OFFICIAL NOTICE TO FACULTY, STAFF AND STUDENTS REGARDING SUBSTANCE ABUSE IN UNIVERSITY CAMPUS COMMUNITIES AND WORKSITES

October 1, 2006

This official notice is issued pursuant to the requirements of the Federal Drug-Free Schools and Communities Act of 1989 and the Drug-Free Workplace Act of 1988.

A. UNIVERSITY POLICIES ON ILLEGAL DRUGS AND ALCOHOL

In conformance with the existing law, University faculty, staff and students are not permitted to manufacture, distribute, possess, use, dispense or be under the influence of illegal drugs and/or alcohol as prohibited by state and federal law at University-sponsored or approved events or on University property or in buildings used by the University for education, research or recreational programs. Consistent with its mission, the University will cooperate with law enforcement agencies responsible for enforcing laws related to the use of illegal drugs and alcohol. Students found in violation of this part shall be subject to the provisions of the student conduct code. Faculty and staff found in violation of this part are subject to disciplinary action as provided in collective bargaining agreements, University policy, and other applicable state laws and rules.

Additional Requirements for Employees Engaged on Federal Contracts and Grants

The Drug-Free Workplace Act of 1988 (Public Law 100-690, Title V, Subtitle D) requires that University employees directly engaged in the performance of work on a federal contract or grant shall abide by this policy as a condition of employment and shall notify the University within five days if they are convicted of any criminal drug statute violation occurring in the workplace or while on University business. The University is required to notify the federal contracting or granting agency within ten days of receiving notice of such conviction and to take appropriate corrective action or to require the employee to participate satisfactorily in an approved drug abuse assistance or rehabilitation program.

B. UNIVERSITY POLICY ON SUBSTANCE ABUSE

The institution recognizes that substance abuse is a complex problem that is not easily resolved solely by personal effort and may require professional assistance and/or treatment. Students, faculty and staff members with substance abuse problems are encouraged to take advantage of available diagnostic, referral, counseling and prevention services. The University will not excuse misconduct by employees and students whose judgment is impaired due to substance abuse.

C. THE UH STUDENT CONDUCT CODE includes the following prohibitions:

“The purchase, possession or consumption of alcoholic beverages is regulated by state law. Students are expected to know and abide by state law and by University rules and regulations governing the use and consumption of alcoholic beverages on campus. Students are referred to Board of Regents policy, executive policies and campus guidelines regulating the use and consumption of alcoholic beverages on campus.

Students are not permitted to be under the influence of, possess, manufacture, distribute, or sell illicit drugs, as prohibited by state law, at University-sponsored or approved events on University property or in buildings used by the University for its educational or recreation programs. Reasonable suspicion of possession or use of illegal drugs and substances on campus may subject the student involved to investigation.”

Sanctions which may be imposed on violators of the alcohol and drug-related sections of the Student Conduct Code include disciplinary warning, probation, suspension, expulsion or rescission of grades or degree. Copies of the full text of the Code are available in the office of the campus Dean of Students.

D. LEGAL SANCTIONS

There are numerous federal, state, and local statutes and ordinances relating to the manufacture, distribution, dispensation, possession or use of a controlled substance or alcohol. These statutes impose legal sanctions for both felony and misdemeanor convictions related to violations of applicable laws and ordinances. For federal trafficking penalties relating to marijuana and other drugs, refer to Appendix A.

HIGHLIGHTS OF HAWAI‘I LAWS

Under the Hawai‘i Penal Code, crimes are of three grades according to their seriousness: felonies, misdemeanors and petty misdemeanors.

Class A felony: fine not exceeding $50,000 and/or an indeterminate term of imprisonment of 20 years without possibility of suspension of sentence or probation.

Class B felony: fine not exceeding $25,000 and/or imprisonment of not more than 10 years.

Class C felony: fine not exceeding $10,000 and/or imprisonment of not more than 5 years.

Misdemeanor: fine not exceeding $2,000 and/or imprisonment of not more than 1 year.

Petty misdemeanor: fine not exceeding $1,000 and/or imprisonment of not more than 30 days.

§§706-640, 659, 660, 663, H.R.S.
E. HEALTH RISKS ASSOCIATED WITH SUBSTANCE ABUSE

The University encourages faculty, staff and students to be aware of the health risks associated with substance abuse. In general, the health risks related to the abuse of alcohol and other drugs are both direct and indirect. The direct pharmacological effects of substances on the body influence every organ, particularly the brain, liver and cardiovascular system. Death and injury from drug-related accidents, suicide and homicide are some of the indirect health effects. It is estimated by the National Institute of Alcohol Abuse and Alcoholism that annually 100,000 people in the U.S. die from alcohol-related problems alone. Physical effects may be immediate and acute, as in drug overdose, or long-term and chronic, as in alcohol-related liver disease or neurological impairment. For health risks associated with controlled substances, refer to Appendix B.

APPENDIX A

Federal Trafficking Penalties

| CSA | 2nd Offense Penalty | 1st Offense Penalty | Quantity | Drug | 1st Offense Penalty | 2nd Offense Penalty |
|-----|---------------------|---------------------|----------|---------------------|---------------------|
| I   | Not less than 10 years. Not more than life. | Not less than 5 years. Not more than 40 years. | 5-49 gms pure or 50-499 gms mixture | METHAMPHETAMINE | Not less than 10 years. Not more than life. | Not less than 20 years. Not more than life. |
|     | If death or serious injury, not less than life. | If death or serious injury, not less than 20 years or more than life. | 500-4,999 gms mixture | HEROIN | If death or serious injury, not less than life. | If death or serious injury, not less than life. |
|     | Fine of not more than $4 million other than individual. $10 million other than individual. | Fine of not more than $2 million individual. $5 million other than individual. | 10-99 gms pure or 100-999 gms mixture | COCAINE | Fine of not more than $4 million individual. | Fine of not more than $8 million individual. |
|     | Fine of not more than $500,000 individual, $1 million not individual. | Fine of not more than $250,000 individual, $500,000 not individual. | 40-399 gms mixture | COCAINE BASE | Fine of not more than $2 million individual, $10 million not individual. | Fine of not more than $8 million individual. |
|     | Fine of not more than $100,000 individual, $250,000 not individual. | Fine of not more than $50,000 individual, $125,000 not individual. | 45-399 gms mixture | PCP | Fine of not more than $1 million individual, $5 million not individual. | Fine of not more than $2 million individual, $10 million not individual. |
|     | Fine of not more than $200,000 individual, $500,000 not individual. | Fine of not more than $100,000 individual, $250,000 not individual. | 10-49 gms mixture | LSD | Fine of not more than $8 million individual, $50 million not individual. | Fine of not more than $20 million individual, $100 million not individual. |
|     | Fine of not more than $1 million individual, $5 million not individual. | Fine of not more than $250,000 individual, $1 million not individual. | 10-49 gms mixture | FENTANYL | Fine of not more than $8 million individual, $50 million not individual. | Fine of not more than $20 million individual, $100 million not individual. |
|     | Fine of not more than $1 million individual, $5 million not individual. | Fine of not more than $250,000 individual, $1 million not individual. | 10-49 gms mixture | FENTANYL ANALOGUE | Fine of not more than $8 million individual, $50 million not individual. | Fine of not more than $20 million individual, $100 million not individual. |

Federal Trafficking Penalties - Marijuana

<table>
<thead>
<tr>
<th>Description</th>
<th>Quantity</th>
<th>1st Offense Penalty</th>
<th>2nd Offense Penalty</th>
</tr>
</thead>
<tbody>
<tr>
<td>Marijuana</td>
<td>1,000 kg or more mixture; or 1,000 or more plants</td>
<td>• Not less than 10 years, not more than life.</td>
<td>• Not less than 20 years, not more than life.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• If death or serious injury, not less than 20 years, not more than life.</td>
<td>• If death or serious injury, not less than 20 years, not more than life.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Fine not more than $4 million individual, $10 million other than individual.</td>
<td>• Fine not more than $8 million individual, $50 million other than individual.</td>
</tr>
<tr>
<td>Marijuana</td>
<td>100 kg to 999 kg mixture; or 100 to 999 plants</td>
<td>• Not less than 5 years, not more than 40 years.</td>
<td>• Not less than 10 years, not more than life.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• If death or serious injury, not less than 20 years, not more than life.</td>
<td>• If death or serious injury, not less than 20 years, not more than life.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Fine not more than $250,000 individual, $1 million other than individual.</td>
<td>• Fine not more than $5 million individual, $25 million other than individual.</td>
</tr>
<tr>
<td>Marijuana</td>
<td>More than 10 kg hashish; 50 to 99 kg mixture</td>
<td>• Not less than 20 years.</td>
<td>• Not less than 10 years, not more than life.</td>
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<tr>
<td></td>
<td>More than 1 kg of hashish oil; 50 to 99 plants</td>
<td>• If death or serious injury, not less than 20 years, not more than life.</td>
<td>• If death or serious injury, not less than 20 years, not more than life.</td>
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<td></td>
<td></td>
<td>• Fine $1 million individual, $5 million other than individual.</td>
<td>• Fine $2 million individual, $10 million other than individual.</td>
</tr>
<tr>
<td>Marijuana</td>
<td>1-49 plants; Less than 50 kg mixture</td>
<td>• Not more than 5 years.</td>
<td>• Not more than 10 years.</td>
</tr>
<tr>
<td>Hashish Oil</td>
<td>10 kg or less</td>
<td>• Fine not more than $250,000, $1 million other than individual.</td>
<td>• Fine not more than $500,000, $2 million other than individual.</td>
</tr>
<tr>
<td>Hashish Oil</td>
<td>1 kg or less</td>
<td>• Not more than 5 years.</td>
<td>• Not more than 10 years.</td>
</tr>
</tbody>
</table>

Source: Drugs of Abuse, Drug Enforcement Administration, U.S. Department of Justice.

Marijuana is a Schedule I Controlled Substance.
E. HEALTH RISKS ASSOCIATED WITH SUBSTANCE ABUSE

The University encourages faculty, staff and students to be aware of the health risks associated with substance abuse. In general, the health risks related to the abuse of alcohol and other drugs are both direct and indirect. The direct pharmacological effects of substances on the body influence every organ, particularly the brain, liver and cardiovascular system. Death and injury from drug-related accidents, suicide and homicide are some of the indirect health effects. It is estimated by the National Institute of Alcohol Abuse and Alcoholism that annually 100,000 people in the U.S. die from alcohol-related problems alone. Physical effects may be immediate and acute, as in drug overdose, or long-term and chronic, as in alcohol-related liver disease or neurological impairment. For health risks associated with controlled substances, refer to Appendix B.

F. DRUG AND ALCOHOL COUNSELING, TREATMENT AND REHABILITATION PROGRAMS

The University of Hawai‘i encourages faculty, staff and students to seek assistance in overcoming drug or alcohol abuse. Early recognition and treatment are important for successful rehabilitation. Students may contact their campus Dean of Students for assistance regarding counseling and treatment referral services. Faculty and staff may contact their supervisors for assistance and referral services. The State Department of Health has contracts with numerous private agencies to provide a range of counseling and treatment services. For a sample listing of assistance and treatment services, refer to Appendix C.

APPENDIX A

<table>
<thead>
<tr>
<th>Penalty</th>
<th>2nd Offense</th>
<th>1st Offense</th>
<th>3rd Offense or More</th>
<th>Life Imprisonment</th>
</tr>
</thead>
<tbody>
<tr>
<td>CSA</td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>I</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Methamphetamine</td>
<td>5 g or more pure or 50 g or more mixture</td>
<td>50 g or more pure or 100 g or more mixture</td>
<td>Not less than 10 years. Not more than life.</td>
<td>Not more than 20 years.</td>
</tr>
<tr>
<td>II</td>
<td></td>
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<td></td>
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<tr>
<td>Heroin</td>
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<tr>
<td>Cocaine</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>COCAINE</td>
<td>100 g or more pure or 200 g or more mixture</td>
<td>200 g or more pure or 1 kg or more mixture</td>
<td>Not less than 10 years. Not more than 40 years.</td>
<td>Not less than 10 years.</td>
</tr>
<tr>
<td>COCAINE BASE</td>
<td>500 g or more pure or 1 kg or more mixture</td>
<td>1 kg or more pure or 2 kg or more mixture</td>
<td>Not less than 5 years, not more than 40 years.</td>
<td>Not less than 5 years,</td>
</tr>
<tr>
<td>LSD</td>
<td></td>
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<tr>
<td>Fentanyl</td>
<td>100 g or more pure or 1 kg or more mixture</td>
<td>1 kg or more pure or 2 kg or more mixture</td>
<td>Not less than 10 years, not more than 40 years.</td>
<td>Not less than 5 years,</td>
</tr>
<tr>
<td>FENTANYL ANALOGUE</td>
<td>25 g or more pure or 50 g or more mixture</td>
<td>50 g or more pure or 1 kg or more mixture</td>
<td>Not less than 5 years, not more than 40 years.</td>
<td>Not less than 5 years,</td>
</tr>
</tbody>
</table>

* Law does not include marijuana, hashish, or hash oil (see separate chart). Includes 1 gram or more of fentanyl and gamma hydroxybutyric acid. Includes 30–999 milligrams of fentanyl, 300–9,999 milligrams of fentanyl, or 30,000–99,999 milligrams of fentanyl.

Source: Drugs of Abuse, Drug Enforcement Administration, U.S. Department of Justice.

**APPENDIX B**

**FEDERAL TRAFFICKING PENALTIES - MARIJUANA**

<table>
<thead>
<tr>
<th>Description</th>
<th>Quantity</th>
<th>1st Offense</th>
<th>2nd Offense</th>
</tr>
</thead>
<tbody>
<tr>
<td>Marijuana</td>
<td>1,000 kg or more mixture; or 1,000 or more plants</td>
<td>• Not less than 10 years, not more than life.</td>
<td>• Not less than 20 years, not more than life.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• If death or serious injury, not less than 20 years, not more than life.</td>
<td>• If death or serious injury, not less than 20 years, not more than life.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Fine not more than $4 million individual, $10 million not individual.</td>
<td>• Fine not more than $4 million individual, $10 million not individual.</td>
</tr>
<tr>
<td>Marijuana</td>
<td>100 kg to 999 kg mixture; or 100 to 999 plants</td>
<td>• Not less than 5 years, not more than 40 years.</td>
<td>• Not less than 10 years, not more than life.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• If death or serious injury, not less than 20 years, not more than life.</td>
<td>• If death or serious injury, not less than 20 years, not more than life.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Fine not more than $2 million individual, $5 million other than individual.</td>
<td>• Fine not more than $2 million individual, $5 million other than individual.</td>
</tr>
<tr>
<td>Marijuana</td>
<td>More than 10 kg hashish; 50 to 99 kg mixture; or 1,000 or more plants</td>
<td>• Not less than 20 years.</td>
<td>• Not less than 30 years.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• If death or serious injury, not less than 20 years, not more than life.</td>
<td>• If death or serious injury, not less than 20 years, not more than life.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Fine not more than $2 million individual, $5 million other than individual.</td>
<td>• Fine not more than $2 million individual, $5 million other than individual.</td>
</tr>
<tr>
<td>Marijuana</td>
<td>1–49 plants; Less than 50 kg mixture</td>
<td>• Not more than 5 years.</td>
<td>• Not more than 10 years.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Fine not more than $250,000, $1 million other than individual.</td>
<td>• Fine not more than $250,000, $1 million other than individual.</td>
</tr>
<tr>
<td>Hashish</td>
<td>10 kg or less</td>
<td>• Not more than 10 years.</td>
<td>• Not more than 10 years.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• If death or serious injury, not less than 20 years, not more than life.</td>
<td>• If death or serious injury, not less than 20 years, not more than life.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Fine not more than $2 million individual, $5 million other than individual.</td>
<td>• Fine not more than $2 million individual, $5 million other than individual.</td>
</tr>
</tbody>
</table>

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University of Hawaii
Office of the President
c/o 2440 Campus Road
Honolulu, HI 96822

Waianae Coast Comprehensive Health Center
Substance Abuse Program
88-260 Farrington Hwy
Waianae, HI 96792-3199
Ph: 696-7081
http://www.wcchc.com

Waianae Coast
Al-Anon
Ph: 935-0971
Alcoholics Anonymous
465 Kinoole St
Hilo, HI 96720
Ph: 961-6133
75-5725 Alii Dr, Suite B303
Kailua-Kona, HI 96745
Ph: 329-1212

Big Island Substance Abuse Council
234 Wainuenue Ave, Suite 104
Hilo, HI 96720
Ph: 935-4927

Outpatient Treatment Centers
Kona Office
Ph: 322-3100

Waimea Office
Ph: 887-2175

Drug Addiction Services of Hawai‘i, Inc. (DASH)
900 Leilani St
Hilo, HI 96720
Ph: 961-6822
http://www.dashhawaii.org

Hawaii County Community Mental Health Centers
North Hawai‘i Counseling
Honokaa/Kohala – Ph: 775-8835
Waimea – Ph: 885-1220

Waimea Coast Comprehensive Health Center
Substance Abuse Program
88-260 Farrington Hwy
Waianae, HI 96792-3199
Ph: 696-7081
http://www.wcchc.com

HAWAII

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North Hawai‘i Counseling
Honokaa/Kohala – Ph: 775-8835
Waimea – Ph: 885-1220

West Hawai‘i Counseling
Kona – Ph: 322-4818
Na‘alehu – Ph: 929-7331

East Hawai‘i Counseling
Hilo – Ph: 974-4300
http://www.amhd.org

REACH (State of Hawai‘i Employees)
Employee Assistance Program
460 Kilauea Ave, Suite 101
Hilo, HI 96720
Ph: 935-2188
81-6587 Mamalahoa Hwy
Kailua-Kona, HI 96750
Ph: 323-2664

MAUI

Al-Anon
PO Box 1322
Wailuku, HI 96793
Ph: 242-0296

Alcoholics Anonymous
70 Central Ave, Suite 1
Wailuku, HI 96793
Ph: 244-9673
http://www.aamaui.org

Hina Mauka Treatment Services
1276 A-1 Lower Main St
Wailuku, HI 96793
Ph: 242-9733
http://www.hinamauka.org

Maui Community Mental Health Center
121 Mahalani St
Wailuku, HI 96793
Ph: 984-2150

Maul Kōkua Services
Hotline Ph: 244-7405
http://www.mentalhealthkokua.org

REACH (State of Hawai‘i Employees)
Employee Assistance Program
333 Dairy Rd, Suite 201
Kahului, HI 96732
Ph: 877-6888

LĀNA‘I

Lānai Family Resources Center
Ph: 565-9110
REACH (State of Hawai‘i Employees)
Employee Assistance Program
Ph: 1-800-994-3571

MOLOKA‘I

Moloka‘i Mental Health Center
65 Makaena St
Kaunakakai, HI 96748
Ph: 553-3691
REACH (State of Hawai‘i Employees)
Employee Assistance Program
Ph: 1-800-994-3571

KAUAA‘I

Al-Anon
PO Box 1548
Hanalei, HI 96714
Ph: 246-1116

Alcoholics Anonymous
PO Box 3606
Lihue, HI 96766
Ph: 245-6877

Hina Mauka Treatment Services
2970 Huleo Road
Lihue, HI 96766
Ph: 245-8883
REACH (State of Hawai‘i Employees)
Employee Assistance Program
2970 Kele Street, Suite 203
Lihue, HI 96766
Ph: 245-6914