### Legal Sanctions

An employee who violates any of these alcohol or drug laws will be reported to the appropriate law enforcement agency and will be subject to prosecution in accordance with the law. Legal sanctions for violation of local, state and federal laws may include, but not be limited to: fines, probation, jail or prison sentences.

### Misdeemeanor charges:

<table>
<thead>
<tr>
<th>Charge</th>
<th>Classification</th>
</tr>
</thead>
<tbody>
<tr>
<td>Minor in Possession (MIP)</td>
<td>Class C Misdemeanor</td>
</tr>
<tr>
<td>Public Intoxication</td>
<td>Class C Misdemeanor</td>
</tr>
<tr>
<td>Driving Under the Influence (DUI)</td>
<td>Class C Misdemeanor</td>
</tr>
<tr>
<td>Driving While Intoxicated (DWI):</td>
<td>Class B Misdemeanor</td>
</tr>
<tr>
<td>Providing Alcohol to a Minor or Purchasing Alcohol for a Minor</td>
<td>Class A Misdemeanor</td>
</tr>
<tr>
<td>Open Container of Alcohol in a Motor Vehicle</td>
<td>Class C Misdemeanor</td>
</tr>
<tr>
<td>Possession of a Dangerous Drug</td>
<td>Class A Misdemeanor</td>
</tr>
<tr>
<td>Providing a Dangerous Drug to Another Person</td>
<td>State Jail Felony</td>
</tr>
<tr>
<td>Consumption of alcohol after hours</td>
<td>City Ordinance</td>
</tr>
</tbody>
</table>

### Sanctions/penalties:

- **Class C Misdemeanor:** Can include fine up to $500, community service, alcohol education classes, and 30 day up to 180 day driver's license suspension.
- **Class B Misdemeanor:** Can include fine up to $2000, community service, and 72 hour minimum confinement.
- **Class A Misdemeanor:** Can include fine up to $4000, up to 1 year in jail, and 180 day driver's license suspension.
- **State Jail Felony:** Can include fine up to $10,000 and 180 days to 2 years in jail.

### Federal drug laws/penalties:

- The possession, use, or distribution of illicit drugs is prohibited by federal law. Under federal law (DEA, Title 21, Section 844), for simple possession of a controlled substance, one may be imprisoned for up to one year and/or fined up to $1,000.00. For subsequent offenses, one may be imprisoned for up to three years and/or fined up to $5,000.00. Under federal law, one may be fined up to $8,000,000.00 and/or may be sentenced from not less than 10 years up to life in prison for trafficking in drugs. For violations of other federal drug laws, one may receive life in prison or the death penalty.

### Health Risks Associated with the Use of I illicit Drugs and the Abuse of Alcohol

- **Alcohol:** Effects of use include slurred speech, drowsiness, headaches, impaired judgment, decreased perception and coordination, distorted vision and hearing, vomiting, breathing difficulties, unconsciousness, coma, blackouts, toxic psychosis, physical dependence, neurological and liver damage, fetal alcohol syndrome, vitamin B1 deficiency, sexual problems, cancer, physical dependence

- **Amphetamines:** Also known as uppers, speed, meth, crack, crystal, ice, pep pills. Effects of use include increased heart rate, increased blood pressure, dry mouth, loss of appetite, restlessness, irritability, anxiety, delusions, hallucinations, heart problems, hypertension, irritability, insomnia, toxic psychosis, physical dependence.
Barbiturates and Tranquilizers: Also known as bars, bluebirds, blues, yellow jackets, red devils, roofies, rohypnol, ruffies, tranqs, mickey, flying v’s. Effects of use include slurred speech, muscle relaxation, dizziness, decreased motor control, severe withdrawal symptoms, possible convulsions, toxic psychosis, depression, physical dependence.

Cocaine: Also known as coke, crack, snow, powder, blow, rock. Effects of use include loss of appetite increased blood pressure and heart rate, contracted blood vessels, nausea, hyper-stimulation, anxiety, paranoia, increased hostility, increased rate of breathing, muscle spasms and convulsions, dilated pupils, disturbed sleep, psychosis, chronic cough, nasal passage injury, kidney, liver and lung damage.

Marijuana/Cannabis: Also known as pot, grass, dope, weed, joint, bud, reefer, doobie, roach. Effects of use include sensory distortion, poor coordination of movement, slowed reaction time, panic, anxiety, bronchitis, lethargy, shortened attention span, suppressed immune system, personality changes, cancer, psychological dependence, pain, and physical dependence.

Morphine/Opiates: Also known as M, morf, duramorph, Miss Emma, monkey, roxanol, white stuff. Effects of use include euphoria, increased body temperature, dry mouth, “heavy” feeling in arms and legs, constipation, loss of appetite, collapsed veins, heart infections, liver disease, depressed respiration, pneumonia and other pulmonary complications, physical dependence, psychological dependence.

Emotional consequences of alcohol and drug abuse are often minimized. These substances can cause personality changes which contribute to problems in dealing with family and co-workers. The personality changes may seriously impair a person and these changes can lead to psychological problems and mental illnesses. Substance abuse may also disrupt effectiveness on the job, reduce motivation, cause legal and financial problems and contribute to social problems.

For additional health risks associated with alcohol and drug abuse:

- Department of Justice, Drugs of Abuse
- National Institute of Alcohol Abuse, and Alcoholism, Alcohol’s Effect on the Body
- Center for Disease Control and Prevention, Fact Sheets- Alcohol Use and Your Health
- National Institute on Drug Abuse

Counseling Services for Employees

Work/Life Solutions Program offers counseling, work-life assistance and crisis intervention services for a broad range of reasons including alcohol and drug abuse. The confidential services are available to employees as well as their household family members.

Active employees call 1-866-301-9623 (available 24 hours a day, 365 days a year) or visit www.tamug.edu/hrd/employees/EAP.html. Community Resources

- Alcoholics Anonymous Galveston Club: 409-497-6652
- National Helpline/SAMHSA: (Substance Abuse and Mental Health Services Administration): 800-662-4357
- Southeast Texas Adult Children of Alcoholics
- The Gulf Coast Center/Safe Harbor: 409-944-4337
- Bay Area Council on Drugs & Alcohol: 1-800-510-3111
- Al-Anon/Alateen Galveston County: 800-939-2770

Resources