

Centenary College of Louisiana

Drug and Alcohol Abuse Prevention Program (DAAPP)

Updated 2024

In accordance with the Drug Free Schools and Communities Act Passed by Congress, Centenary College of Louisiana is required to provide enrolled students, faculty, and staff with various pieces of information regarding the unlawful use of drugs or alcohol on campus property. The following information describes legal sanctions, health risks, available assistance and treatment avenues, and College-imposed disciplinary standards.

Introduction

Centenary College of Louisiana (Centenary) is committed to maintaining a drug free and alcohol safe campus. In continuing efforts to maintain a safe and healthy environment for its students, employees, and visitors, Centenary College has adopted and implemented policies and programs that address the illegal and improper use of alcohol and other drugs by members of the campus community.

The following online information is provided annually to all students and employees of Centenary College in compliance with our policies and the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act Amendments of 1989.

Alcohol Policy

Centenary College prohibits the possession, use, sale, manufacturing, or distribution of alcohol on campus, except in specific approved times and locations. The College recognizes that alcohol is a legal substance for some students and has made accommodation for those students who live in certain Rotary Hall suites that meet specific criteria.

Except for those preapproved suites, Centenary students are held to the same standard regarding alcohol. All underage students, students not living in Rotary Hall, and employees are prohibited from possessing, using, or distributing alcohol in the normal course of daily activity.

Under certain conditions, as identified in Centenary College's Alcohol policy, the College permits the possession, use, sale, or distribution of alcohol on-campus. Requests for exceptions to this policy for the service of alcohol or its use in any setting must be approved by the Office of Finance and Administration and must comply with the alcohol policy's provisions.

Although fraternity houses are off campus, they must follow the alcohol policy and guidelines set forth in the Student Development handbook for Formal Parties.

The following behaviors regarding alcohol will be met with disciplinary action by the College:

- A. Unlawful or unauthorized possession, use, distribution, delivery, sale, or consumption of any alcoholic beverage on Campus or at a college activity or event.
 - a. Possession is defined as being present in a room or area where there are drugs, alcohol, or paraphernalia
- B. Public intoxication/drunken in public.
- C. Unlicensed selling of alcohol.
- D. Underage consumption

- E. Underage possession
- F. Consumption that endangers oneself.

Students found to be in violation of the alcohol policy may be met with sanctions including a disciplinary status ranging from Disciplinary Warning to Suspension from the College. In more severe cases, including a past history of alcohol policy violations, sanctions may include suspension from the College. Other sanctions may include required completion of appropriate rehabilitation programs, community service, educational programs, residential relocation, and/or counseling.

The legal drinking age in Louisiana is 21. In accordance with the laws of the State of Louisiana, anyone under the age of 21 who purchases, possesses, or procures alcohol, misrepresents his or her age, or alters a form of identification with the intent to purchase alcohol may upon conviction be fined, sentenced to jail, or both. Violators of these laws are subject to criminal prosecution and disciplinary action by Centenary College of Louisiana.

For those of legal drinking age who choose to consume alcohol off campus or at approved campus events with alcohol, the College encourages moderate, responsible use for the safety of self and others.

Alcohol Containers

Students found in possession of alcohol containers may be subject to disciplinary actions.

Additionally, within the Residence Life Department, empty alcohol containers are allowed in campus housing under the following condition and as stated in the Student Development handbook:

Empty alcohol containers which are decorative in nature can sometimes pose a health risk by attracting unwanted insects or mold. Make sure any decorative containers have been completely cleaned. You may be asked to remove these collections should health risks occur.

Drug Policy

The College prohibits the possession, use, distribution, transportation, or being under the influence of illicit drugs on campus. If a student is found on campus with illegal drugs that student is liable for sanctions, ranging from probation to expulsion from the College. Other sanctions that may accompany disciplinary status include attending educational seminars, substance use/abuse assessment, and/or community service. The College policy for students on the possession, use, distribution, transportation, or being under the influence of illicit drugs on campus is listed in the Student Handbook.

The following are evidence of drug policy violations and sufficient grounds for disciplinary action.

- a. Illegal manufacture, sale, distribution, possession, being in the presence of, or use of narcotics, barbiturates, central nervous system stimulants, marijuana, sedatives, tranquilizers, hallucinogens, any other controlled substance/derivative without a legitimate prescription, and/or other similarly known drugs and/or chemicals. Having drugs in your personal vehicle and residence constitutes possession, regardless of ownership.
- b. In the presence of illegal drug use.
- c. Exchange/sale/barter of illegal drugs.
- d. Deceptive distribution of drugs (doping);

Centenary College of Louisiana fully supports the federal and statute statues prohibiting the possession, use, and distribution of illicit drugs on or off campus. Violators of these laws are subject to criminal prosecution, and disciplinary actions by Centenary College of Louisiana.

Alcohol and Drugs: Standards for Students

Any student admitting to or proven to have violated the Centenary's Student Code of Conduct regarding the unlawful possession, use, or distribution of illicit drugs and alcohol on campus or at college sponsored events will be subject to disciplinary action (up to and including expulsion), may be referred for prosecution, and may be requested to satisfactorily participate in a drug and alcohol assistance or rehabilitation program. Further information concerning student penalties is available from the Director of Student Conduct Office at 318.869.5280.

Drug-Free Workplace: Alcohol and Drugs: Standards for Faculty and Staff

Centenary College of Louisiana is committed to maintaining an environment supporting the research, teaching, and service mission of the College. Although the College respects an employee's right to privacy, the misuse of drugs or alcohol within the College community interferes with the accomplishment of the College's mission. Accordingly, the College's policy on Misuse of Drugs or Alcohol, and the College's Permanent Memorandum on Drug-Free Workplace and Drug Testing Policy address these concerns and define the standards to which employees must adhere.

The College is committed to providing a workplace free from the misuse of drugs or alcohol and seeks to make its employees aware of the dangers of drug and alcohol abuse as well as the availability of drug counseling, rehabilitation, and employee assistance. The unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance in the workplace is prohibited as is the illegal or unauthorized possession and/or consumption of alcohol. Workplace shall include any location on college property in addition to any location from which an individual conducts College business while such business is being conducted.

Louisiana State Law prohibits the consumption, possession, distribution, possession with intent to distribute, or manufacture drugs described as controlled dangerous substances in the Louisiana Revised Statutes 40:964; and other statutes define the illegal possession and /or use of alcohol. Further, various federal and state laws and regulations apply to the employees of Centenary College, including the Federal Drug Free Workplace Act of 1988; interim Department of Defense rules for a program to achieve and maintain a drug free workforce; The Drug-Free Schools and Communities Act Amendments of 1989 (Public Law 101-226); State of Louisiana Executive Department Executive Order No BJ 2008-69; and Revised Statutes 49:1001-1021 of the State of Louisiana. This policy is specifically directed to describe and prohibit the misuse of alcohol and controlled drugs. Other College policies govern the permitted use of alcoholic beverages in its facilities and on its premises.

Any employee admitting to or convicted of the unlawful possession, use, or distribution of illicit drugs and alcohol on the campus or a college sponsored events held off campus, will be subjected to disciplinary action (up to and including termination, may be referred for prosecution, and may be required to satisfactorily participate in a drug and alcohol assistance or rehabilitation program as agreed upon between the employee and the Department of Human Resources. Further information concerning employee penalties is available from the Department of Human Resources. Employees can contact the Director of Human Resources at 318.869.5191.

Federal law requires that employees working on certain projects who are convicted of any federal drug statute violation on campus must inform the College no later than five days after the conviction, and that the College must take appropriate action because of the information, up to and including termination of employment.

Any employee subject to this reporting requirement should provide any pertinent information to the Director of Human Resources so that coverage and appropriate actions may be determined.

The College recognizes that employees may have difficulties with drug abuse, which are not immediately obvious in their job performance, but which they wish to find help in controlling. Employees in this situation may approach their supervisor, the Director of Counseling Services, or the Director of Human Resources in confidence for help in obtaining a referral to an independent professional drug and alcohol counselor.

Prescription Drugs

Students who are found to be sharing, selling, or trading prescription medications on campus, or abusing or misusing their own prescription medications on campus will be subject to sanctions ranging from Disciplinary Probation to suspension or expulsion from the College;

- a. Illegal manufacture sale, distribution, possession, being in the presence of, or use of narcotics, barbiturates, central nervous system stimulants, marijuana, sedatives, tranquilizers, hallucinogens, any other controlled substances/derivatives without a legitimate prescription, and/or other similarly known drugs and/or chemicals. Having drugs in your personal vehicle and residence constitutes possession, regardless of ownership.

Drug Paraphernalia

Drug paraphernalia, regardless of intended use is not allowed on campus.

- e. Possession of controlled substance paraphernalia
- f. Exchange/sale/barter of drug paraphernalia

Within Centenary College Residential Life, Hookah's are not considered drug paraphernalia if they have been tested for drug residue by and registered with the Centenary College Department of Public Safety. The Centenary College Department of Public Safety reserves the right to retest a Hookah is throughout the year to ensure that they are not being utilized for illicit purposes.

Driving Under the Influence of Alcohol or Other Illicit Drugs

The operation of a vehicle while under the influence of alcohol or other illicit substances poses a danger not only to the operator, but to passengers and other members of the community. It is for this reason that students who are found by the College to be driving while impaired by alcohol or other drugs will be subject to disciplinary action ranging from Probation to Expulsion from the College. The following section of the Student Handbook addresses the health and safety concern associated with impaired operation of a vehicle.

- a. Driving on or adjacent to campus while intoxicated or while under the influence of drugs or alcohol.

Legal Sanctions

Federal Penalties and Sanctions for Illegal Trafficking of a Controlled Substance

The Controlled Substances Act (1970; Title 21, Chapter 13, Subchapter 1, Part B and D) places all substances regulated under federal law into one of five schedules based on the substances' s medical use, potential for abuse, and safety or dependence liability.

For detailed federal trafficking penalties for illicit drugs, please refer to Chart 1.

Federal Penalties and Sanctions for Illegal Possession of a Controlled Substance

Sentencing Provisions: Title 21, United States Code, Section 844(a)

- 1st conviction: Up to 1-year imprisonment and fined at least \$1,000 but not more than \$100,00, or both
- After 1 prior drug conviction: At least 15 days in prison, not to exceed 2 years and fined at least \$2,500 but not more than \$250,000, or both
- After 2 or more prior drug convictions: at least 90 days in prison, not to exceed 3 years and fined at least \$5,000 but not more than \$250,000, or both, if:
 - 1st conviction and the amount of crack possessed exceeds 5 grams
 - 2nd crack conviction and the amount of crack possessed exceeds 3 grams

- 3rd or subsequent crack conviction and the amount of crack exceeds 1 gram

Forfeitures:

- Forfeiture of personal and real property used to possess or to facilitate possession of a controlled substance if that offense is punishable by more than 1 year imprisonment. (See special sentencing provisions re: crack). Title 21 United States Code, Sections 853(a)(2) and 881(a)(7)
- Forfeiture of vehicles, boats, aircraft or any other conveyance used to transport or conceal a controlled substance. Title 21, United States Code, Section 881(a)(4)

Civil Fines

- Civil fine of up to \$10,000 (pending adoption of final regulations). Title 21, United States Code, Section 844(a)

Denial of Federal Benefits

- Revocation of certain Federal licenses and benefits, e.g., pilot licenses, public housing tenancy, etc., are vested within the authorities of individual Federal agencies. Title 21, United States Code, Section 862, *Note: These are only Federal penalties and sanctions, Additional State penalties and sanctions may apply.*

Summary of Louisiana Alcohol Laws

Misrepresentation of Age to Obtain Alcoholic Beverages or Gain Entry to Licenses Premises Prohibited – Louisiana Criminal Code, Revised Statute Title 14, Section 333

It is unlawful for any person under 21 to present any form of fake identification such as a fraudulent driver's license or one that is not their own for the purpose of purchasing alcoholic beverages or attempting to enter a bar or restaurant. Punishable by fines up to \$200, community service up to 30 hours, and 90 days driver's license suspension.

Purchase and Public Possession of Alcoholic Beverages (Minor in Possession) – Louisiana Criminal Code, Revised Statute Title 14, Section 93.12

It is unlawful for persons under 21 to purchase to have public possession of any alcoholic beverage. Punishable by \$100 fine and/or 6 months imprisonment and driver's license suspension for up to 180 days.

Unlawful Purchase of Alcoholic Beverages by Persons on Behalf of Persons Under Twenty-one – Louisiana Criminal Code, Revised Statute Title 14, Section 93.13

It is unlawful for any person not a spouse, parent, or legal guardian to purchase alcohol for persons under 21. Punishable by a \$500 fine and/or 30 day imprisonment.

Possession of Alcoholic Beverages in Motor Vehicles – Louisiana Criminal Code, Revised Statute Title 32, Section 300

It shall be unlawful for the operator of a motor vehicle or the passenger in or on a motor vehicle to possess an open alcoholic beverage container. Punishable by the loss of driver's license and fines up to \$100.

Underage Driving Under the Influence – Louisiana Criminal Code, Revised Statute Title 14, Section 98.1

The crime of operating a vehicle while intoxicated is the operating of any motor vehicle, aircraft, vessel, or other means of conveyance when the operator is under 21 and the operator's BAC is 0.02% or more.

First conviction, punishable by fine of \$100-\$250, and participation in a court-approved substance abuse and driver improvement program.

Operating a Vehicle While Intoxicated – Louisiana Criminal Code, Revised Statute Title 14, Section 98

The crime of operating a vehicle while intoxicated is the operating of any motor vehicle or other means of conveyance when the operator is under the influence of alcoholic beverages or the operator's BAC is 0.08% or more, any controlled dangerous substance listed in Schedule 1, II, III, IV, or V as set forth in R.S. 40:964, a combination of alcohol and one or more drugs which are not controlled dangerous substances and which are legally obtainable with or without a prescription, one or more drugs which are not controlled dangerous substances which are legally obtainable with or without a prescription.

The first offense is punishable by a fine \$300-\$,000, and 10 day-6month imprisonment (exceptions are in place). If the offender has a blood alcohol concentration of 0.20% or more, the violation is punishable with fines of \$750-\$1,000 without benefit of parole, probation, or suspension of sentence, and suspension of driver's license for 2 years. The offender may apply for a restricted license, but must install an ignition interlock device, which shall remain during the first year of the suspended license.

Summary of Louisiana Drug Laws

GHB and Ecstasy/MDMA – Louisiana Criminal Code, Revised Statute Title 40, Section 966

The possession of GHB or ecstasy/MDMA is punishable by up to 10 years imprisonment and fine up to \$5,000 for possession and between 5-30 years imprisonment (at least five without parole) and up to \$50,000 fine for the manufacture or distribution of GHB or ecstasy/MDMA.

Marijuana and Synthetic Marijuana – Louisiana Criminal Code, Revised Statute Title 40, Section 966

The first offense possession of marijuana or synthetic marijuana is punishable by up to six-month imprisonment and fine up to \$500. The second offense is punishable by imprisonment of up to five years and fine up to \$2,000. The manufacture or distribution of marijuana or synthetic marijuana is punishable by imprisonment for between 5-30 years and fine up to \$50,000.

In 2021, laws were changed which decriminalized possession of marijuana up to 14 grams imposing fines as opposed to jail time. The Shreveport city councils have also passed ordinances supporting state law.

Inhalable products containing THC are not legal in Louisiana

Heroin - Louisiana Criminal Code, Revised Statute Title 40, Section 966

The possession of heroin is punishable by imprisonment for between 4-10 years without parole and a fine up to \$5,000. The manufacture or distribution of heroin is punishable by between 5-50 years imprisonment (five without parole) and a fine up to \$50,000.

Illegal Use of Prescription ADHD Medications (e.g., Ritalin, Adderall) – Louisiana Criminal Code, Revised Statute Title 40, Section 967

The possession of prescription stimulants for nonmedical use is punishable by imprisonment of up to five years and a fine of up to \$5,000. Manufacture or distribution is punishable by imprisonment for up to ten years and a fine up to \$15,000.

Illegal Use of Prescription Pain Medications (e.g., Codeine, Hydrocodone, Oxycodone) – Louisiana Criminal Code, Revised Statute Title 40, Section 967

The possession of prescription pain killers for nonmedical use is punishable by imprisonment of up to five years and a fine up to \$5,000. Manufacture or distribution is punishable by imprisonment for up to ten years and a fine up to \$15,000.

Cocaine – Louisiana Criminal Code, Revised Statute Title 40, Section 967

Possession of less than 28 grams of cocaine is punishable by imprisonment of up to five years and a fine up to \$5,000. Manufacture or distribution is punishable by imprisonment for up to ten years and a fine up to \$15,000.

Illegal Use of Prescription Anti-Anxiety Medications (e.g. Xanax, Valium) – Louisiana Criminal Code, Revised Statute Title 40, Section 969

The possession of prescription anti-anxiety medications for nonmedical use is punishable by imprisonment of up to five years and a fine up to \$5,000. Manufacture or distribution is punishable by imprisonment for up to ten years and a fine up to \$15,000.

Health Risks

With any drug, prolonged use can lead to physical health issues as well as mental health impacts, including long-term dependency. Outlined below is a listing of drugs of abuse and their health risks taken from the U.S. Drug Enforcement Administration website. A more complete and detailed accounting may be found in the appendices of this document, Controlled Substances – Uses and Effects.

There are definite health risks associated with the use of illegal substances and abuse of prescription drugs. This behavior, over time, can produce illness, disability, and death. The health consequences of substance abuse may be immediate and unpredictable, such as cardiac arrest with cocaine use, or subtler and long term. In addition to health-related problems, other concerns relating to substance abuse include the following:

Regular users of alcohol and other drugs often have erratic lifestyles which interfere with sleep, nutrition, exercise, and academic professional pursuits.

Alcohol and substance use, and abuse may lead to financial difficulties, domestic violence, deterioration of the family structure, motor vehicle accident injuries, and reduced job performance.

Alcohol

Alcohol consumption causes several marked behavior changes. Even low doses significantly impair the judgment and coordination required to drive a car safely, increasing the likelihood that the driver will be involved in an accident. Low to moderate doses of alcohol are correlated with an increase in the incidence of a variety of aggressive acts, including fighting and partner and child abuse. Moderate to high doses of alcohol cause marked 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. Repeated use of alcohol can lead to dependence. Sudden cessation of alcohol intake is likely to produce withdrawal symptoms, including severe anxiety, tremors, hallucinations, and convulsions. Alcohol withdrawal can be life-threatening. Long-term consumption of large quantities of alcohol, particularly when combined with poor nutrition, can also lead to permanent damage to vital organs such as the brain and the liver.

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

Alcohol use is often related to acquaintance rape and failure to protect oneself from sexually transmitted infections (STIs). Additionally, alcohol-related accidents are the number one cause of death in 16- to 24-year-old-age group.

In addition to the primary effects of alcohol upon the individual consumer, other people and the community at large can suffer various secondary effects resulting from an individual's consumption of alcohol. These secondary harms include, among others, traffic crashes and fatalities, personal injury, and death due to other alcohol-related causes, property damage and vandalism, legal costs, social and economic costs, and damage to the image of the community and institution.

Repeated use of alcohol can lead to dependence.

Narcotics

Narcotics (including heroin, opioids, morphine, hydrocodone, oxycodone, codeine, and others) have a high potential for physical and psychological dependence and increased tolerance. The possible effects of using narcotics include euphoria, drowsiness, respiratory depression, constricted pupils, and nausea. Overdose may result in shallow breathing, clammy skin, convulsions, coma, and death. Withdrawal may include irritability, tremors, panic, nausea, chills, and sweating.

Other Depressants

Other depressants (including GHB or liquid ecstasy, valium, Xanax, Ambien, and barbiturates) have a potential for both physical and psychological dependence as well as resulting in increased tolerance. The possible side effects include slurred speech, disorientation, appearance, intoxication, and impaired memory. Overdose may result in shallow respiration, clammy skin, dilated pupils, weak and rapid pulse, coma, and death. Withdrawal may include anxiety, insomnia, tremors, delirium, convulsions, and death.

Stimulants

Stimulants (including cocaine, methamphetamine, and methylphenidate) have a risk of physical dependence and high risk for psychological dependence. Tolerance can develop in all stimulants. The possible side effects include increased alertness, excitation, euphoria, increased pulse rate and blood pressure, insomnia, and decreased appetite. Overdose may result in agitation, increased body temperature, hallucinations, convulsions, and death. Withdrawal may result in a path, extended periods of sleep, irritability, depression, and disorientation.

Hallucinogens

Hallucinogens (including MDMA, LSD, phencyclidine, and others) are less likely to result in physical dependence, except for phencyclidines and analogs, and vary in terms of psychological dependence, ranging from none to moderate (MDMA) to high (phencyclidine and analogs). Tolerance can develop. Effects include heightened senses, teeth grinding, and dehydration (MDMA and analogs) and hallucinations, altered perception of time and distance in other types of hallucinogens. Overdose may result in increased body temperature and cardiac arrest for MDMA and more intense episodes for LSD. Some hallucinogens may result in muscle aches and depression when in withdrawal (MDMA) or may result in drug seeking behavior.

Cannabis

Cannabis includes marijuana, tetrahydrocannabinol (THC), and hashish or hashish oil. All may result in moderate psychological dependence with the THC resulting in physical dependence. Tolerance can develop in all forms. Effects include euphoria, relaxed inhibitions, increased appetite, and disorientation. Overdose may result in fatigue, paranoia, and psychosis. Withdrawal may occasionally result in insomnia, hyperactivity, and decreased appetite.

Anabolic Steroids

Anabolic Steroids (including testosterone and others) may result in psychological dependence. Less is known as to their potential for physical dependence and increased tolerance levels. Effects may include virilization, edema, testicular atrophy, gynecomastia, acne, and aggressive behavior. Effects of overdose are unknown. Withdrawal may include depression.

Inhalants

Inhalants (including amyl, and butyl nitrite, nitrous oxide, and others) vary in their level of psychological dependence, with less known about their potential for physical dependence and tolerance. Effects may include flushing, hypotension, headache, impaired memory, slurred speech, drunken behavior, slow onset, vitamin deficiency, and organ damage. Overdose may result in methemoglobinemia, vomiting, respiratory depression, loss of consciousness, and death. Withdrawal may result in agitation, trembling, anxiety, insomnia, vitamin deficiency, confusion, hallucinations, and convulsions.

For detailed health risks associated with the use of alcohol and other drugs, please refer to chart 2.

Support Systems and Resources

For Students

Students with alcohol or drug-related problems are encouraged to seek the help of counselors on a voluntary basis to deal confidentially with those issues. (Counselors and staff at Centenary College Counseling Services follow the rules and regulations of confidentiality as defined and required by professional ethics and the law). Counseling Services staff are experienced (the Director is a Licensed Addiction Counselor) in working with issues of substance abuse and can assist you directly as well as provide information about off-campus assessment and/or treatment and a wide variety of support groups available in the local area.

While the College will hold students accountable for violations of the drug and alcohol policy noted below, it is also committed to supporting any student who makes the responsible decision to address his or her substance use. Students should feel confident in knowing that Advisors, Deans, Faculty and Staff will support students who are struggling to address their substance use.

This support may include referrals to counseling, educational programming, or intervention plans on or off campus to assist a student in meeting his or her goals.

A new resource specifically for Centenary students and available 24/7 is called TimelyCare. [TimelyCare](#) provides unlimited **Tele-Health Medical Appointments**, limited (6 sessions a semester or 12 per year) **Scheduled Tele-Counseling Sessions** and an unlimited **Talk Now** (talk to a counselor for about 30 minutes to process an urgent problem or concern) option at no charge.

Currently enrolled students can be seen for short-term counseling and crisis intervention for assistance with substance use problems, However, Counseling Services will make a referral for long-term substance use and detox. To make an appointment call 318.869.5671 or go online to www.centenary.edu/therapyiscool .

The College also offers the following specific programs and services for students through Health and Counseling Services:

- Alcohol and Drug Use Screenings
- Alcohol and Other Drug Assessment
- Alcohol and Other Drug Education

- Referrals to Community Resources (counselors and therapists, 12-step programs such as Alcoholics Anonymous, Narcotics Anonymous and Adult Children of Alcoholics)

In addition, the College sponsors campus-wide programs specific to education on the topic of alcohol and other drugs.

Student Organizations

Individuals can be helped from student support groups officially recognized by the college. If you are interested in starting a new student organization and want to understand the registration process, please reach out to the Student Involvement Office at 318.869.5292.

For Employees

Personal problems of employees which result in unacceptable behavior, or which affect or may affect the workplace are a legitimate concern for Centenary College of Louisiana. Further, the College encourages all members of the College community to live in a responsible and healthy manner. Research supports the conclusion that most unacceptable workplace behavior is related to drug or alcohol abuse and other treatable medical/behavioral problems. Therefore, the College offers the Employee Assistance Program (EAP) to assist employees in obtaining a referral to a licensed professional counselor depending on their need. Employees who find themselves in this situation may approach their supervisor or the Director of Human Resource in confidence for help.

Employee Assistance Program (EAP)

The College provides referral services and other assistance to full-time employees who are seeking confidential assistance with many issues. The 1-800 hotline is available 7 days a week, 24 hours a day, and is completely confidential and anonymous. Employees seeking guidance should call 1-800-316-2796. Confidential referral assistance is available to help with:

- Family and relationships
- Emotional well-being
- Financial wellness
- Substance abuse and addiction
- Legal assistance
- Physical well-being
- Work and career

Through the EAP, employees can access free, convenient, and confidential short-term counseling services and/or referral for all types of concerns including Alcohol/Drug problems, stress and anxiety, depression, parenting and family concerns, couples and relationship issues, grief or bereavement, anger management, change and life transitions, work conflicts, communication skills, and more. The program includes several work/balance resources including telephonic and web-based resources, newsletters, trainings, self-assessments, and online webinars. Topics addressed through these resources include legal and financial assistance, stress management, coping, self-improvement, child and elderly care, and Identity Theft. To learn more currently please visit <https://worklife.uprisehealth.com/>. Since EAP is tied to employee benefits, provider for 2023 is new <https://www.mutualofomaha.com/eap/> and will be undated on the website.

Faculty and staff are also eligible for an initial consultation and referral for counseling and crisis intervention through the Health and Counseling Service Office.

Although contact with EAP providers is usually voluntary, referral to an EAP provider may sometimes be required. If an employee's work performance is inadequate or deficient; his or her behavior is aberrant or otherwise outside commonly accepted standards of conduct or if there is reason to believe a threat of violence exists or may exist, that employee may be directed to participate in an evaluation by an employee assistance program provider. Failure or refusal by an employee to complete the conditions of an administrative referral to the EAP may result in disciplinary action up to and including termination. College administrators and supervisors attempting to have employee behavioral problems addressed should consult with the Director of Human Resources for assistance with specific procedures required for Administrative Referral.

Community Resources

- **Brentwood Behavioral Healthcare** - Provides inpatient and outpatient psychiatric and substance abuse treatment. Assessments are available by appointment at no charge. 1006 Highland Avenue, Shreveport, Louisiana. 318.678-7500.
- **Willis Knighton Behavioral Medicine** - Offers a variety of mental health services both inpatient and outpatient. 2510 Bert Kouns Industrial Loop, Shreveport, Louisiana. 318.632.5200.
- **The Council on Alcoholism and Drug Abuse** - The Council provides assessment, referral, treatment, education, and prevention on a sliding scale. 2000 Fairfield Avenue, Shreveport, Louisiana. 318.222.8511. <https://www.cadanwla.org/>
- **Northwest Louisiana Human Services District** - Provides mental health, addictive disorder, and developmental disability services in Northwest Louisiana. Our service area includes residents in Bienville, Bossier Caddo, Claiborne, DeSoto, Natchitoches, Red River, Sabine, and Webster parishes. <http://www.nlhsd.org/> . For Shreveport: 1310 Hearne Avenue, Shreveport, Louisiana. 318.676.5111.
- **Alcoholics Anonymous** - The local office provides information regarding the times and locations of more the 180 meetings in the Shreveport/Bossier Area, including on campus. 2800 Youree Drive, Shreveport, Louisiana. Phone answered 24 hours a day 318.865.2172. For meeting time and location please contact the number above or visit <http://www.aa.org>. This includes meetings that take place on campus.
- **Al-Anon** - A fellowship of relatives and friends of alcoholics who believe their lives have been affected by someone else's drinking. There are several meetings in the area, call 318.683.1399 for time and locations. <http://www.al-anon.alateen.org>.
- **Narcotics Anonymous** - Offers recovery support groups for those who use or abuse substances. Call 318.677.4344 for more information.
- **Free Rehab Centers** – Nationwide list of free, sliding scale, low income, payment assisted and affordable rehab centers. <https://www.freerehabcenters.org/state/louisiana>
- **The Substance Abuse and Mental Health Services Administration** – Provides alcohol and substance abuse treatment resources through national campaigns and initiatives. <https://www.samhsa.gov/>
- **Crisis Text Line** – Connect with a trained Crisis Counselor anonymously and for free via text – support is available 24/7. <https://crisistextline.org/purpose#standards>
- **Addiction and Alcohol Hotline** – Provides free help for alcohol addiction. <https://www.therecoveryvillage.com/alcohol-abuse/alcohol-hotline/#gref>
- **National Alcoholism and Substance Abuse Information** – 1-800-784-6776
- **ScreenU** – A web-based method that administers screening, brief intervention, and referral to treatment (SBIRT) to college students through the counseling office.

Federal Trafficking Penalties for Schedules I, II, III, IV, and V (except Marijuana)

Schedule	Substance/Quantity	Penalty	Substance/Quantity	Penalty
II	Cocaine 500-4999 grams mixture	First Offense: Not less than 5 yrs. and not more than 40 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine of not more than \$5 million if an individual, \$25 million if not an individual. Second Offense: Not less than 10 yrs. and not more than life. If death or serious bodily injury, life imprisonment. Fine of not more than \$8 million if an individual, \$50 million if not an individual.	Cocaine 5 kilograms or more mixture	First Offense: Not less than 10 yrs. and not more than life. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine of not more than \$10 million if an individual, \$50 million if not an individual. Second Offense: Not less than 20 yrs, and not more than life. If death or serious bodily injury, life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual. 2 or More Prior Offenses: Life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.
II	Cocaine Base 28-279 grams mixture		Cocaine Base 280 grams or more mixture	
IV	Fentanyl 40-399 grams mixture		Fentanyl 400 grams or more mixture	
I	Fentanyl Analogue 10-99 grams mixture		Fentanyl Analogue 100 grams or more mixture	
I	Heroin 100-999 grams mixture		Heroin 1 kilogram or more mixture	
I	LSD 1-9 grams mixture		LSD 10 grams or more mixture	
II	Methamphetamine 5-49 grams pure or 50-499 grams mixture		Methamphetamine 50 grams or more pure or 500 grams or more mixture	
II	PCP 10-99 grams pure or 100-999 grams mixture		PCP 100 grams or more pure or 1 kilogram or more mixture	

Substance/Quantity	Penalty
Any Amount Of Other Schedule I & II Substances	First Offense: Not more that 20 yrs. If death or serious bodily injury, not less than 20 yrs. or more than Life. Fine \$1 million if an individual, \$5 million if not an individual. Second Offense: Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if not an individual.
Any Drug Product Containing Gamma Hydroxybutyric Acid	
Flunitrazepam (Schedule IV) 1 Gram	
Any Amount Of Other Schedule III Drugs	First Offense: Not more than 10 yrs. If death or serious bodily injury, not more that 15 yrs. Fine not more than \$500,000 if an individual, \$2.5 million if not an individual. Second Offense: Not more than 20 yrs. If death or serious injury, not more than 30 yrs. Fine not more than \$1 million if an individual, \$5 million if not an individual.
Any Amount Of All Other Schedule IV Drugs (other than one gram or more of Flunitrazepam)	First Offense: Not more than 5 yrs. Fine not more than \$250,000 if an individual, \$1 million if not an individual. Second Offense: Not more than 10 yrs. Fine not more than \$500,000 if an individual, \$2 million if other than an individual.
Any Amount Of All Schedule V Drugs	First Offense: Not more than 1 yr. Fine not more than \$100,000 if an individual, \$250,000 if not an individual. Second Offense: Not more than 4 yrs. Fine not more than \$200,000 if an individual, \$500,000 if not an individual.

Federal Trafficking Penalties for Marijuana, Hashish and Hashish Oil, Schedule I Substances

Marijuana 1,000 kilograms or more marijuana mixture or 1,000 or more marijuana plants	First Offense: Not less than 10 yrs. or more than life. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine not more than \$10 million if an individual, \$50 million if other than an individual. Second Offense: Not less than 20 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$20 million if an individual, \$75 million if other than an individual.
Marijuana 100 to 999 kilograms marijuana mixture or 100 to 999 marijuana plants	First Offense: Not less than 5 yrs. or more than 40 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine not more than \$5 million if an individual, \$25 million if other than an individual. Second Offense: Not less than 10 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$8 million if an individual, \$50million if other than an individual.
Marijuana 50 to 99 kilograms marijuana mixture, 50 to 99 marijuana plants	First Offense: Not more than 20 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine \$1 million if an individual, \$5 million if other than an individual. Second Offense: Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if other than an individual.
Hashish More than 10 kilograms	
Hashish Oil More than 1 kilogram	
Marijuana less than 50 kilograms marijuana (but does not include 50 or more marijuana plants regardless of weight) 1 to 49 marijuana plants	First Offense: Not more than 5 yrs. Fine not more than \$250,000, \$1 million if other than an individual. Second Offense: Not more than 10 yrs. Fine \$500,000 if an individual, \$2 million if other than individual.
Hashish 10 kilograms or less	
Hashish Oil 1 kilogram or less	

Controlled Substances – Uses and Effects											
DRUGS CSA SCHEDULES	TRADE OR OTHER NAMES	MEDICAL USES	DEPENDENCE Physical Psychological		TOLER- ANCE	DURATIO N (Hours)	USUAL METHODS OF ADMINIS- TRATION	POSSIBLE EFFECTS	EFFECTS OF OVERDOSE	WITHDRAWAL SYNDROME	
NARCOTICS											
Opium II III V	Dover's Powder, Paregoric, Parepectolin	Analgesic, Antidiarrheal	High	High	Yes	3-6	Oral, smoked	Euphoria, drowsiness, respiratory depression, constricted pupils, nausea	Slow and shallow breathing, clammy skin, convulsions, coma, possible death	Watery eyes, runny nose, yawning, loss of appetite, irritability, tremors, panic, cramps, nausea, chills, and sweating	
Morphine II III	Morphine, MS-Contin, Roxanol, Roxanol-SR	Analgesic, Antitussive	High	High	Yes	3-6	Oral, smoked, injected				
Codeine	Tylenol w/Codeine, Empirin w/Codeine, Robitussin A-C, Fiorinal w/Codeine	Analgesic, Antitussive	Moderate	Moderate	Yes	3-6	Oral, injected				
Heroin I	Diacetylmorphine, Horse, Smack	None	High	High	Yes	3-6	Injected, sniffed, smoked				
Hydromorphone II	Dilaudid	Analgesic	High	High	Yes	3-6	Oral, injected				
Meperidine (Pethidine) II	Demerol, Mepergan	Analgesic	High	High	Yes	3-6	Oral, injected				
Methadone II	Dolophine, Methadone, Methadose	Analgesic	High	High-Low	Yes	12-24	Oral, injected				
Other NarcoticsI II III IV V	Numorphan, Percodan, Percocet, Tylox, Tussionex, Fentanyl, Darvon, Lomotil, Talwin	Analgesic, antidiarrheal, antitussive	High-Low	High-Low	Yes	Variable	Oral, injected				
DEPRESSANTS											
Chloral Hydrate IV	Noctec	Hypnotic	Moderate	Moderate	Yes	5-8	Oral	Slurred speech, disorienta- tion, drunken behavior without odor of alcohol	Shallow respiration, clammy skin, dilated pupils, weak and rapid pulse, coma, possible death	Anxiety, insomnia, tremors, delirium, convulsions, possible death	
Barbiturates II III IV	Amytal, Butisol, Florinal, Lotusate, Nembutal, Seconal, Tuinal, Phenobarbital	Anesthetic, anticonvulsant, sedative, hypnotic, veterinary euthanasic agent	High-Mod.	High-Mod.	Yes	1-16	Oral				
Benzodiazepines IV	Ativan, Dalmane, Diazepam, Librium, Xanax, Serax, Valium, Tranxexa, Verstran, Versed, Halcion, Paxipam, Restoril	Antianxiety, anticonvulsant, sedative, hypnotic	Low	Low	Yes	4-8	Oral				
Methaqualone I	Quaalude	Sedative, hypnotic	High	High	Yes	4-8	Oral				
Glutethimide III	Doriden	Sedative, hypnotic	High	Moderate	Yes	4-8	Oral				
Other Depressants III IV	Equanil, Miltown, Noludar, Placidyl, Valmid	Antianxiety, sedative, hypnotic	Moderate	Moderate	Yes	4-8	Oral				

Controlled Substances - Uses and Effects

DRUGS CSA SCHEDULES	TRADE OR OTHER NAMES	MEDICAL USES	DEPENDENCE		TOLER- ANCE	DURAT ION (Hours)	USUAL METHODS OF ADMINIS- TRATION	POSSIBLE EFFECTS	EFFECTS OF OVERDOSE	WITHDRAWAL SYNDROME	
STIMULANTS											
Cocaine ¹	II	Coke, Flake, Snow, Crack	Local anesthetic	Possible	High	Yes	1-2	Sniffed, smoked, injected	Increased alertness, excitation, euphoria, increased pulse rate and blood pressure, insomnia, loss of appetite	Agitation, increase in body temperature, hallucinations, convulsions, possible death	Apathy, long periods of sleep, irritability, depression, disorientation
Amphetamines	II	Biphetamine, Delcobase, Desoxyn, Dexedrine, Obetrol	Attention deficit disorders, narcolepsy, weight control	Possible	High	Yes	2-4	Oral, injected			
Phenmetrazine	II	Preludin	Weight control	Possible	High	Yes	2-4	Oral, injected			
Methylphenidate	II	Ritalin	Attention deficit disorders, narcolepsy	Possible	Moderate	Yes	2-4	Oral, injected			
Other Stimulants	III IV	Adipex, Cylert, Didrex, Ionamin, Mellat, Plagaine, Sanorex, Tenuate, Taperul, Prelu-2	Weight control	Possible	High	Yes	2-4	Oral, injected			
HALLUCINOGENS											
LSD	I	Acid, Microdot	None	None	Unknown	Yes	8-12	Oral	Illusions and hallucina- tions, poor perception of time and distance	Longer, more intense "trip" episodes, psychosis, possible death	Withdrawal syndrome not reported
Mescaline and Peyote	I	Mexc, Buttons, Cactus	None	None	Unknown	Yes	8-12	Oral			
Amphetamine Variants	I	2,5-DMA, PMA, STP, MDA, MDMA, TMA, DOM, DOB	None	Unknown	Unknown	Yes	Variabl e	Oral, injected			
Phencyclidine	II	PCP, Angel Dust, Hog	None	Unknown	High	Yes	Days	Smoked, oral, injected			
Phencyclidine Analogues	I	PCE, PCPy, TCP	None	Unknown	High	Yes	Days	Smoked, oral, injected			
Other Hallucinogens	I	Buloterine, Ibogaine, DMT, DET, Psilocybin, Psilocyn	None	None	Unknown	Possible	Variabl e	Smoked, oral, injected, sniffed			
CANNABIS											
Marijuana	I	Pot, Acapulco Gold, Grass, Reefer, Sinsemilla, Thai Sticks	None	Unknown	Moderate	Yes	2-4	Smoked, oral	Euphoria, relaxed inhibitions, increased appetite, disoriented behavior	Fatigue, paranoia, possible psychosis	Insomnia, hyperactivity, and decreased appetite occasionally reported
Tetrahydrocannabinol	I II	THC, Marinol	Cancer chemotherapy, antinauseant	Unknown	Moderate	Yes	2-4	Smoked, oral			
Hashish	I	Hash	None	Unknown	Moderate	Yes	2-4	Smoked, oral			
Hashish Oil	I	Hash Oil	None	Unknown	Moderate	Yes	2-4	Smoked, oral			
¹ Designated a narcotic under the GSA. ² Not designated a narcotic under the GSA.											