Georgia 31206  
**Crisis Stabilization Unit**  
(478) 803-8617  

**SAVANNAH**  

Center for Behavioral Medicine  
Memorial University Medical Center  
(Inpatient Psychiatric Services)  
5002 Waters Avenue  
Savannah, GA  31404  
(912) 350-3023  

Manoj Dass, MD  (Psychiatrist)  
Integrated Behavioral Center  
1121 Cornell Avenue  
Savannah, GA  31406  
(912) 355-4987
Michael Mobley, M.D. (Psychiatrist)
4849 Paulsen Street, Suite 201
Savannah, GA 31405
(912) 354-8108

Recovery Place (Outpatient)
- Alcohol / Substance Abuse Treatment
835 E 65th Street
Savannah, GA 31405
(912) 355-1440

RP Community Services (Outpatient)
- Alcohol / Substance Abuse Treatment
515 E 63rd Street
Savannah, GA 31405
(912) 355-5938

Savannah Counseling Services, Inc.
Gateway Behavioral Health
800 E 70th Street
Savannah, GA 31405
(912) 790-6500

Savannah Psychiatry
635 Stephenson Avenue
Savannah, GA 31405
(912) 352-2921

Willingway Hospital
(Inpatient Alcohol/Substance Abuse/Detox)
311 Jones Mill Road
Statesboro, GA 30458
(912) 764-6236 or 1-800-242-9455

WARNER ROBINS

HealthQwest
Substance Abuse Treatment
607 Russell Parkway
Warner Robins, GA 31088
(Outpatient Drug & Alcohol Rehab)
(478) 225-9860
Review of Program

In keeping with Federal law, this program shall be reviewed at least biennially to determine its effectiveness, to make changes where necessary, and to ensure that sanctions are consistently enforced.