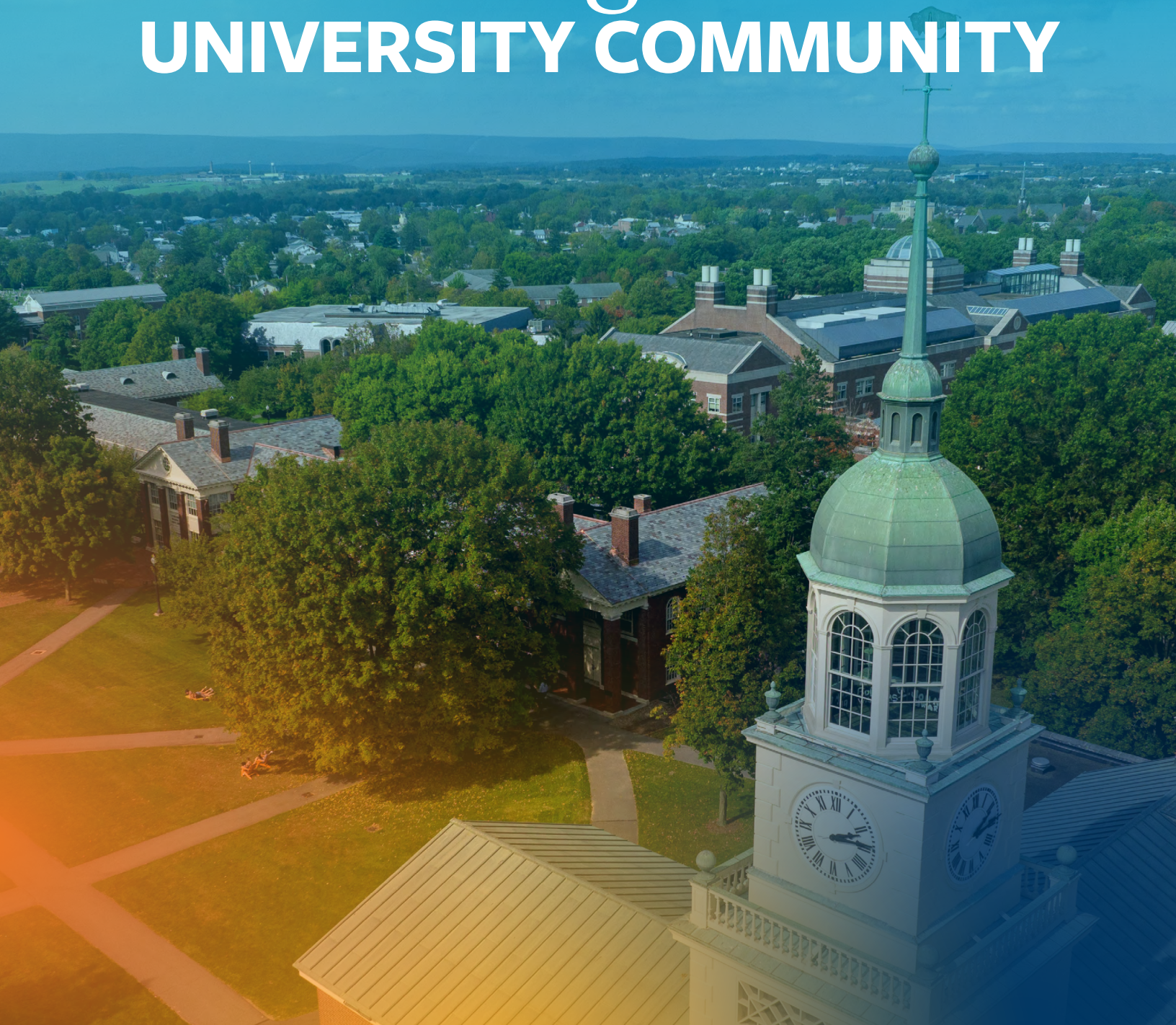


WORKING TOWARD *a Drug-Free* UNIVERSITY COMMUNITY



*Distributed to Bucknell Students, Faculty
and Staff in Compliance with the Drug-Free
Schools and Communities Act of 1989*

EFFECTIVE OCTOBER 15, 2024

Bucknell
UNIVERSITY

Bucknell University is committed to providing a drug-free environment for our students and employees in compliance with the Drug-Free Schools and Communities Act Amendments of 1989 and the Drug-Free Workplace Act of 1988.

The Drug-Free Schools and Communities Act (“DFSCA”) requires that — as a condition of receiving funds or any other form of financial assistance under any Federal program after October 1, 1990 — all institutions of higher learning must certify that they have adopted and implemented a program to prevent the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees.

The Drug-Free Workplace Act of 1988 likewise imposes certain requirements on the University, including notifying employees that the unlawful manufacture, distribution, dispensation, possession or use of a controlled substance is prohibited in the workplace and specifying the actions that will be taken against employees for violations of that prohibition.

This information is distributed in compliance with both DFSCA and the Drug-Free Workplace Act of 1988. This booklet, which is provided to all members of the University community, serves to fulfill the University’s obligations under both laws.

1. STANDARDS OF CONDUCT RELATED TO DRUGS AND ALCOHOL

Alcohol: The University has long had standards of conduct addressing unlawful and/or improper behavior with respect to alcoholic beverages. Members of the University community are reminded that the following will subject an individual to University disciplinary review and action: distribution, possession or use of alcoholic beverages in violation of stated University policy and/or local ordinances and state law. Students should consult the *Student Handbook* for a full list of prohibited conduct with regard to alcohol, which includes generally “engaging in irresponsible, unsafe or otherwise improper conduct involving alcohol on or off campus.” Employees should consult the faculty and staff handbooks for detailed information regarding prohibited conduct.

Drugs: Bucknell University unequivocally prohibits the unlawful manufacture, distribution, dispensation, possession or use of controlled substances and illicit drugs by employees and students in the workplace, on University property or as part of any University activity. Students should consult the University Student Code of Conduct in the *Student Handbook* for more information. Employees are reminded to consult the faculty and staff handbooks as well as the Drug-Free Workplace Act section below. Additionally, University employees working in the departments of Facilities and Public Safety are subject to additional drug and alcohol policies applicable to staff working in those University divisions.

2. LEGAL SANCTIONS

ALCOHOL

Pennsylvania state criminal law sets forth numerous alcohol-related offenses. Bucknell University adheres to these laws and does not condone the misuse or abuse of alcoholic beverages. Any person violating the specific offenses outlined in the PA Crimes Code on University property or as part of any University activity may be subject to external prosecution through the Bucknell University Department of Public Safety and/or the state and local police, and if the individual is a student or employee, to the internal disciplinary actions outlined in the student, faculty and staff handbooks.

Under Pennsylvania law “furnishing” alcohol is defined as “to supply, give or provide to, or allow a minor to possess on premises or property owned by the person [or corporation] charged.” Groups and/or organizations holding functions or activities on University owned or controlled property, with alcohol involved, are required to follow the guidelines and policies set forth in the Student Code of Conduct as well as the University’s Alcohol Policy for events, available in the University Events Management Office or [EventsWithAlcoholPolicy.pdf](#).

SUMMARY OF PENNSYLVANIA CRIMINAL LAW ALCOHOL OFFENSES

Statute	Offense
18 Pa. C.S. §6307	Misrepresentation of age (21) to secure alcoholic beverages
18 Pa. C.S. §6308	Purchase, consumption, possession or transportation of alcoholic beverages (by persons under 21)
18 Pa. C.S. §6309	Representing that a minor is of age
18 Pa. C.S. §6310	Inducement of minors to buy alcoholic beverages
18 Pa. C.S. §6310.1	Selling or furnishing alcoholic beverages to minors
18 Pa. C.S. §6310.2	Manufacture or sale of false identification card
18 Pa. C.S. §6310.3	Carrying a false identification card
75 Pa. C.S. §3802	Driving under the influence of alcohol or controlled substance

DRUGS AND CONTROLLED SUBSTANCES

Pennsylvania Law

Under Pennsylvania's Controlled Substance, Drug, Device and Cosmetic Act, it is illegal to, among other things, manufacture, use, sell, deliver, possess and/or transfer controlled substances. Any student, employee and/or visitor in violation of any part of this Act may be subject to prosecution by the Bucknell University Department of Public Safety, Buffalo Valley Regional Police Department and/or state police. If the individual is a student or employee, they are also subject to University disciplinary action(s).

Controlled substances are defined as follows:

- Schedule I** Drugs that have a high potential for abuse and no medical use in the U.S., such as LSD, Heroin, Mescaline, Quaaludes, Marijuana, Ecstasy, GHB and Psilocybin (mushrooms). Schedule I drugs may not be dispensed, possessed or used legally under any circumstances. These are all contraband.
- Schedule II** Drugs having a high potential for abuse, but which have a currently accepted medical use (cocaine, Ritalin, PCP, opiates and amphetamines). Abuse of Schedule II drugs may lead to severe psychic or physical dependence.
- Schedule III** Drugs with less potential for abuse than those in Schedules I and II. These drugs are used as medicine and are said to cause moderate or low physical dependence or high psychological dependence.
- Schedule IV** Drugs with a low potential for abuse relative to substances in Schedule III, which are also used medically and are said to cause limited dependence.
- Schedule V** Drugs with a low potential for abuse relative to the substances listed in Schedule IV, which are also used medically.

Schedule III, IV and V drugs may be dispensed on a written or oral order and may be refilled a maximum of 5 times within 6 months of issue.

The penalties for the manufacture, delivery, possession with intent to manufacture or deliver any controlled substance by an unlicensed person can range from 1 year of imprisonment and/or \$5,000 fine up to 15 years of imprisonment and/or \$25,000 fine.

Possession of a small amount of marijuana with the intent to sell has a distinct penalty, if less than 30 grams (8 grams of hashish): Misdemeanor: up to 30 days of imprisonment and/or \$500 fine.

FEDERAL LAW

The Federal Controlled Substances Act prohibits, among other things, the manufacture, distribution, dispensation, or possession of controlled substances. Under federal law, controlled substances are categorized in five schedules, similar to the state law categorization described above, with Schedule I substances having a high potential for abuse and no currently accepted medical use in the United States.

Federal penalties for the manufacture, distribution, dispensation, or possession with intent to manufacture, distribute, or dispense, a controlled substance vary based on the type and quantity of the substance, the existence of prior drug offenses, and whether death or serious bodily injury resulted from the use of such substance. Penalties under the Federal Controlled Substances Act also include criminal forfeiture of real or personal property derived from any proceeds obtained as a result of the crime or used or intended to be used to commit the crime. Special, elevated sentences are imposed under federal law for distributing, possessing with intent to distribute, or manufacturing a controlled substance in or on, or within one thousand feet of, a college or university.

3. HEALTH RISKS ASSOCIATED WITH ALCOHOL AND OTHER DRUGS

ALCOHOL

Although many people do not think of it as such, alcohol is a powerful, mood-altering drug. It is a central nervous system depressant that falls into a class of drugs known as sedative-hypnotics. Like all drugs, alcohol's effects depend upon dosage. With alcohol, dosage is measured in terms of standardized drinks or drink equivalents. A drink is defined as a 12-ounce beer, a 5-ounce glass of wine, a standard-sized mixed drink or one shot (1.5 oz. of .80 proof alcohol) of hard liquor. All these contain approximately the same amount of alcohol. Tables 1 and 2 describe the effects of varying dosages of alcohol.

Impairment

Impairment refers to the deficits in performance, judgment, memory, and motor skills that occur because of alcohol consumption. As noted in Table 2, impairment becomes noticeable at blood-alcohol levels of 0.05% which can occur when as few as two drinks are consumed in an hour by a 150-pound male or one drink in an hour by a 100-pound female.

The deceptive part about impairment is that, by definition, impaired judgment cannot recognize its own impairment. The individual thinks they are functioning well, when actually they are not. Later, there is an impaired memory of the impaired performance. Impairment can be a group process. If a group of individuals are all drinking heavily, they may reassure one another that they are all functioning well, when in fact each of them has significant mental and behavioral impairment that would be obvious to an outside observer.

TABLE 1: APPROXIMATE BLOOD ALCOHOL PERCENTAGES

# of Drinks	MALE Body Weight in Pounds							
	100	120	140	160	180	200	220	240
1	.04%	.03%	.03%	.02%	.02%	.02%	.02%	.02%
2	.08%	.06%	.05%	.05%	.04%	.04%	.03%	.03%
3	.11%	.09%	.08%	.07%	.06%	.06%	.05%	.05%
4	.15%	.12%	.11%	.09%	.08%	.08%	.07%	.06%
5	.19%	.16%	.13%	.12%	.11%	.09%	.09%	.08%
6	.23%	.19%	.16%	.14%	.13%	.11%	.10%	.09%
7	.26%	.22%	.19%	.16%	.15%	.13%	.12%	.11%
8	.30%	.25%	.21%	.19%	.17%	.15%	.14%	.13%
9	.34%	.28%	.24%	.21%	.19%	.17%	.15%	.14%
10	.38%	.31%	.27%	.23%	.21%	.19%	.17%	.16%

# of Drinks	FEMALE Body Weight in Pounds								
	90	100	120	140	160	180	200	220	240
1	.05%	.05%	.04%	.03%	.03%	.03%	.02%	.02%	.02%
2	.10%	.09%	.08%	.07%	.06%	.05%	.05%	.04%	.04%
3	.15%	.14%	.11%	.10%	.09%	.08%	.07%	.06%	.06%
4	.20%	.18%	.15%	.13%	.11%	.10%	.09%	.08%	.08%
5	.25%	.23%	.19%	.16%	.14%	.13%	.11%	.10%	.09%
6	.30%	.27%	.23%	.19%	.17%	.15%	.14%	.12%	.11%
7	.35%	.32%	.27%	.23%	.20%	.18%	.16%	.14%	.13%
8	.40%	.36%	.30%	.26%	.23%	.20%	.18%	.17%	.15%
9	.45%	.41%	.34%	.29%	.26%	.23%	.20%	.19%	.17%
10	.51%	.45%	.38%	.32%	.28%	.25%	.23%	.21%	.19%

Note: This table assumes that all drinks are consumed in one hour. If drinking takes place over a longer period, subtract .02 from the chart for each additional hour. For example, if a person were drinking over a three-hour period, subtract .04 from the chart reading to correct for the additional two hours.

TABLE 2: **BLOOD ALCOHOL LEVEL AND RELATED EFFECTS**

Blood Alcohol Level	Predictable Effects on Behavior and Mental State
0.02-0.03%	Few obvious effects; possible mild light-headedness; mild relaxation; slight loosening of inhibitions; slight loss of shyness; intensification of existing mood.
0.05-0.06%	Slight sedation; feelings of warmth and relaxation; mild euphoria; loss of shyness; and behavior may become exaggerated; deficits in fine motor skills and increased reaction times begin to appear at this level; there may or may not be recognition of these deficits. Driving is risky. (A commonly used term for this condition is <i>"a little buzzed"</i>)
0.08-0.09%	Feeling of euphoria; motor skills are clearly impaired; mild speech impairment may become noticeable; balance may be affected; sight and hearing acuity are reduced; judgment is impaired and decisions about further drinking are problematic; ability to evaluate or respond to sexual situations is similarly impaired (legally, impaired consent is the same as no consent); recognition of cognitive and motor deficits is lost, and the drinker believes they are functioning better than they actually are; depression, if present, may become more pronounced. Driving is dangerous. 0.08% is the level at which a driver can be cited for "driving while intoxicated." (Common terms: <i>"pretty buzzed"</i> or <i>"feeling no pain"</i>)
0.10-0.12%	Euphoria; motor skills are markedly impaired; lack of coordination and balance; memory and judgment are markedly impaired; recognition of impairment is lost; people often forget how many drinks they have had; inhibitions are gone; impotence can occur; emotions are exaggerated; increasing belligerence in some; "play" becomes increasingly louder. Driving is extremely dangerous. (Common term: <i>"faced"</i>)
0.14-0.17%	Major impairment of all mental and physical functions; euphoric (pleasant) feelings are beginning to give way to dysphoric (unpleasant) feelings; difficulties in walking, talking, and standing; severe deficits in judgment and perception; "play" becomes increasingly violent; risk of accidental injury to self and others increases; impotence is likely; blackouts (periods of amnesia for all or part of a drinking episode) occur for some at this level; significant loss of control over behavior. (Common term: <i>"hammered"</i>)
0.20%	Dysphoria predominates; the individual feels confused and dazed; movement requires assistance from others; physical harm to self often goes unnoticed or is ignored; the person has the appearance of a "sloppy drunk"; nausea and vomiting may occur; gag reflex is affected and choking can occur if the individual vomits; blackouts are likely; standing upright is difficult. (Common terms: <i>"blotto"</i> or <i>"trashed"</i>)
0.25%	Dysphoric and/or numb; all mental, physical, and sensory functions are severely impaired; nausea and vomiting; risk of severe injury from falls and accidents; increased risk of asphyxiation from choking on vomit. (Common terms: <i>"passed out"</i> or <i>"dead drunk"</i>)
0.30%	Stuporous; little comprehension of the environment; loss of consciousness can occur; difficult to arouse.
0.35%	This is the level of surgical anesthesia; death due to respiratory arrest can occur in a few cases at this level.
0.40%	Comatose; absence of perception; death due to respiratory arrest is more likely.
>0.40%	Deep coma and death due to anesthesia of nerve centers controlling respiration and heartbeat.

Note: The effects on an uninitiated drinker may be somewhat greater than those listed in the chart. Conversely, the effects on a heavy drinker will be modified somewhat by the drinker's tolerance level.

Tolerance

Tolerance means that the alcohol (drug) becomes less effective with repeated administration and that higher doses are needed to gain the same prior effect. It is the body's way of adapting to having a foreign substance in the system. People develop a high tolerance to alcohol when they drink a great deal over an extended period of time. While tolerance may seem to some to be a desirable state, it significantly increases the risk of alcoholism, other long-term health problems and social problems. (*See Long-Term Health Risks and Other Medical Problems.*)

In addition, a person with high tolerance may not feel or look intoxicated when consuming large amounts of alcohol, but their cognitive and psychomotor skills are nevertheless impaired. For example, a heavy drinker could still be lucid at 0.25%, whereas the average person would barely be able to function. Even so, the heavy drinker would be extremely dangerous if operating a motor vehicle. If an individual has established such a high tolerance that they can be awake, aware and functional at blood-alcohol levels of 0.25% or greater, this fact by itself usually indicates an alcohol addiction.

Long-Term Health Risks and Other Medical Problems

Other medical problems and long-term effects of excessive alcohol consumption can include elevated blood pressure, increased risk of heart attack, pancreatitis, cancer of the mouth and throat, cancer of the digestive system and cirrhosis of the liver. In males, chronic heavy usage is associated with testicular atrophy and breast enlargement. Women should be aware that consumption of as little as one drink per day increases the risk of breast cancer. Women who drink while pregnant risk the occurrence of fetal alcohol syndrome (FAS) in their unborn children. Fetal alcohol syndrome is associated with birth defects and intellectual disabilities. Another side effect of alcohol consumption is unwanted weight gain. A standard serving of alcohol has between 75-150 calories, depending on the type of drink, and merely adding one glass of wine a day to one's diet can result in a weight gain of ten pounds in a year.

OTHER DEPRESSANT DRUGS

Like alcohol, barbiturates, benzodiazepines and methaqualone are also considered depressant drugs. The health risks associated with their uses are:

Barbiturates	<i>(blues/blue heaven, amytal; yellow jackets, nembutal; rainbows/reds & blues, tuinal; redbuds/red devils, seconal)</i> Slowed heart rate and breathing, lowered blood pressure, slowed reactions, confusion, weakened emotional control, distortion of reality, reduced awareness, intoxication;
Benzodiazepines	<i>(valium; librium; ativan; tranzene; halcyon; xanax)</i> Slowed heart rate and breathing, lowered blood pressure, relaxation, drowsiness, confusion, loss of coordination, intoxication, changes in personality;
GHB and Rohypnol	<i>(gammahydroxybutrate and flunitrazepam)</i> Known and used as "date rape" drugs. They can cause drowsiness, dizziness, sedation, memory loss, seizures, coma, and in rare instances, death;
Methaqualone	<i>(quaaludes)</i> Slowed heart rate and breathing, lowered blood pressure, sleepiness, feeling of well being, loss of coordination, dizziness, impaired perception, confusion and hangover.

In addition, the abuse of depressants can lead to physical and psychological dependence with long term use. Driving under the influence of depressants can cause accidents due to slowed reactions and confusion. Other serious accidents can happen because the user is not in full control.

Overdoses can cause coma, respiratory arrest, convulsions and even death. Depressants taken in combination (such as alcohol plus barbiturates) are very dangerous. They can cause coma and death. Withdrawal can be dangerous and may require medical attention.

Stimulants

Stimulants speed up the central nervous system. Amphetamines, such as speed (benzedrine and dexedrine), are stimulant drugs that will cause: increased heart rate and blood pressure, loss of appetite and increased activity levels; a feeling of alertness, self-confidence followed by depression; hallucinations, paranoia and temporary mental derangements as a result of heavy doses.

Some hazards of abuse are: 1) the user can go beyond physical limits and suffer harmful exhaustion; 2) tolerance and psychological dependence can develop; withdrawal from the drug can result in suicidal depression; 3) continued high doses can cause physical dependence, heart problems, infections, malnutrition and death.

Cocaine, another stimulant drug, may cause a number of effects including: quickened pulse and circulation; sharpened reactions, restlessness; feelings of well-being, alertness, over confidence, confusion, anxiety and depression; paranoia, nervous exhaustion and hallucinations as a result of heavy doses.

Some hazards of abuse are: 1) physical and psychological dependence; 2) the destruction of nasal tissues from snorting the drug; 3) lesions in lungs caused by smoking the drug; 4) convulsions, respiratory paralysis, cardiac arrest and death can result from overdose.

Other commonly abused stimulants include dextroamphetamine and methamphetamine. The effects and hazards to health are similar to amphetamines. Other legal and widely used stimulants are nicotine in tobacco and caffeine which is found in coffee, tea, cola and other beverages. MDMA and Methylphenidate (Ritalin) are other stimulants with the potential for abuse.

Hallucinogens

Hallucinogens (or psychedelics) are substances capable of distorting perceptions, sensations, self-awareness and emotions. LSD and PCP are examples of these hallucinogenic drugs.

The effects of using LSD—also known as acid or Lysergic Acid Diethylamide—include increased heartbeat, blood pressure, blood sugar; irregular breathing, euphoria, loss of ability to separate fact and fantasy, distortion of senses, hallucinations, paranoia, panic and violence. Some hazards of abuse include: 1) the quick development of tolerance; 2) increased risk of birth defects in user's children; 3) the recurrence of effects ("flashbacks") days or weeks later, even without further use of LSD; 4) death due to accident or suicide.

The effects of PCP—also known as angel dust or phencyclidine—are unpredictable but may include brief euphoria, distorted perceptions, depression, hallucinations, confusion, drowsiness, depersonalization, loss of coordination and irrational behavior. Some hazards of abuse include: 1) tolerance develops quickly; 2) overdose can cause psychosis, convulsions, coma, death; 3) abuse can result in murder, suicide or accidents.

Other hallucinogens include: DMT, MDA, STP, MDMA, psilocybin, mescaline and the so called "designer" drugs like Ecstasy. Their effects are similar to those of LSD.

Inhalants

The different forms of inhalants are solvents (paint thinners, gasoline, glues); gases (butane, propane, aerosol propellants, nitrous oxide), nitrates (isoamyl, isobutyl, cyclohexyl); laughing gas, poppers, snappers and whippit. These drugs can cause stimulation, loss of inhibition; headache; nausea; or vomiting; slurred speech, loss of motor coordination; wheezing/ unconsciousness, cramps, weight loss, muscle weakness, depression, memory impairment, damage to cardiovascular and nervous systems and sudden death.

Narcotics

Narcotics (opiates) are drugs which relieve pain and induce sleep. Some examples of narcotics are: heroin, morphine, opium, codeine, meperidine and methadone. The effects of narcotics use include: shallow breathing, a reduction of appetite, thirst and sex drive; drowsiness; brief euphoria; lethargy; heaviness of limbs; apathy; loss of ability to concentrate; and loss of judgment and self control. Some hazards of abuse include tolerance and physical and psychological dependence. Withdrawal is very painful. Overdose can cause coma, convulsions, respiratory arrest and death. Risks from long-term use include malnutrition, infection and hepatitis. Sharing of needles increases the risk of contracting HIV/AIDS.

Cannabis

The different forms of cannabis are marijuana, hashish and hashish oil. The active psychoactive ingredient in marijuana is delta-9-tetrahydrocannabinol or THC. Users of marijuana experience an increase in heart and pulse rate, reddening of the eyes and dryness in the mouth, lowered body temperature, stimulated appetite, loss of coordination, brief sense of well being, intoxication, possible confusion, distortion of reality, impaired short-term memory, restlessness and hallucinations. Other hazards of abuse are depression, panic, varying degrees of tolerance and psychological and physical dependence. Overdose may cause paranoia, a psychosis-like state. The effects of long-term use are still being studied. Long-term heavy use is associated with chronic lung disease and possibly lung cancer.

Performance-Enhancing Drugs

The use of performance-enhancing drugs (e.g. anabolic steroids, amphetamines, etc.) by athletes in an attempt to gain a possible athletic advantage is a threat to their health and undermines the spirit of sportsmanship. Such drug use also threatens the health of others because of the pressure it may put on them to experiment with dangerous substances.

The Bucknell Department of Athletics and Recreation states emphatically that the use of drugs has no place here, and that anyone using them will not be permitted to represent the University in intercollegiate athletic competition. When an athlete is found to be using these drugs, that individual will be immediately referred to Office of the Dean of Students.

The Abuse of Prescription and Over-the-Counter Drugs

Individuals should follow the instructions of the prescribing physician in using prescription and/or over-the-counter drugs. Abuse of such drugs can result in serious physical and mental disability and/or death. Provision of personal prescriptions, such as Adderall and Ritalin to persons without a prescription is a violation of both University regulations as well as a criminal violation.

4. AVAILABLE COUNSELING AND TREATMENT PROGRAMS

Bucknell provides and encourages educational and social/recreational programming to discourage the use and abuse of alcohol and other drugs. Bucknell also provides programming and resources that promote healthy alternatives to substance use and abuse. All members of the Bucknell community share responsibility for upholding the campus standards of conduct, promoting a healthy community and ensuring the appropriate use of legal substances and medications.

Alcohol and other drug education, consultation and intervention services for Bucknell students are available through a variety of campus offices. Students seeking assessment and/or treatment for alcohol and other drug use should contact the Counseling & Student Development Center (570-577-1604). In addition, the Department of Athletics and Recreation issues departmental policies related to the use of alcohol and other drugs on an annual basis for student athletes and the coaching staff, in accordance with NCAA guidelines.

For more information and assistance with referral to resources in the community, e.g. AA ACOA, ALANON, NA, etc., please refer to the following websites: NIDA (National Institute on Drug Abuse) at drugabuse.gov or the Substance Abuse and Mental Health Services Administration at samhsa.gov.

In addition, staff and faculty members — and members of their households — who are experiencing difficulties related to alcohol and other drugs, are encouraged to use the free employee assistance program (EAP). The EAP (Health Advocate – HealthAdvocate.com/members) can be accessed 24 hours a day, seven days a week, through the use of a toll-free number (1-866-799-2728) and through this website: HealthAdvocate.com/members. Confidential counselors can help callers develop action plans for addressing their problems. Referrals can be made for either in-person assessment, professional outpatient counseling or for admission to inpatient treatment centers. Individuals who undergo treatment will be expected to follow the prescribed aftercare program. Additionally, the Staff Counselor, Alcohol and other Drug Specialist can provide referrals for faculty or staff members experiencing alcohol or drug-related problems. Self-screening assessments for alcohol and other drug problems are also available online at alcoholscreening.org or drugscreening.org.

5. DISCIPLINARY SANCTIONS BY THE UNIVERSITY

The University, through the appropriate mechanisms, will review and determine outcomes for students, faculty and staff who are found to have violated the standards of conduct related to alcohol and other drugs. Outcomes may include expulsion for students, and disciplinary action up to and including dismissal for employees. Further, offenders may be referred to external authorities for prosecution.

For more information about the University's personal conduct regulations; policies on alcohol, illegal drugs, and controlled substances; and disciplinary procedures, rights, and sanctions for violations of the University conduct regulations; consult the current student, faculty and staff handbooks. The Student Code of Conduct provides a description of the full range of outcomes for individual students and recognized student organizations that violate the University Code of Conduct and/or state law with regard to alcohol and drugs (bucknell.edu/StudentConduct).

DRUG-FREE WORKPLACE ACT OF 1988

The unlawful manufacture, distribution, dispensation, possession or use of a controlled substance is prohibited on University-owned or controlled property and at any site where University work is performed. Any employee who engages in conduct that violates this prohibition will face disciplinary action up to and including dismissal from employment. Penalties for those who violate this prohibition may also include satisfactory participation in a drug abuse assistance or rehabilitation program. Employees must abide by the terms of this and other drug-free University policies. The Drug-Free Workplace/Campus Community policy, in the University's *Staff Handbook*, contains more information regarding employee assistance programs available for Bucknell employees.

Under the Drug-Free Workplace Act, the University must establish a drug-free awareness program to inform employees of

- The dangers of drug abuse in the workplace
- The policy of maintaining a drug-free workplace
- Any available drug counseling, rehabilitation and employee assistance programs, and
- The penalties that may be imposed on employees for drug abuse violations

This booklet, as well as the University's Drug-Free Workplace/Campus Community policy, serves to fulfill these University obligations under this Act.

Additionally, under the Drug-Free Workplace Act, any employee convicted of a criminal drug offense that occurred in the workplace must notify their University supervisor of the conviction within five calendar days (of the conviction).

AN EXCERPT FROM THE 2022-23 STUDENT CODE OF CONDUCT:

III. BUCKNELL UNIVERSITY STUDENT CODE OF CONDUCT

STATEMENT OF COMMUNITY RESPONSIBILITY

Bucknell University is strongly committed to fostering a sense of social responsibility and nurturing an atmosphere of respect and integrity in all areas.

Every student who accepts the invitation to join the Bucknell University community commits to the following Statement of Community Responsibility:

We are a community of learners who value personal and intellectual honesty.

Our actions reflect maturity, social responsibility and respect toward others.

We value individual differences and will not tolerate harassment or discrimination.

Our actions show respect for our own health and well-being.

We honor Bucknell by upholding the policies that support our community standards.

A. THE STUDENT CODE OF CONDUCT

The Student Code of Conduct (the “Code”) provides notice of the University’s expectations for the conduct of Students, Student Organizations and Student Groups, and the procedures for holding Students, Student Organizations and Student Groups accountable for misconduct through an educational process that balances the interest of individual students with the interest of the University community.

All Bucknell Students:

- Are expected to read and understand the Code. Lack of familiarity with conduct expectations will not excuse misconduct; and,
- Are expected to fully cooperate in investigations and to provide complete, accurate and truthful information and any potentially relevant documentation; and,
- Are expected to participate in the Conduct Process when called upon and to provide truthful and complete information upon request.

B. THE AUTHORITY OF THE DEAN OF STUDENTS

The Code is enforced and administered under the authority of the Dean of Students who delegates certain responsibilities related to the Conduct Process to other employees in Student Affairs.

1. Nothing in the Code affects the inherent authority of the University to take actions as are appropriate to further the educational mission of the University, to protect the safety and security of the University community, to preserve University property, or to address a situation that poses an on-going threat of disruption, or interference with, the normal operations of the University.
2. The Dean of Students retains authority to vary procedures and timeframes in the Code as necessary to ensure the prompt, fair, and/or equitable resolutions of complaints of misconduct.
3. The Dean of Students has specific authority to designate employees in Student Affairs, or individuals in other capacities as may be required, to investigate complaints or to otherwise administer the Conduct Process. The authority of the Dean of Students may be exercised without formal designation.

C. GENERAL PROVISIONS

- 1. Applicability to Students** - Students are responsible for their conduct from the time of application for admission to the University through the official award of their degree or the date of official withdraw from the University. The Code applies so long as a student has a continuing relationship with the University even if the Student is not taking courses on campus (periods of Leave of Absence or during semester breaks).
 - a. A conduct process will be completed even if a Student withdraws from the University during the conduct process. Students may not voluntarily withdraw in order to avoid the conduct process.
 - b. Students are responsible and may be held accountable for the actions of their invited non-student guests.
 - c. Students who assist others in violating the Code may be reviewed for possible violation of the Code to the same extent as the person committing the violation.
 - d. Students who attempt conduct in violation of the Code, even if unsuccessful, may be reviewed for possible violation of the Code to the same extent as if they had completed the violation.
- 2. Applicability to Student Organizations and Student Groups** – Recognized Student Organizations (including for example fraternities and sororities and athletic teams) and Student Groups (including for example dance teams) are responsible for the actions and conduct of their members when one or more of the members knew or should have known that another member, acting in or perceived to be acting in their capacity as a member of the Student Organization or Student Group engaged in conduct in violation of the Code, regardless of whether the conduct was officially approved by the entire membership. Unless specifically stated otherwise, references to Student(s) in the Code will also apply to Student Organizations.
 - a. Notices related to the Conduct Process will be sent to the primary officer of the Student Organization or Group at the officer's University email address with a copy to the Organization or Group's adviser. Failure of a Student Organization or Group to respond to a Notice, or to participate in the Conduct Process may result in resolution of the matter in the absence of any representative.
 - b. Individual Student members of a Student Organization or Group may be held individually accountable for the same misconduct that is reviewed for the Student Organization or Group.
- 3. Location of Conduct** - The Code applies to conduct that occurs on-campus and off-campus if the Dean of Students determines that the alleged conduct may adversely affect Bucknell's interests as a campus community.
 - a. The Dean of Students may require a Student to provide relevant information regarding any off-campus conduct, including citations or law enforcement reports, in order to evaluate the impact of off-campus conduct on the campus community.
 - b. Students are responsible for the activities that occur in their assigned residence hall rooms and their shared living/common spaces in residence halls.
 - c. All assigned occupants of a room, suite, apartment or modular may be subject to the same outcome as a student resident who directly engages in misconduct.
 - d. All residents of an off-campus residence may be subject to the same outcome as the individual off-campus student resident(s) who directly engages in misconduct.
- 4. Online Conduct** - The Code applies to misconduct engaged online, in email or through other electronic mediums or platforms.

5. **Violations of the Law and the Code** - Bucknell has an interest in Student conduct that is distinct from civil and criminal authorities and may proceed under the Code regardless of whether related civil or criminal proceedings are pending. Bucknell may report conduct to criminal and civil authorities when appropriate with specific consideration given to legal requirements related to confidentiality and circumstances of the conduct.
6. **Misconduct Subject to Other Policies** -
 - a. Classroom disruption and interference or obstruction of academic programs are typically managed by University faculty under the leadership of the University Provost. Faculty may refer conduct in violation of the Code to the Dean of Students.
 - b. Academic misconduct and failure to comply with the University Academic Responsibility Policy are subject to the Board of Review Process described in the University's Academic Responsibility policy at bucknell.edu/AcademicResponsibility.
 - c. Misconduct prohibited under the University's Sex Discrimination, Sexual Misconduct, Relationship Violence & Stalking Policy are resolved in accordance with the processes set forth in that policy and should be reported directly to the University Title IX Coordinator.
7. **Disability Accommodations in the Conduct Process** – Students with disabilities who require an accommodation in order to fully participate in the Conduct Process should seek reasonable accommodations to participate in the Conduct Process from the Office of Accessibility Resources.
8. **Disciplinary Records and other Records of the Conduct Process** - Documents created and maintained as part of the Conduct Process are subject to the protections of the Family Education Rights and Privacy Act ("FERPA"), 20 U.S.C. § 1232g. Disciplinary records are generally not disclosed without student consent; however, FERPA does provide specific exceptions for disclosure of disciplinary records in certain circumstances.
 - a. Individual Student disciplinary files, including a Student's Conduct History are maintained in the Office of the Dean of Students for five (5) years following a Student's last date of attendance, except that the University will maintain a permanent written disciplinary record for any Student who is expelled.
 - b. Student Organization and Student Group disciplinary files are maintained permanently in the Office of the Dean of Students.
 - c. Audio recordings of Community Conduct Board and Administrative Reviews are maintained through the end of the Conduct Process and then immediately destroyed.
9. **No Degree Conferred While Discipline Pending** – A Student will not be awarded a degree or permitted to participate in commencement while an investigation of misconduct or Conduct Process is on-going without the express written consent of the Dean of Students. The decision of the Dean of Students is final and cannot be reviewed by any other University official.
10. **Communication with Students** – The Office of the Dean of Students will communicate with Students through their official University email address. Students are expected to monitor their University email on a regular basis. Contact with Student Organizations and Student Groups will be delivered to the email address for the Student leaders of the organization or group.

D. DEFINITIONS

The following definitions apply for purposes of interpreting the Code:

1. **Adviser** means a current member of the Bucknell faculty, administration, staff or student body who is selected by a Respondent and has agreed to help a Student at any phase of the investigation and/or Conduct Process.
 - a. An Adviser may not be involved in the incident being considered in the investigation and/or Conduct Process, may not be directly related to the Respondent or Complainant, and not be a licensed attorney.
 - b. An Adviser may not speak on behalf of the student being assisted or otherwise address witnesses or other hearing participants, including the Student Conduct Administrator, an Administrative Reviewer or Community Conduct Board members.
 - c. An Adviser may be dismissed from the Conduct Process at any time at the sole discretion of the Dean of Students for actions not consistent with their role, or otherwise disruptive actions.
 - d. An Adviser must be identified by a student no less than twenty-four (24) hours prior to the phase of the investigation or Conduct Process for which the Adviser will be present. The Conduct Process will not be scheduled to accommodate the availability of an Adviser.
2. **Community Conduct Board:** The Community Conduct Board (CCB) is a panel of trained students and employees who are convened for the purpose of reviewing alleged violations of the Code and if applicable, to determine appropriate outcomes. CCB panels are composed of three (3) members, normally including one (1) student and two (2) University employees. The composition of a CCB may be adjusted at the discretion of the Dean of Students to provide a timely hearing.
3. **Complainant:** Any individual who claims to have been aggrieved by student misconduct.
4. **Conduct History:** Conduct History is the record of violations of Community Conduct Expectations for which a Student has been found responsible, maintained in the Office of the Dean of Students.
5. **Conduct Process:** The Conduct Process means the procedures outlined in the Code to consider whether a Student or Student Organization or Student Group has violated the Code, and whether outcomes should be assigned.
6. **Day:** A Day means Monday through Friday during regular University business hours (8:30 a.m. to 4:30 p.m.).
7. **Finding:** A Finding is the outcome of a conduct case and the conclusion of whether a Student will be found responsible or not responsible for a violation of the Code.
8. **Preponderance of the Evidence:** Preponderance of the Evidence is the standard of review in the Conduct Process that evaluates whether misconduct is more likely than not to have occurred.
9. **Misconduct:** Misconduct refers to conduct that violates the Community Conduct Expectations set forth in Section E of the Code.
10. **No Contact Order:** A No Contact Order is an administrative directive issued by the Dean of Students or a designee prohibiting contact between individuals.
11. **Outcome:** Educational tools or statuses meant to promote learning, growth, and accountability, issued when a Respondent is found responsible for misconduct.
12. **Respondent:** A Student, Student Organization or Student Group identified as possibly having engaged in misconduct.
13. **Student Conduct Administrator ("SCA"):** The individual assigned by the Dean of Students to oversee the Conduct Process. The SCA investigates alleged misconduct and follows the Conduct Process to consider alleged misconduct.

- 14. Student Code of Conduct ("Code"):** The University policy that sets forth standards of conduct and processes for addressing reported violations of those standards.
- 15. Student Organizations and Groups:** Student groups that have achieved the status of a recognized student organization, or are organizing to apply for recognition, through Bucknell Student Government and Campus Activities, and student groups sponsored by University departments.

E. COMMUNITY CONDUCT EXPECTATIONS AND PROHIBITED CONDUCT ("MISCONDUCT")

Students, Student Organizations and Student Groups may receive action for engaging or attempting to engage in conduct prohibited by the Code as described below and referred to throughout this Code as "Misconduct." The list is not all inclusive but is illustrative of conduct that may fall below University expectations and may expose a Student, Student Organization or Student Group to disciplinary action and possible outcomes.

- 1. Failure to act in a manner that reflects personal and intellectual honesty.
 - a. Providing, possessing or using false information, including furnishing false information to any University official, law enforcement officer or emergency response/medical personnel, faculty member, department or office; forging, altering or misusing any University document, record or instrument of identification; or assuming the name of a University official, faculty member or another student.
 - b. Knowingly being in the presence of violations of the Student Code of Conduct, University policies or law.
- 2. Failure to act in a manner that reflects maturity, social responsibility and respect toward the person and property of others.
 - a. Engaging in conduct that threatens the health or well-being of another.
 - b. Intentionally or recklessly causing physical harm or abuse, injury, constraint on another's physical movement or threat of harm toward another person.
 - c. Harassment, which includes engaging in conduct that, in the view of a reasonable person, has the purpose or effect of creating an intimidating or hostile educational, work or living environment.
 - d. Bullying and cyberbullying, which generally involves an imbalance of power, with an intent to intimidate, threaten and/or cause emotional and/or physical harm. Cyberbullying may encompass any form of technology.
 - e. Hazing, as defined by the University's Antihazing policy.
 - f. Violation of local, state, or federal law, or campus policies, related to fires and fire hazards including, but not limited to:
 - i. Intentionally or recklessly causing a fire which causes injury or damages any University, personal or public property.
 - ii. Failure to evacuate a University-controlled building during a fire alarm.
 - iii. Tampering with, covering, disabling, or otherwise damaging fire safety equipment, including fire alarms, door stoppers, smoke detectors, and fire extinguishers, and hanging items from sprinkler heads.
 - iv. Improper use of, or blocking of, emergency exits, fire escapes, rooftops, windows, hallways and other means of ingress/egress. Using windows as entrances to or exits from buildings. Throwing or pouring items or objects from windows. Displaying or hanging any items, including banners, from roofs, windows or the exterior of buildings without prior university approval.
 - v. Disorderly conduct, including any behavior that obstructs or disrupts the regular or normal functions of the University or surrounding community, breaches the peace or violates the rights of others. Specific misconduct

includes but is not limited to:

1. Excessive noise.
 2. Lewd or indecent conduct.
 3. Throwing, dropping, or projecting any object or substance that has potential to cause damage to property, injury or disruption.
 4. Intentionally and inappropriately interfering with others' freedom of expression or movement.
 5. Interfering with a University activity.
- vi. Possession or storage, even if legally owned, of weapons, explosives, fireworks, ammunition, hand-held torches, or other materials. Specific violations of this policy include but are not limited to, the possession of, use of or threat with any of the following items:
- Any deadly weapon, defined as an instrument, item or material readily capable of causing death or serious physical injury;
 - Any firearm (including any weapon or instrument from which a shot, projectile or other object may be discharged by force, whether operable or inoperable, loaded or unloaded) or ammunition;
 - Any BB gun, pellet gun, air rifle, paint gun or toy gun which, based on color, design or appearance, would be considered by a reasonable person to be an actual firearm;
 - Any sword (whether decorative or not) or other martial arts weapon;
 - Any knife (other than an ordinary pocketknife carried in a closed position, with a blade of three inches or less or cutlery of a reasonable size, when used in a kitchen or other food preparation area); or
 - Any explosive chemical or device including a substance or a combination of substances possessed or prepared for the purpose of producing a visible or audible effect by combustion, explosion, deflagration or detonation, including fireworks, combustible engines and illegal or potentially dangerous chemicals.
- (NOTE: Possession of a license to possess or use any of the above items shall not constitute a defense of any violation of this section.)
- g. Theft, misuse or damage to the property or belongings of another individual, group or entity, including unauthorized use of the University's corporate name, logo, marks or symbols, as well as other copyright violations.
- h. Unauthorized possession, duplication or use of keys or BU ID cards for any University premises, or unauthorized entry to or use of University premises.
- i. Any Community Conduct violation motivated by the race, gender identity or expression, sexual orientation, religion, national origin, disability or other protected characteristic of another individual or group, as further detailed in the University's Notice of Nondiscrimination (bucknell.edu/NoticeOfNondiscrimination) constitutes a violation in addition to the original underlying violation. See Bucknell's Bias-Related Harassment Policy (bucknell.edu/BiasPolicy) for additional information.
- j. Trespassing, which includes an unauthorized entry on or in University owned or controlled property.
- k. Public nudity, public urination or defecating in a place other than a restroom.
- l. Littering on private or public property.
- m. Illegal gambling.
- n. Recording another person without consent.
- o. Planning, encouraging, assisting, facilitating or being accessory to any misconduct.

3. Failure to act in a manner that reflects respect for one's own health and well-being, or, with regard to drugs and alcohol, that of others.
 - a. Engaging in conduct that threatens the health and safety of oneself and/or others.
 - b. Engaging in irresponsible, unsafe or otherwise improper conduct involving drugs or controlled substances on or off campus, including by the:
 - i. Use, possession or distribution of illegal drugs or controlled substances or drug paraphernalia.
 - ii. Unauthorized possession, misuse, manufacturing, adulteration or redistribution of prescription or other legal drugs, synthetic drugs or household products.
 - c. Engaging in irresponsible, unsafe or otherwise improper conduct involving alcohol on or off campus (except as specifically indicated below), including by:
 - i. Purchasing, possessing, consuming or being under the influence of alcoholic beverages under 21 years of age.
 - ii. Serving, distributing, furnishing or otherwise providing alcohol to individuals under 21 years of age.
 - iii. Hosting, facilitating or otherwise participating in drinking games.
 - iv. Using devices or engaging in physical activities/actions designed for the rapid consumption of alcohol (e.g. funnels, beer bongs, etc.).
 - v. Effecting excessive and/or other harmful consumption of alcohol through peer pressure or subterfuge.
 - vi. Serving or consuming alcohol from common-source containers (e.g. kegs, barrels, pails, punch bowls, etc.), except when expressly authorized by the University.
 - vii. Possessing alcoholic beverages in areas on campus other than where expressly permitted by University policy, including in the room of an underage student, in the public or similar common areas of residence halls and other university buildings, outdoors on campus, etc.
 - viii. Hosting, facilitating or otherwise participating in on-campus events or parties involving alcohol that have not received required University authorization.
 - ix. Level of intoxication representing a danger to personal health or safety.
 - x. Public drunkenness.
 - xi. Open alcohol containers in public areas.
 - xii. Operating a vehicle or machinery while under the influence of alcohol and/or drugs.
4. Failure to act in a manner that reflects respect toward the policies, procedures and laws that are in place to maintain and support community standards at the University and beyond.
 - a. Failure to comply with University policy, agreements and/or the directions of University officials, law enforcement officers or emergency response/medical personnel acting in performance of their duties or to identify oneself to these persons when requested to do so.
 - b. Violating the University's Library and Information Technology Appropriate Use policy (bucknell.edu/Documents/LIT/Policies/AppropriateUsePolicy.pdf).
 - c. Violating the University's regulations relating to residential living.



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