



# DRUG AND ALCOHOL PREVENTION PROGRAM

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# TABLE OF CONTENTS

<b>INTRODUCTION</b> .....	<b>2</b>
<b>UNIVERSITY OF DENVER STANDARDS OF CONDUCT &amp; DISCIPLINARY SANCTIONS</b> ...	<b>3</b>
Honor Code .....	3
Student Guide to Residence Living .....	5
Student Disciplinary Sanctions .....	6
Faculty & Staff Alcohol Use Policy .....	7
Alcohol Consumption and Resources Policies .....	7
Possession, Use, or Distribution of Controlled Substances in the Workplace Policy .....	8
Smoking Tobacco on Campus Policy .....	9
<b>STATE, LOCAL, AND FEDERAL LAWS &amp; SANCTIONS</b> .....	<b>10</b>
Colorado State Laws & Sanctions .....	10
Denver Laws & Sanctions .....	18
Federal Laws & Sanctions .....	20
<b>HEALTH RISKS ASSOC. WITH ALCOHOL OR OTHER DRUG USE</b> .....	<b>24</b>
<b>DRUG AND ALOHOL PROGRAMS AVAIL. TO EMPLOYEES &amp; STUDENTS</b> .....	<b>26</b>
National and State Programs .....	26
Denver Area Programs.....	26
University of Denver Programs.....	26
University of Denver Prevention and Education Programs.....	28

# INTRODUCTION

The Drug-Free Schools and Communities Act Amendments of 1989 require all institutions of higher education receiving any form of financial assistance to adopt and implement programs to “to prevent the unlawful possession, use or distribution of illicit drugs and alcohol by all students and employees on school premises or as part of any of its activities (EDGAR Part 86 Subpart A 86:3).” As part of this initiative, institutions of higher education are required to provide annual notification to all students and employees regarding the institution’s drug and alcohol prevention program. The annual notification must contain the following:

1. Standards of conduct
2. Legal sanctions under federal, state or local laws for the unlawful possession or distribution of illicit drugs and alcohol
3. Health risks associated with high-risk use of alcohol or the use of illicit drugs
4. Drug and alcohol programs available
5. A statement that the institution will impose disciplinary sanctions on students and employees who violate the standards of conduct and a description of those sanctions

The University of Denver expects all community members to be respectful of the rights of others to facilitate a healthy and safe educational, professional, and residential community where alcohol and other drugs do not interfere with individual performance, personal success, public safety, or the integrity of the learning environment. The University’s alcohol and other drug policies and procedures are designed to promote responsible decision-making, appropriate behavior, and compliance with state and federal laws, including the federal Drug-Free Schools and Communities Act and the Drug-Free Workplace Act.

The University of Denver is pleased to share this important information with its students and employees. This document will be reviewed for accuracy on an ongoing basis. Every two years, the University of Denver administration will conduct a review of this program and its effectiveness.

## **A Note about Language Used in this Report:**

The use of the word “abuse” as it relates to substance use (e.g., “alcohol abuse” or “substance abuse”) can uphold negative stigma as it connotes “violence, anger or a lack of control” and “places blame on the person with addiction” (source: [Partnership to End Addiction](#)). This report avoids the use of the word “abuse” except where included as part of an agency name (e.g., Substance Abuse and Mental Health Services Administration) or copied and pasted as part of legal or policy language.

# UNIVERSITY OF DENVER STANDARDS OF CONDUCT & DISCIPLINARY SANCTIONS

## Honor Code

The [University of Denver Honor Code](#) is the student code of conduct that outlines the expectations, rights, and responsibilities of every student at the University. The following policy language can be found in the [2021-2022 Honor Code and Student Rights & Responsibilities](#):

**Alcohol Misuse** includes the following:

1. **Unauthorized Possession:** Possession and/or use of alcoholic beverages by any person under the legal drinking age of the United States (currently twenty-one (21) years of age), unless expressly permitted by law and University Policy.
2. **Unauthorized Distribution:** The manufacturing and/or delivery of alcohol, except as expressly permitted by law and University Policies. Students may not provide alcoholic beverages to any person under the legal drinking age of the United States (currently twenty-one (21) years of age). This includes hosting an event/gathering or providing the space where underage and/or excessive consumption occurs.
3. **Intoxication:** Being under the influence of alcohol to the point of causing a disruption to University activities and/or endangering one's own health or safety regardless of age.
4. **Coerced Consumption:** Any act that may be reasonably expected to influence or cause a person to consume alcohol without their Effective Consent.
5. **Paraphernalia:** Any possession or use of paraphernalia used to facilitate the 15 unauthorized use or rapid consumption or distribution of alcohol, including, but is not limited to, drinking games, beer bongs, or similar items.

**Drug Misuse** includes the following:

1. **Unauthorized Possession:** Possession and/or use of any Federally Illegal Drug, or any possession and/or use of any prescription drug or other controlled substance except under the direction of a licensed physician and with a valid prescription. The University prohibits possession and/or use of cannabis, including medical cannabis, on University Premises in all circumstances.
2. **Distribution:** Manufacturing and/or delivery of any Federally Illegal Drug, prescription drugs, or other controlled substance, including cannabis in any form. This includes hosting an event/gathering or providing the space where consumption of drugs occurs.
3. **Intoxication:** Being under the influence of any Federally Illegal Drug, prescription or non-prescription drug, or other controlled substance to the point of causing a disruption to University activities and/or endangering one's own health or safety regardless of age.
4. **Coerced Consumption:** Any act that may be reasonably expected to influence or cause a person to ingest any Federally Illegal Drug, prescription drug, or other controlled substance without their Effective Consent.
5. **Paraphernalia:** Any possession or use of paraphernalia used to facilitate the unauthorized or rapid use or distribution of any Federally Illegal Drug or other

controlled substance regardless of age; including but not limited to, cannabis pipes, bongs and scales or other measuring devices.

6. **CBD:** The use of cannabidiol (CBD) is restricted to products with no levels of THC as stated on the container. Any product containing THC or that does not state the level of THC is not allowed in University owned or operated housing or on University Premises.

### **Medical Amnesty Statement**

The health and safety of Students are of primary importance to the University. Students are expected to take immediate action when a person's health or safety is threatened. Medical Amnesty is designed to reduce barriers to Students taking immediate action for fear of being held responsible for alcohol or drug related Honor Code violations. Situations in which Medical Amnesty may apply include, but are not limited to, instances of physical injury, discrimination, harassment, sexual misconduct, mental health concerns, or other medical situations that occur in relation to alcohol consumption or drug use.

When a student undertakes an intentional action to seek assistance from a University Official or emergency services for themselves or others to protect their health and safety, the reporting Student(s) or at risk Student(s) involved will not be found responsible for alcohol- or drug-related violations of the Honor Code, nor will alcohol or drug-related violations appear on their Student Rights & Responsibilities Record. During emergency conditions, the University may extend this Medical Amnesty to include violations of the University's emergency conditions specific plans, protocols, procedures, and instructions as applicable.

It is the University's intent that Medical Amnesty extend to situations in which any Student makes a complaint or provides a statement to the Office of Equal Opportunity & Title IX in the course of an investigation or resolution pursuant to the University of Denver Title IX Sexual Harassment Procedures or the University of Denver General Discrimination & Harassment Procedures. However, Medical Amnesty does not extend to the distribution, sale, or otherwise providing another individual with alcohol or drugs for the purposes of inducing incapacitation, as defined in those procedures.

The Students involved in instances of Medical Amnesty may be referred for an Educational Outcome or evaluation related to their health status or substance use. This referral will not constitute a reportable violation of the Honor Code. The University expects that Students will always prioritize their own and others' health and safety. Moreover, this commitment does not preclude legal consequences or Alleged Policy Violations for non-alcohol or drug-related Honor Code violations related to the incident.

### **Parental or Legal Guardian Notification Policy**

The University considers Student Rights & Responsibilities Records to be part of a Student's education record. Accordingly, the University complies with all applicable laws and regulations, including but not limited to the Family Educational Rights and Privacy Act (FERPA).

The University recognizes that parent(s) or legal guardian(s) maintain an interest in their Student's behavior and conduct while at the University, and parents or legal guardians can play a positive role in addressing these issues. Therefore, the University may notify

the parent(s) or legal guardian(s) of any Student under the age of twenty-one (21) whose current enrollment ends due to suspension or dismissal. The University also reserves the right to notify the parent(s) or legal guardian(s) of any dependent Student under the age of twenty-one (21) who has been found responsible for violating any drug or alcohol policies. Students may be required to provide contact information for their parent(s) or legal guardian(s). The Director of Student Rights & Responsibilities may decline notification under certain circumstances.

This notification is intended as a means to encourage communication between Students and their parent(s) or legal guardian(s) to provide the greatest level of support for the Student. Nevertheless, the University's primary relationship is with its Students, rather than with their parent(s) or legal guardian(s), and the University's priority and obligation is to correspond and otherwise conduct business directly with Students, and not through parent(s), legal guardian(s), or any other third party.

## Student Guide to Residence Living

In addition to the behavior prohibited by the Honor Code and other University Policies, the following policies from [The Guide to Residence Living 2021-2022](#) apply to residents and guests in University owned or operated housing:

**Alcohol** violations include the following:

1. **Delivery:** Alcohol or alcohol paraphernalia must not be delivered through the mail or other delivery service to any resident under the legal drinking age of 21.
2. **Keepsake:** Residents under the age of 21 must not have keepsake or decorative alcohol containers, empty or full, in any common areas, or in their assigned living quarters, regardless if any roommate(s) or suitemate(s) are of the legal drinking age of 21.
3. **Large Quantities:** Large quantities of alcohol and devices designed to quickly consume alcohol, including, but not limited to, kegs, drinking game set ups, and beer bong, are not permitted in University owned or operated housing regardless of the age of a resident.
4. **Open Containers:** Open containers of alcohol are not permitted in common areas, including, but not limited to, hallways, stairwells, elevators, lounges, and lobbies, regardless of the age of the individual.
5. **Underage Residents:** Residents under the legal drinking age of 21 cannot be in the presence of alcohol or alcohol use.
6. **Presence of Alcohol:** Alcohol cannot be present in any room/suite/apartment unless all residents assigned to that room/suite/apartment are of the legal drinking age

**Drug** violations include the following:

1. **Delivery:** Any Federally Illegal Drug (as defined in the Honor Code) or drug paraphernalia may not be delivered through the mail or other delivery service to any resident. This does not include federally legal prescription drugs with a valid prescription from a licensed physician. Medical cannabis is not allowed in University owned or operated housing.
2. **CBD:** The use of cannabidiol (CBD) is restricted to products with no levels of THC. The product must remain in the original container and the container must state the product has no THC levels. All other CBD products are not allowed in University owned or operated housing.

3. **Presence:** Individuals may not be in the presence of Federally Illegal Drugs or drug use. This includes, but is not limited to, being in the presence of or use of any prescription drug or other controlled substance, except under the direction of a licensed physician and with a valid prescription. Medical cannabis is not allowed in University owned or operated housing.

**Tobacco-Free Campus Policy** violations include the following:

1. **Possession:** Possession of smoking products is prohibited on University Premises. Smoking products include but are not limited to all products or forms used to inhale or otherwise consume tobacco or clove products (for example: cigarettes, e-cigarettes, vaping, chewing tobacco, snuff, snus, IQOS, bidis, kreteks, etc.) and all smoke-producing products for tobacco or cloves (cigars, pipes, hookahs, etc.). Smoking products does not include FDA approved nicotine replacements such as nicotine patches, gum, lozenges, or inhalers, all of which are allowed and are encouraged as substitutes for smoking or vaping on University Premises.
2. **Use:** Use of smoking products and smoke-producing products is not permitted on University Premises.
3. **Delivery:** Smoking products and smoke-producing products must not be delivered through the mail or other delivery service to University owned or operated housing.

## Student Disciplinary Outcomes (Sanctions)

Individuals found responsible for violating policies will be held accountable and assigned Outcomes which balance the developmental needs of the Respondent and the needs of the University to provide equitable process and promote a safe campus community. Outcomes are outlined on pages 34-36 of the [2021-2022 Honor Code and Student Rights & Responsibilities](#). It is important to note that one or more of these outcomes can be assigned and may include a required counseling consultation, assessment, or drug and/or alcohol evaluation. Possible outcomes include Status Outcomes and Educational Outcomes.

Status Outcomes define the Student's standing at the University. These include the following:

- Advisory Letter
- Written Warning
- Probation
- Elevated Probation
- Suspension
- Dismissal

Educational Outcomes are intended to facilitate the learning process and encourage Students to reflect on the impact of the decisions they have made and help Students develop the skills necessary to be successful at the University. If a Student fails to complete any educational Outcome by the specified deadline, the University will place a hold on a student's registration account with the University, and the Student may be subject to further disciplinary action under the Honor Code. Types of Educational Outcomes include, but are not limited to:

- Reflective Activities
- Programs & Activities
- Interventions
- Restrictions

- Referrals

## Faculty & Staff Alcohol Use Policy

As outlined in [University of Denver Policy Manual 3.20.010](#), the University discourages the consumption of alcoholic beverages during working hours or during the discharge of University duties (whether or not on University premises). Although moderate consumption with meals or during social events is not prohibited, individuals must not report to work under the influence of alcohol.

**Enforcement:** If an employee's supervisor has reasonable grounds to believe, based on observations by the supervisor or others the supervisor believes to be reliable, that the employee is under the influence of alcohol while at work, the employee may be deemed to have violated this policy and may be required to leave the workplace immediately. The University may, but is not obligated to, provide transportation to the employee's destination.

To the extent permitted by law, the University may require any employee to submit to a blood alcohol test administered by University-designated laboratories or physicians. If the test indicates that the employee has a blood alcohol level of .05 or higher, the employee will be deemed to be under the influence. Refusal to consent to an alcohol test will result in disciplinary actions. A written admission of being under the influence of alcohol may be allowed in lieu of testing.

**Charges:** The University reserves the right to discipline employees found to be in violation of this policy or in violation of applicable laws related to the possession or consumption of alcoholic beverages. Disciplinary action may include immediate termination of an employee. The selection of a disciplinary action for any particular case is at the University's sole discretion.

## Alcohol Consumption and Resources Policies

As outlined in [University of Denver Policy Manual 3.20.010](#), the University of Denver strives to promote a healthy and safe educational, professional, and residential community where alcohol does not interfere with individual performance, personal success, public safety, or the integrity of the learning environment. The University's policies uphold state and federal laws regarding alcohol and other substances and maintain compliance with the federal Drug-Free Schools and Communities Act. In addition, these policies emphasize the University's commitment to the following principles:

1. Empowering students and employees with the information and skills needed to adopt healthy and safe behaviors.
2. Providing early intervention, support, and referral services to students and employees suffering from substance abuse disorders.
3. Defining expectations for conduct with respect to the use of alcohol.
4. Creating a campus environment that supports the values of the University and reflects those values to the public.

Individuals who consume alcohol - either on University Premises or while engaged in University-related activities in the community - must follow the University's policies. These policies are guided by the following beliefs:

1. Consumption of alcoholic beverages should be limited to persons of legal age and undertaken only by personal choice.
2. Those who choose to consume alcoholic beverages should do so responsibly and in moderation.
3. Behaviors related to the misuse of alcohol pose a danger to the individual, members of the campus community, and the learning environment.
4. The use of University resources for the purchase of alcohol are resources that could be deployed directly toward student learning. Therefore, decisions made about the use of University Funds should reflect good stewardship of our students' tuition dollars.

## **Possession, Use, or Distribution of Controlled Substances in the Workplace Policy**

As outlined in [University of Denver Policy Manual 3.20.020](#), the University is committed to a drug-free workplace and prohibits the unlawful manufacture, distribution, dispensing, possession, or use of controlled substances by employees, students, subcontractors, consultants, and visitors. It is the University's Policy to maintain a drug-free workplace and to comply with all reporting and other obligations as imposed by the Drug-Free Workplace Act of 1988, as amended, and the Drug-Free Schools and Communities Act of 1986, as amended.

Anyone who has a concern about the unlawful manufacture, distribution, dispensing, possession or use of controlled substances should immediately contact one of the following resources for assistance:

1. The Employee Assistance Program for referrals on treatment and related issues.
2. Campus Safety to report incidents of illegal activity.
3. The Department of Human Resources and Inclusive Community for assistance on the disciplinary process or policy related issues.
4. If an employee's supervisor has reasonable grounds to believe, based on observation by the supervisor or by others whom the supervisor believes to be reliable, that the employee may be under the influence of illegal drugs or improperly under the influence of controlled substances, then the employee may be deemed to have violated this Policy and may be required to leave the workplace immediately. The University reserves the right to conduct drug or alcohol testing of its employees. The University may, but is not obligated to, provide transportation to the employee's destination.

The University reserves the right to discipline employees found to be in violation of this Policy or violation of applicable laws related to the unlawful manufacture, distribution, dispensing, possession or use of controlled substances. Disciplinary action may include immediate termination of an employee. The selection of a disciplinary action for any particular case shall be at the University's sole discretion.

## Smoking Tobacco on Campus Policy

As outlined in [University of Denver Policy Manual 3.20.050](#), the University prohibits smoking, vaping, chewing or ingesting products that contain tobacco, nicotine or cloves on University Premises. The Tobacco-Free Campus policy does not apply to public rights-of-way (e.g., city sidewalks or streets) on the perimeter of the campus. Because of the high volume of visitors to the University at the Newman Center for the Performing Arts and the Ritchie Center for Sports and Wellness, the University has designated limited areas outside of these venues where tobacco smoking will be permitted. These areas will be located in compliance with state and municipal ordinances.

The following requirements apply:

1. The University prohibits the use of Smoking Products on all University Premises, both indoors and outdoors.
2. The University prohibits the sale, distribution, and sampling of Smoking Products, related merchandise or promotional materials on all University Premises and at University-sponsored events.
3. The University prohibits sponsorship of University associations and/or University events by organizations that promote Smoking or Smoking Products. Additionally, the advertisement or promotion of Smoking, Smoking Products or Smoking businesses on University Premises, University funded venues or publications, or at University events is prohibited.
4. This policy applies to all employees, students, and visitors.
5. A community member may advise an individual who appears to be violating this policy that the University is a tobacco-free campus. If the individual refuses to comply with this policy, Campus Safety or a reporting party can make a referral for further disciplinary action as follows:
  - For an employee, a referral to Human Resources and Inclusive Community for a policy violation.
  - For a student, a referral to the Office of Student Rights and Responsibilities for processing of an alleged Honor Code violation.
  - Visitors in violation of this policy may be escorted off campus. This Policy applies to all employees, students, visitors, contractors and external individuals or companies renting University-owned space.
6. An individual subject to this policy may not discriminate or retaliate in any manner against any person who makes a complaint of a violation of this policy or who provides information concerning a violation of this policy to any person or governing authority.

# STATE, LOCAL, AND FEDERAL LAWS & SANCTIONS

In addition to University policies, students and employees must also abide by the local, state and federal drug and alcohol laws. As members of the University community, students, faculty and staff are also subject to city ordinances and to state and federal law. Arrest and prosecution for alleged violations of criminal law or city ordinances may result from the same incident for which the University imposes disciplinary sanction.

## Colorado State Laws & Sanctions

### Colorado State Laws Governing Possession, Consumption and Sale of Alcohol

C.R.S. § 18-13-122

(2)(b) As used in this section, “ethyl alcohol” means any substance which is or contain ethyl alcohol.

(2)(e) “Possession of ethyl alcohol” means that a person has or holds any amount of ethyl alcohol anywhere on his or her person or that a person owns or has custody of ethyl alcohol or has ethyl alcohol within his or her immediate presence and control.

(3)(a) A person under twenty-one years of age who possesses or consumes ethyl alcohol anywhere in the state of Colorado commits illegal possession or consumption of ethyl alcohol by an underage person. Illegal possession or consumption of ethyl alcohol by an underage person is a strict liability offense.

### Colorado Liquor Codes 12-47-901

It is unlawful for any person to sell, serve, give away, dispose of, exchange, or deliver or permit the sale, serving, giving, or procuring of any alcohol beverage to or for any person under the age of twenty-one years.

### Colorado Sanctions for Violation of Alcohol Control Statutes

C.R.S. 12-47-901, 903, 18-1.3-501

A. Class 1 Misdemeanor - unlawful use of an identification card

B. Class 4 Felony - fictitious or unlawfully altered identification card

C. Class 4 Felony - fraudulent identification card

D. Class 2 Misdemeanor to possess or sell alcohol if you are under 21. \*

E. Class 1 Misdemeanor to sell, give, or deliver alcohol to individuals under 21 years of age. Local ordinances may also be enforced.

Class 1 Misdemeanors are punishable with a fine of \$500.00 to \$5000.00 and up to 18 months in the county jail.

Class 2 Misdemeanors are punishable with a fine of \$250.00 to \$1000.00 and up to 12 months in the county jail.

## Colorado State Laws Governing Possession, Consumption and Sale of Controlled Substances

### C.R.S. §18-18-102, § 18-18-404

Except as is otherwise provided for offenses concerning marijuana and marijuana concentrate in sections 18-18-406 and 18-18-406.5, any person who uses any controlled substance, except when it is dispensed by or under the direction of a person licensed or authorized by law to prescribe, administer, or dispense the controlled substance for bona fide medical needs, commits a Colorado level 2 drug misdemeanor. These include (without limitation) commonly abused drugs, such as:

- Cocaine
- LSD,
- Heroin,
- Codeine,
- Vicodin,
- Oxycontin,
- Fentanyl,
- Amphetamine,
- Methamphetamine,
- Anabolic steroids,
- Ecstasy,
- GHB,
- Ketamine, and
- Barbiturates.

### C.R.S. § 18-18-405

It is unlawful for any person knowingly to manufacture, dispense, sell, or distribute, or to possess with intent to manufacture, dispense, sell, or distribute, a controlled substance; or induce, attempt to induce, or conspire with one or more other persons, to manufacture, dispense, sell, distribute, or possess with intent to manufacture, dispense, sell, or distribute, a controlled substance; or possess one or more chemicals or supplies or equipment with intent to manufacture a controlled substance.

### Colorado Penalties for Illegal Drugs Possession, Sale, and Use

Possession or Sale	Type of Offense	Jail Term	Fine	Driver's License
Schedule I and II: Cocaine, opium, heroin, morphine, methadone, LSD, mescaline, psilocybin, GH	1st offense: Class 3 Felony	4-12 years	\$3,000 - 750,000	Suspension, drug evaluation
	2nd offense: Class 2 Felony	8-24 years	\$5,000 - 1,000,000	
Schedule III: PCP, codeine, dilaudid	1st offense: Class 4 Felony	4-12 years	\$2,000 - 500,000	Suspension, drug evaluation
	2nd offense: Class 3 Felony	8-24 years	\$3,000 - 750,000	
Schedule IV: Chloral hydrate, tranquilizers, some barbiturates, and stimulant	1st offense: Class 5 Felony	1-3 years	\$1,000 - 100,000	Suspension, drug evaluation
	2nd offense: Class 4 Felony	2-5 years	\$2,000 - 500,000	
Schedule V: Codeine and other narcotics	1st offense: Class 1 Misdemeanor	6-18 months	\$500 - 5,000	Suspension, drug evaluation
	Repeat: Class 5 Felony	1-3 years	\$1,000 - 100,000	
Use	Type of Offense	Jail Term	Fine	Driver's License
Schedule I, II	Class 6 Felony	1 year - 18 months	\$1,000 - 100,000	Suspension of minor driver's license
Schedule III, IV, V	Class 1 Misdemeanor	6 - 18 months	\$500 - 5,000	Suspension of minor driver's license

This chart gives examples of the penalties, which may be imposed on individuals convicted of drug possession, manufacturing, or delivery. The circumstances of the case and other factors affect whether or not these are the actual penalties imposed.

### Colorado State Laws Governing Possession, Consumption and Sale of Marijuana

C.R.S. § 18-13-122 (Possession or Consumption by an underage person)

(3)(b) A person under twenty-one years of age who possesses one ounce or less of marijuana or consumes marijuana anywhere in the state of Colorado commits illegal possession or consumption of marijuana by an underage person. Illegal possession or consumption of marijuana by an underage person is a strict liability offense.

(3)(c) A person under twenty-one years of age who possesses marijuana paraphernalia anywhere in the state of Colorado and knows or reasonably should know that the drug paraphernalia could be used in circumstances in violation of the laws of this state commits illegal possession of marijuana paraphernalia by an underage person. Illegal possession of marijuana paraphernalia by an underage person is a strict liability offense.

**Penalties:**

- Possession of more than one ounce but no more than two ounces is a petty drug offense. If convicted, a violator may face a fine of up to \$100. (Colo. Rev. Stat. § 18-18-406(5)(a)(I) (2019).)
- A person who openly and publicly displays, consumes, or uses two ounces of marijuana or less may be convicted of a petty drug offense. Penalties include a fine of as much as \$100 and up to 24 hours of community service. (Colo. Rev. Stat. § 18-18-406(5)(b)(I) (2019).)
- Possession of between two and six ounces is a level two drug misdemeanor, punishable by a fine between \$50 and \$750, up to 364 days in jail, or both. (Colo. Rev. Stat. §§ 18-1.3-501, 18-18406(4)(c) (2019).)
- Possession of more than six ounces but no more than 12 ounces of marijuana, or possession of no more than three ounces of marijuana concentrate (such as hashish). This violation is a level one drug misdemeanor, and a conviction is punishable by between six and 18 months in jail, a fine of between \$500 and \$5,000, or both. (Colo. Rev. Stat. §§ 18-1.3-501, 18-18-406(4)(b) (2019).)
- Possession of more than 12 ounces of marijuana, or possession of more than three ounces of concentrate. This violation is a level four drug felony, and a conviction is punishable by between six months and one year in jail, a fine of between \$1,000 and \$100,000, or both. (Colo. Rev. Stat. §§ 18-1.3-401.5, 18-18-406(4)(a) (2019).)

**C.R.S. § 18-18-406 (2a)(2b) (Sale and Distribution)**

(2) (a) (I) It is unlawful for a person to knowingly process or manufacture any marijuana or marijuana concentrate or knowingly allow to be processed or manufactured on land owned, occupied, or controlled by him or her any marijuana or marijuana concentrate except as authorized pursuant to part 1 of article 42.5 of title 12, C.R.S., or part 2 of article 80 of title 27, C.R.S. (II) A person who violates the provisions of subparagraph (I) of this paragraph (a) commits a level 3 drug felony.

(2)(b) (I) Except as otherwise provided in subsection (7) of this section and except as authorized by part 1 of article 42.5 of title 12, C.R.S., part 2 of article 80 of title 27, C.R.S., or part 2 or 3 of this article, it is unlawful for a person to knowingly dispense, sell, distribute, or possess with intent to manufacture, dispense, sell, or distribute marijuana or marijuana concentrate; or attempt, induce, attempt to induce, or conspire with one or more other persons, to dispense, sell, distribute, or possess with intent to manufacture, dispense, sell, or distribute marijuana or marijuana concentrate

(2)(b)(II) As used in subparagraph (I) of this paragraph (b), "dispense" does not include labeling, as defined in section 12-42.5-102 (18), C.R.S. (III) A person who violates any of the provisions of subparagraph (I) of this paragraph (b) commits:

(A) A level 1 drug felony and is subject to the mandatory sentencing provision in section 18-1.3401.5 (7) if the amount of marijuana is more than fifty pounds or the amount of marijuana concentrate is more than twenty-five pounds;

(B) A level 2 drug felony if the amount of marijuana is more than five pounds but not more than fifty pounds or the amount of marijuana concentrate is more than two and one-half pounds but not more than twenty-five pounds;

(C) A level 3 drug felony if the amount is more than twelve ounces but not more than five pounds of marijuana or more than six ounces but not more than two and one-half pounds of marijuana concentrate; Colorado Revised Statutes 2018 Page 617 of 678 Uncertified Printout

(D) A level 4 drug felony if the amount is more than four ounces, but not more than twelve ounces of marijuana or more than two ounces but not more than six ounces of marijuana concentrate; or

(E) A level 1 drug misdemeanor if the amount is not more than four ounces of marijuana or not more than two ounces of marijuana concentrate.

**Penalties:**

- Level 1 Drug felony - 8 to 32 years imprisonment, a fine of between \$5,000 to \$1 million, or both
- Level 2 Drug felony - 4 to 8 years imprisonment, a fine of between \$3,000 to \$750,000, or both
- Level 3 Drug felony - 2 to 4 years imprisonment, a fine of between \$2,000 to \$500,000, or both
- Level 4 Drug felony - 6 months to 1 year imprisonment, a fine of between \$1,000 to \$100,000 or both
- Level 1 Drug misdemeanor - 6 to 18 months in county jail, a fine between \$500 to \$5,000, or both

**C.R.S. § 18-18-406 (Sale to or for an underage person)**

(1)(a) The sale, transfer, or dispensing of more than two and one-half pounds of marijuana or more than one pound of marijuana concentrate to a minor if the person is an adult and two years older than the minor is a level 1 drug felony subject to the mandatory sentencing provision in section 18-1.3-401.5(7).

(b) The sale, transfer, or dispensing of more than six ounces, but not more than two and one-half pounds of marijuana or more than three ounces, but not more than one pound of marijuana concentrate to a minor if the person is an adult and two years older than the minor is a level 2 drug felony.

(c) The sale, transfer, or dispensing of more than one ounce, but not more than six ounces of marijuana or more than one-half ounce, but not more than three ounces, of marijuana concentrate to a minor if the person is an adult and two years older than the minor is a level 3 drug felony.

(d) The sale, transfer, or dispensing of not more than one ounce of marijuana or not more than one-half ounce of marijuana concentrate to a minor if the person is an adult and two years older than the minor is a level 4 drug felony.

**Penalties:**

- Level 1 Drug felony - 8 to 32 years imprisonment, a fine of between \$5,000 to \$1 million, or both
- Level 2 Drug felony - 4 to 8 years imprisonment, a fine of between \$3,000 to \$750,000, or both
- Level 3 Drug felony - 2 to 4 years imprisonment, a fine of between \$2,000 to \$500,000, or both
- Level 4 Drug felony - 6 months to 1 year imprisonment, a fine of between \$1,000 to \$100,000 or both

Persons must be at least 21 years of age to buy, possess or use retail marijuana. It is illegal to give or sell retail marijuana to minors. Adults 21 and older can purchase and possess up to 1 ounce of retail marijuana at a time.

Medical marijuana requires a state red card, which can only be obtained by Colorado residents with a recommendation from a doctor that a patient suffers from a debilitating medical condition that may benefit from medical marijuana. Medical marijuana patients can obtain marijuana from a licensed center, a primary caregiver or self-grow.

Retail marijuana is intended for private, personal use. Such use is only legal in certain locations not open or accessible to the public. Marijuana may not be consumed openly or publicly. This includes but is not limited to areas accessible to the public such as transportation facilities, schools, amusement/sporting/music venues, parks, playgrounds, sidewalks and roads and outdoor and rooftop cafes. It is also illegal to smoke at indoor-but-public locations like bars, restaurants, and common areas in buildings.

It is illegal to drive under the influence of marijuana and it can result in a DUI, just like alcohol. Anyone with 5 nanograms or more of delta 9-tetrahydrocannabinol (known as THC) per milliliter in whole blood (CRS 424-1301) while driving can be arrested for DUI. The consequences of DUI are dependent on the driver but they can include fines, jail time and a revoked license.

### ***Colorado Laws and Sanctions for Driving Under the Influence***

#### **C.R.S. 42-4-1301**

A. (1) (a) A person who drives a motor vehicle or vehicle under the influence of alcohol or one or more drugs, or a combination of both alcohol and one or more drugs, commits driving under the influence. Driving under the influence is a misdemeanor, but it is a class 4 felony if the violation occurred after three or more prior convictions, arising out of separate and distinct criminal episodes, for DUI, DUI per se, or DWAI; vehicular homicide, as described in section 18-3-106 (1) (b), C.R.S.; vehicular assault, as described in section 18-3-205 (1) (b), C.R.S.; or any combination thereof.

a. First Conviction

- i. Minimum of nine months' loss of full driving privileges
- ii. Possible imprisonment for up to one year
- iii. Maximum fine of \$1000.00

b. Second Conviction

- i. Minimum five-year loss of full driving privileges for a second conviction in a 20 year period
- ii. Mandatory TEN days' imprisonment, minimum 48 hours of community service
- iii. Possible imprisonment for up to one year
- iv. Maximum fine of \$1500.00

c. Third Conviction

- i. Minimum ten-year loss of full driving privileges
- ii. Mandatory 60-day periodic imprisonment minimum 48 hours community service
- iii. Possible imprisonment for up to 1 year
- iv. Maximum fine of \$1500.00

d. Aggravated DUI - Class 4 Felony (following a crash resulting in great bodily harm or permanent disfigurement)

- i. Minimum of one-year loss of full driving privileges
- ii. Mandatory ten days imprisonment or 480 hours of community service
- iii. Possible imprisonment for up to twelve years
- iv. Maximum fine of \$25,000

B. Other alcohol offenses

a. Providing alcohol to a person under age 21

- i. Possible imprisonment for up to one year
- ii. Maximum fine of \$1000.00

b. Illegal transportation of an alcoholic beverage

- i. Maximum fine of \$1,000

- ii. Point-assigned violation will be entered on driver's record
- iii. Driver's license suspension for a second conviction in a 12-month period
- c. Knowingly permitting a driver under the influence to operate a vehicle
  - i. Possible imprisonment for up to one year
  - ii. Maximum fine of \$2,500
- d. Summary Suspension
  - i. First offense
    - 1. A chemical test indication a BAC of .08 or greater results in a mandatory six month driver's license suspension
    - 2. Refusal to submit to a chemical test(s) results in a twelve-month suspension
  - ii. Subsequent offenses
    - 1. A chemical test indicating a BAC of .08 or greater results in a mandatory one year driver's license suspension
    - 2. Refusal to submit to a chemical test(s) results in a three-year license suspension

### ***Colorado Penalties for Drinking and Driving Under Age 21***

- A. Driving while under the influence of alcohol, other drug or drugs, intoxicating compound or compounds or any combination thereof
  - a. First Conviction
    - i. Minimum of two-year loss of full driving privileges
    - ii. Possible imprisonment for up to one year
    - iii. Maximum fine of \$2,500
  - b. Second Conviction
    - i. Minimum five-year loss of full driving privileges for a second conviction in a 20 year period
    - ii. Mandatory five days' imprisonment or 240 hours of community service
    - iii. Possible imprisonment for up to one year
    - iv. Maximum fine of \$2,500
  - c. Third Conviction - Class 2 Felony
    - i. Minimum ten-year loss of full driving privileges
    - ii. Mandatory 18-30-month periodic imprisonment
    - iii. Possible imprisonment for up to seven years
    - iv. Maximum fine of \$25,000
  - d. Aggravated DUI - Class 4 Felony (following a crash resulting in great bodily harm or permanent disfigurement)
    - i. Minimum of one-year loss of full driving privileges
    - ii. Possible imprisonment for up to twelve years
    - iii. Maximum fine of \$25,000
- B. Other alcohol offenses
  - a. Illegal transportation of an alcoholic beverage
    - i. Maximum fine of \$1,000
    - ii. Driver's license suspended for first conviction
    - iii. Driver's license revoked for a second conviction
  - b. Summary Suspension
    - i. First offense
      - 1. A chemical test indication a BAC of .08 or greater results in a mandatory six month driver's license suspension

2. Refusal to submit to a chemical test(s) results in a twelve-month suspension
- ii. Subsequent offenses
  1. A chemical test indicating a BAC of .08 or greater results in a mandatory one year driver's license suspension
  2. Refusal to submit to a chemical test(s) results in a three-year license suspension

## Denver Laws & Sanctions

### Denver Marijuana Laws

#### Sec. 38-175. - Possession or consumption of marijuana

(a) It shall be unlawful for any person under the age of twenty-one (21) to possess one (1) ounce or less of marijuana.

(b) It shall be unlawful for any person to openly and publicly display or consume one (1) ounce or less of marijuana.

(1) The term "openly" means occurring or existing in a manner that is unconcealed, undisguised, or obvious.

(2) The term "publicly" means:

a. Occurring or existing in a public place; or

b. Occurring or existing in any outdoor location where the consumption of marijuana is clearly observable from a public place.

(3) The term "public place" means a place to which the public or a substantial number of the public have access, and includes, but is not limited to, streets and highways, transportation facilities, schools, places of amusement, parks, playgrounds, and the common areas of public and private buildings or facilities.

(c) It shall be unlawful for any person within one thousand (1,000) feet of the perimeter of any public or private elementary school, middle school, junior high school, or high school to display, transfer, distribute, sell, or grow marijuana upon any city-owned street or sidewalk or upon any other property owned by the city.

(d) For the purposes of this section, section 38-175.5, and section 39-10, the term "marijuana" shall mean and include all parts of the plant of the genus cannabis whether growing or not, the seeds thereof, the resin extracted from any part of the plant, and every compound, manufacture, salt, derivative, mixture, or preparation of the plant, its seeds, or its resin, including marijuana concentrate. "Marijuana" does not include industrial hemp, nor does it include fiber produced from the stalks, oil, or cake made from the seeds of the plant, sterilized seed of the plant which is incapable of germination, or the weight of any other ingredient combined with marijuana to prepare topical or oral administrations, food, drink, or other product.

(e) It shall not be an offense under subsection (b) of this section if the consumption of marijuana is occurring on private residential property and the person consuming the marijuana is:

(1) An owner of the property; or

(2) A person who has a leasehold interest in the property; or

(3) Any other person who has been granted express or implied permission to consume marijuana on the property by the owner or the lessee of the property.

(f) Any violation of this section is hereby declared to be a non-criminal violation and, upon an admission or finding or judgment of guilt or liability by default or otherwise, the violator shall be subject to the following maximum penalties:

(1) First violation: One hundred and fifty dollars (\$150.00).

(2) Second violation: Five hundred dollars (\$500.00).

(3) Third and each subsequent violation: Nine hundred and ninety-nine dollars (\$999.00).

If the violator is under the age of eighteen (18) years of age at the time of the offense, any fine imposed may be supplanted by treatment as required by the court.

(Ord. No. 645-97, § 1, 9-29-97; Ord. No. 618-05, § 2, 8-9-05, elec. 11-1-05; Ord. No. 660-13, § 1, 12-9-13; Ord. No. 711-14, § 1, 12-23-13; Ord. No. 712-14, § 1, 12-23-13)

**Sec. 94-218. - Offenses related to marijuana**

- (a) For the purposes of this section, the term "marijuana" shall include all parts of the plant *Cannabis sativa* L., whether growing or not; the seeds thereof; the resin extracted from any part of such plant; and every compound, manufacture, salt, derivative, mixture, or preparation of such plant, its seeds, or its resins, but shall not include fiber produced from its stalks, oil or cake made from the seeds of such plant or the sterilized seed of such plant which is incapable of germination, if these items exist apart from any other item defined as "marijuana" in this section.
- (b) It shall be unlawful for any person under 21 years of age to possess two ounces or less of marijuana.
- (c) Unless otherwise provided it shall be unlawful for any person 21 years of age or older to possess more than one ounce and less than two ounces of marijuana.
- (d) Unless otherwise provided it shall be unlawful for any person to possess more than two ounces but less than 12 ounces of marijuana.
- (e) It shall be unlawful for any person to openly and publicly, consume two ounces or less of marijuana.
- (f) Except for a person who lawfully cultivates medical marijuana pursuant to the authority granted in Section 14 of Article XVIII of the State Constitution, it shall be unlawful for a person under 21 years of age to knowingly cultivate, grow or produce six or fewer marijuana plants or knowingly allow six or fewer marijuana plants to be cultivated, grown, or produced on land that the person owns, occupies, or controls.
- (g) Penalties.
- (1) Any person convicted of subsection (b) or (c) of this section shall be punished by a fine of not more than \$100.00.
  - (2) Any person who is convicted of subsection (e) of this section shall be punished, at a minimum, by a fine of not less than \$100.00 or, at a maximum, by a fine of not more than \$100.00 and 15 days in jail.
- (h) It shall not be an offense under subsections (c) and (d) of this section for a person 21 year of age or older to possess, grow, process or transport six or fewer marijuana plants, with three or fewer being mature, flowering plants, and possession of the marijuana produced by the plants on the premises where the plants were grown, provided that the growing takes place in an enclosed, locked space, is not conducted openly or publicly, and is not made available for sale.

## Federal Laws & Sanctions

### Federal Drug Laws

The possession, use, or distribution of illicit drugs is prohibited by federal law. Strict penalties are enforced for drug convictions, including mandatory prison terms for many offenses. The following information, although not complete, is an overview of federal penalties for first convictions. All penalties are doubled for any subsequent drug conviction.

### Denial of Federal Aid (20 USC 1091)

Under the Higher Education Act of 1998, students convicted under federal or state law for the sale or possession of drugs will have their federal financial aid eligibility suspended. This includes all federal grants, loans, federal work-study programs, and more. Students convicted of drug possession will be ineligible for one year from the date of the conviction of the first offense, two years for the second offense, and indefinitely for the third offense. Students convicted of selling drugs will be ineligible for two years from the date of the first conviction, and indefinitely for the second offense. Those who lose eligibility can regain eligibility by successfully completing an approved drug rehabilitation program.

### Forfeiture of Personal Property and Real Estate (21 USC 853)

Any person convicted of a federal drug offense punishable by more than one year in prison shall forfeit to the United States any personal or real property related to the violation, including houses, cars, and other personal belongings. A warrant of seizure is issued and property is seized at the time an individual is arrested on charges that may result in forfeiture.

### Federal Drug Trafficking Penalties (21 USC 841)

Penalties for federal drug trafficking convictions vary according to the quantity of the controlled substance involved in the transaction. The following list is a sample of the range and severity of federal penalties imposed for first convictions. Penalties for subsequent convictions are twice as severe.

If death or serious bodily injury result from the use of a controlled substance which has been illegally distributed, the person convicted on federal charges of distributing the substance faces mandatory life sentence and fines ranging up to \$8 million.

Persons convicted on federal charges of drug trafficking within 1,000 feet of a University (21 USC 845a) face penalties of prison terms and fines which are twice as high as the regular penalties for the offense, with a mandatory prison sentence of at least 1 year.

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

Schedule	Substance/Qty.	Penalty	Substance/Qty.	Penalty	
II	Cocaine 500-4999 grams mixture	First Offense: Not less than 5 yrs., and no 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.	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.	
II	Cocaine base 28-279 grams' mixture		Cocaine base 280 grams or more mixture		
II	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	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.	Heroin 1 kilogram or more mixture	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.	
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		
I	PCP 10-99 grams pure or 100-999 grams mixture		PCP 100 grams or more pure or 1 kilogram or more mixture		2 or more prior offenses: Life imprisonment. Fine of not more than \$20 million if individual, \$75 million if not an individual.

Substance/Quantity	Penalty
Any amount of other schedule I & II substances	First Offense: Not more than 20 yrs. If death or serious bodily injury, not less than 20 years or more than life. Fine \$1 million if and individual, \$5 million if not an individual.
Any drug product containing gamma hydroxybutric acid	
Flunitrazepam (Schedule IV) 1 gram	Second Offense: Not more than 30 years. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if not an individual.
Any amount of other schedule III drugs	First Offense: Not more than 10 yrs. If death or serious bodily injury, not less than 15 years or more than life. Fine \$500,000 if an individual, \$2.5 million if not an individual.  Second Offense: Not more than 20 years. 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 years. Fine not more than \$500,000 if an individual, \$2 million if not an individual
Any amount of all schedule V drugs	First Offense: Not more than 1 yrs. Fine not more than \$100,000 if an individual, \$250,000 if not an individual.  Second Offense: Not more than 4 years. 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	<p>First Offense: Not more than 10 yrs. or more than life. If death or serious bodily injury, not less than 20 years or more than life. Fine \$10 million if an individual, \$50 million if not an individual.</p> <p>Second Offense: Not more than 30 years. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if not an individual.</p>
Marijuana 100 to 999 kilograms marijuana mixture or 100-999 marijuana plants	<p>First Offense: Not more than 5 yrs. or more than 40 yrs. If death or serious bodily injury, not less than 20 years or more than life. Fine \$5 million if an individual, \$25 million if not an individual.</p> <p>Second Offense: Not more than 10 years or more than life. If death or serious bodily injury, life imprisonment. Fine \$8 million if an individual, \$50 million if not an individual.</p>
Marijuana 50 to 99 kilograms marijuana mixture, 50 to 99 marijuana plants	<p>First Offense: Not more than 20 yrs. If death or serious bodily injury, not less than 20 years or more than life. Fine \$1 million if an individual, \$5 million if not an individual.</p> <p>Second Offense: Not more than 30 years. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if not an individual.</p>
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)	<p>First Offense: Not more than 5 yrs. Fine not more than \$250,000, \$1 million if other than individual.</p> <p>Second Offense: Not more than 1 years. Fine \$500,000 if an individual, \$2 million if not an individual.</p>
Hashish 10 kilograms or less	
Hashish oil 1 kilogram or less	

# HEALTH RISKS ASSOCIATED WITH ALCOHOL OR OTHER DRUG USE

Adverse health effects can range from nausea and anxiety to coma and death. There are risks associated with the chronic use of all psychoactive drugs, including alcohol. A pregnant person who uses alcohol, cigarettes or other drugs exposes her fetus to serious risks, including miscarriage, low birth weight and brain damage.

Substance use may involve controlled substances, illegal drugs and alcohol – all of which pose a health risk. When drugs are used in combination with each other, their negative effects on the mind and body are often multiplied beyond the effects of the same drugs taken on their own.

**Alcohol** is the drug most frequently used on college campuses and in our society. Even small amounts of alcohol significantly impair the judgment and coordination required to drive a car, increasing the chances of having an accident. Moderate to large amounts of alcohol severely impair the ability to learn and remember information. Because alcohol is a depressant, very large amounts can cause respiratory and cardiac failure, resulting in death.

**Cannabis (marijuana)** impairs short-term memory and comprehension. It can cause confusion, anxiety and, for some, lung damage and abnormalities of the hormonal and reproductive system. Hours after the feeling of getting high fades, the effects of the drug on coordination and judgment remain, heightening the risk of driving or performing other complex tasks. Cannabis, a fat-soluble substance, may remain in the body for weeks, and overuse can cause paranoia, panic attacks or psychiatric problems.

**Club drugs** refer to a wide variety of drugs including MDMA (Ecstasy), GHB, rohypnol, ketamine, methamphetamine and LSD, and are often used at raves, dance clubs and bars. No club drug is safe due to variations in purity, potency and concentration, and they can cause serious health problems or death. They have even more serious consequences when mixed with alcohol.

**Depressants** such as barbiturates, Valium and other benzodiazepines, quaaludes and other depressants cause disorientation, slurred speech and other behaviors associated with drunkenness. The effects of an overdose of depressants range from shallow breathing, clammy skin, dilated pupils, and weak and rapid pulse to coma and death.

**Hallucinogens** such as LSD, MDA, PCP (angel dust), mescaline and peyote can cause powerful distortions in perception and thinking. Intense and unpredictable emotional reactions can trigger panic attacks or psychotic reaction. An overdose of hallucinogens can cause heart failure, lung failure, coma and death.

**Narcotics** like heroin, codeine, morphine, methadone and opium cause such negative effects as anxiety, mood swings, nausea, confusion, constipation and respiratory depression. Overdose may lead to convulsions, coma and death. The risk of being infected with HIV/AIDS or other diseases increases significantly if you inject drugs and share needles, and there is a high likelihood of developing a physical and psychological dependence on these drugs.

**Stimulants** - cocaine, amphetamines and others - can cause agitation, loss of appetite, irregular heartbeat, chronic sleeplessness and hallucinations. Cocaine and crack cocaine are extremely dangerous and psychologically and physically addictive. An overdose can result in seizures and death.

**Tobacco**, with its active ingredient nicotine, increases heart rate and raises blood pressure. The tar in cigarette smoke is a major cause of cancer and other respiratory problems. Carbon monoxide in cigarette smoke can promote arteriosclerosis, and long-term effects of smoking include emphysema, chronic bronchitis, heart disease and lung cancer.

For more information, see this [National Institute on Drug Abuse resource](#).

# DRUG AND ALCOHOL PROGRAMS AVAILABLE TO EMPLOYEES & STUDENTS

## National and State Programs

- Substance Abuse and Mental Health Services Administration
  - Behavioral Health Treatment Services [Locator](#)
  - National Helpline: free, confidential, 24/7 availability
    - 1-800-662-4357
    - 1-800-487-4889 (TTY)
- [AlcoholScreening.Org](#): Personalized results, links to treatment sites
- Alcoholics Anonymous: [www.aa.org](http://www.aa.org)
- Al-Anon Family Groups: [www.al-anon.org](http://www.al-anon.org)
- Narcotics Anonymous: [www.na.org](http://www.na.org)
- Cocaine Anonymous: [www.ca.org](http://www.ca.org)
- Crystal Meth Anonymous: [www.crystalmeth.org](http://www.crystalmeth.org)
- Marijuana Anonymous: [www.marijuana-anonymous.org](http://www.marijuana-anonymous.org)

## Denver Area Programs

- [Denver CARES Detoxification and Drug and Alcohol Rehabilitation](#)
  - Phone: 303-436-3500
- [Mile High Behavioral Healthcare](#)
  - Phone: 303-825-8113
- [Porter Adventist Hospital](#)
  - Phone: 303-778-1955
- [Rocky Mountain Poison and Drug Center](#)
  - Phone: 1-800-222-1222
- [Denver area resources](#) for treatment, meetings, and other services for substance use disorder
- [Harm Reduction Action Center](#)

## University of Denver Programs

### Health and Counseling Center

The University of Denver Health and Counseling Center (HCC) is an integrated health and counseling center that is designed to meet students' needs while providing quality health care services. HCC offers screening, assessment, referral and follow-up, and individual therapy as well as group counseling for students interested in exploring their relationship with alcohol and drugs. HCC offers a general assessment regarding potential substance use issues for any student who is interested simply by calling and scheduling a consultation. Counseling sessions are designed for students who are motivated to explore alcohol and other drug use behaviors, raise awareness, and provide skills to change undesired behavior patterns. HCC provides outreach presentations and workshops on topics such as alcohol, cannabis, and prescription drug use awareness and ongoing substance use assessment training to the

campus community. Thrive Peer Educators learn the most current information on a variety of health-related topics including alcohol and other drug use. Peer Educators are trained to facilitate interactive presentations, discussions, panels, workshops and health awareness events for DU students within residence halls, classrooms, student organizations and off-campus organizations.

### **Primary Care Screening**

An online screening tool is administered to Health and Counseling Center patients as part of the check-in process for primary care appointments. This brief screening tool is intended to identify those individuals engaging in high-risk alcohol use. Primary care providers initiate a brief conversation with those students who are identified as high-risk, offering normative feedback, an explanation of the health impacts of their behaviors, and an opportunity to speak with a mental health professional about their use.

### **Evaluation and Treatment Services**

The Counseling Services unit of the Health and Counseling Center offers voluntary, short-term alcohol and other drug use evaluation and treatment services. For those students desiring treatment of an identified substance use problem, short-term counseling sessions are offered. For students whose substance use problems require intensive services, referrals to community resources are provided.

### **Collegiate Recovery Program**

The Collegiate Recovery Program (CRP) offers a comprehensive continuing support structure to assist students in recovery from alcohol and other drugs with recovery housing, recovery meetings, recovery coaching, academic support, financial resources, peer mentorship, sober events, sober study abroad, and recovery seminars for credit. The Center for Collegiate Recovery (CCR) provides a nurturing, affirming environment. It is designed to provide academic excellence alongside recovery support to ensure that students do not have to sacrifice one for the other. The Center offers a community lounge, kitchen, yoga and meditation room, study room, and a sustainable edible garden. The Collegiate Recovery Community of students is a supportive peer group within the campus culture that reinforces the decision to pursue sobriety. For more information, please contact [recovery@du.edu](mailto:recovery@du.edu) or (303) 871-3699.

### **Referral Networks**

The Health and Counseling Center maintains the [Counseling Center Referral Service](#), a searchable database of Denver area mental health providers and [Capacitype](#), a database of local treatment facilities for individuals who require a higher level of care to address substance dependence.

### **Campus Community Partnerships**

These include a variety of alcohol and drug education programs for incoming students; training programs for student mentors/leaders to assist them in disseminating information regarding alcohol and other drug effects to their peers; numerous educational programs sponsored by the Health and Counseling Center, Office of Student Engagement, Campus Safety, Housing and Residential Education, Office of Student Rights and Responsibilities, Division of Campus Safety and other campus entities; substance-free social events; educational materials for parents and families; and the regular distribution of policy and educational information via campus-wide events, information tables, and campus newsletters.

### **Employee Assistance Program (EAP)**

In recognition of the fact that alcohol, drug, and other personal issues can affect the quality of an employee's life at home and performance on the job, DU provides an [Employee Assistance Program](#) to all appointed employees. Confidential and free EAP counseling services are offered through SupportLinc (888-881-5462 or <https://www.supportlinc.com/>, username: universityofdenver)

## University of Denver Prevention and Education Programs

The University of Denver has a long-standing commitment to proactively addressing high-risk drinking and substance use within our campus community. At DU, both harm reduction and primary preventative approaches are used when addressing alcohol and other drug use. Harm reduction is a public health philosophy that seeks to lessen the dangers and risk of harm around alcohol and other drug use. Primary prevention works to prevent alcohol and other drug use and high-risk behavior. DU's programs promote responsible behavior around alcohol use including awareness, education, and compliance with campus policies and state and federal law. To this end, the University maintains a comprehensive breadth of evidence-based and theory-driven programs and services that concurrently impact the individual, interpersonal, community and societal factors that influence these behaviors. These include the following:

<b>Program Name:</b> AlcoholEdu for College	<b>Owner:</b> Health Promotion (Health & Counseling Center)
<b>Description:</b> Interactive online program that provides personalized feedback and education about alcohol and other drug use. Mandatory– students who do not complete Part 1 have a hold placed on their account preventing registration for Winter quarter classes.	
<b>Timing:</b> Part 1 in the summer before Fall quarter begins; Part 2 in the Fall quarter	
<b>Target Audience:</b> All new first-year and transfer undergraduate students	
<b>Category:</b> Education	<b>Evidence-based?</b> Listed by College AIM as an individual-level strategy with higher effectiveness

<b>Program Name:</b> Red Zone Campaign	<b>Owner:</b> Health Promotion (Health & Counseling Center)
<b>Description:</b> The Red Zone campaign utilized various modes of exposure (printed material, interactive theater performances, and a late-night event) to expose new students to harm reduction and awareness behaviors that can be use during the Red Zone. The Red Zone is typically identified as the first 6 weeks of the Fall Quarter, when new students are at a heightened risk for being targeted by perpetrators of sexual assault. The Red Zone campaign focuses on providing resource information to incoming students on topics related to gender violence (domestic/dating violence, Stalking and Sexual Assault), AOD education, and bystander intervention skills.	
<b>Timing:</b> First 6 weeks of the academic year	
<b>Target Audience:</b> All students	
<b>Category:</b> Education, Environment	<b>Evidence-based?</b> Listed by College AIM as an environmental-level strategy with lower effectiveness (social norming campaign) and with mixed effectiveness plus higher cost (alcohol-free programming)

<b>Program Name:</b> Intervene: DU Active Bystander Intervention Training	<b>Owner:</b> Health Promotion (Health & Counseling Center)
<b>Description:</b> This course is designed to teach students how to take action in harmful or risky situations. Intervene: DU includes scenarios and discussion about topics relevant to DU students, and how they can be active bystanders in situations including high risk alcohol and other drug use, mental and emotional health, hazing, racial bias, and gender violence. This workshop is recommended as an introduction to active bystander intervention.	
<b>Timing:</b> Ongoing; periodic throughout the year.	
<b>Target Audience:</b> All new first-year and transfer undergraduate students	
<b>Category:</b> Education	<b>Evidence-based?</b> Listed by College AIM as mixed results for bystander intervention strategy effectiveness

<b>Program Name:</b> Alcohol and other drug education outreach	<b>Owner:</b> Health Promotion (Health & Counseling Center)
<b>Description:</b> Alcohol and other drug outreach education carried out by Health Promotion professional staff and Thrive Peer Educators. Main topics covered are alcohol, cannabis, e-cigarettes/vaping, and prescription drug misuse. Outreach includes educational workshops, educational tabling activities, national awareness events, social media campaigns, and passive handouts and resources. Each interactive activity takes a harm reduction approach.	
<b>Timing:</b> Ongoing; varied by program	
<b>Target Audience:</b> All students	
<b>Category:</b> Education	<b>Evidence-based?</b> Listed by College AIM as an environment-level strategy with lower effectiveness, and as an individual-level strategy with moderate effectiveness

<b>Program Name:</b> RADI - AOD Training	<b>Owner:</b> Housing and Residential Education
<b>Description:</b> Resident Assistant Development Institute Trained RA's in identifying alcohol/drug misuse and response and how to message for Residents.	
<b>Timing:</b> Fall quarter before move-in Week,	
<b>Target Audience:</b> New and Returning Resident Assistants	
<b>Category:</b> Education	<b>Evidence-based?</b> Listed by College AIM as an individual-level strategy with moderate effectiveness; mixed results for bystander intervention strategy effectiveness

<b>Program Name:</b> AOD Bulletin Boards	<b>Owner:</b> Housing and Residential Education
<b>Description:</b> Bulletin Board about alcohol safety and consequences.	
<b>Timing:</b> Fall Quarter	
<b>Target Audience:</b> All residential students	
<b>Category:</b> Environment	<b>Evidence-based?</b> Listed by College AIM as an environmental strategy with too few robust studies to rate effectiveness or mixed results

<b>Program Name:</b> Welcome Back Block Party	<b>Owner:</b> Housing and Residential Education
<b>Description:</b> Programming during move-in for upper-class residence halls and apartments. Includes educational awareness for alcohol and other drugs safety	
<b>Timing:</b> Fall Quarter	
<b>Target Audience:</b> Upper-Class Residential Students	
<b>Category:</b> Environment	<b>Evidence-based?</b> Listed by College AIM as an environmental strategy with too few robust studies to rate effectiveness or mixed results

<b>Program Name:</b> Trivia Night	<b>Owner:</b> Housing and Residential Education
<b>Description:</b> Programming with Health Promotion to bring peer educators into the residence halls and educate through trivia	
<b>Timing:</b> On-going	
<b>Target Audience:</b> Residential Students	
<b>Category:</b> Education	<b>Evidence-based?</b> Listed by College AIM as an environmental strategy with too few robust studies to rate effectiveness or mixed results

<b>Program Name:</b> Discoveries After Dark	<b>Owner:</b> Office of Student Engagement, Discoveries Orientation
<b>Description:</b> Late night, substance-free programming during Discoveries Week (new undergraduate student orientation)	
<b>Timing:</b> Fall quarter during Discoveries Week, ranging within 7-11pm each night	
<b>Target Audience:</b> Primarily first-year students, but available to all undergraduates	
<b>Category:</b> Environment	<b>Evidence-based?</b> Listed by College AIM as an environmental strategy with too few robust studies to rate effectiveness or mixed results

<b>Program Name:</b> Winter Welcome Week (WiWeWee)	<b>Owner:</b> Office of Student Engagement
<b>Description:</b> Week of evening substance-free events during the first week of classes Winter Quarter	
<b>Timing:</b> 1 <sup>st</sup> Week of Classes Winter Q, 4pm-10pm each night of the week	
<b>Target Audience:</b> All Undergrads	
<b>Category:</b> Environment	<b>Evidence-based?</b> Listed by College AIM as an environmental strategy with too few robust studies to rate effectiveness or mixed results

<b>Program Name:</b> Initial consultations/ongoing counseling	<b>Owner:</b> Counseling Services (Health & Counseling Center)
<b>Description:</b> The HCC provides both initial consultations as well as ongoing counseling and treatment to students with substance use concerns. The HCC counselors screen for substance use both in the discussion during an initial consultation as well as with the Counseling Center Assessment of Psychological Symptoms (CCAPS) which is	

administered at first session and every 5 sessions thereafter. Counselors provide ongoing treatment to any student with substance use concerns who wants to engage in care.	
<b>Timing:</b> 50 minute sessions as needed per a clinical decision model; CCAPS given every 5 sessions	
<b>Target Audience:</b> All DU students (except for some online programs) have access to counseling at the HCC	
<b>Category:</b> Screening, Treatment	<b>Evidence-based?</b> Yes- the CCAPS is an evidence-based tool; counseling is provided with evidenced based practices by licensed clinicians or clinicians working toward their degree supervised by a licensed mental health provider

<b>Program Name:</b> BASICS/CASICS	<b>Owner:</b> Counseling Services (Health & Counseling Center)
<b>Description:</b> Harm-reduction based brief screening and intervention for college students related to alcohol and cannabis use. Includes substance use assessment, use tracking, review of e-check-up-to-go self-assessment, and harm-reduction planning.	
<b>Timing:</b> 2 50 min appts, as referred from SRR	
<b>Target Audience:</b> Sanctioned students	
<b>Category:</b> Education	<b>Evidence-based?</b> Listed by College AIM as an individual-level strategy with higher effectiveness

<b>Program Name:</b> Outcome Consultations	<b>Owner:</b> Counseling Services (Health & Counseling Center)
<b>Description:</b> Harm-reduction based brief screening and intervention for college students related to alcohol and cannabis use. Includes substance use assessment and harm-reduction planning.	
<b>Timing:</b> 1 50-min appt, as referred from Student Rights & Responsibilities	
<b>Target Audience:</b> Sanctioned students	
<b>Category:</b> Screening, Treatment	<b>Evidence-based?</b> Based on a BASICS/CASICS model (see above)

<b>Program Name:</b> CHOICES	<b>Owner:</b> Health Promotion (Health & Counseling Center)
<b>Description:</b> The mission of the CHOICES program is to educate college student about the effects of alcohol on their behavior, to promote self-evaluation of drinking patterns and to facilitate the acquisition of effective coping strategies so that students can make informed decisions and reduce their alcohol-related risk and harm. Students discover for themselves that their expectancies don't match their actual experiences with drinking and that the consequence of excessive alcohol use may be incompatible with many of their academic and social goals as well as their future desires.	
<b>Timing:</b> One time 90-minute group intervention session; session options held once per week, referred by the Office of Student Rights & Responsibilities	
<b>Target Audience:</b> Sanctioned students	
<b>Category:</b> Education	<b>Evidence-based?</b> Listed by College AIM as an individual-level strategy with higher effectiveness

<b>Program Name:</b> Behavioral Health Consultations	<b>Owner:</b> Counseling Services (Health & Counseling Center)
<b>Description:</b> The HCC developed both a behavioral health role and behavioral health survey that screens for substance use concerns when DU students attend primary care	

medical visits. This ensures that while students are getting medical care, we are also assessing for support that may be needed around substance use.	
<b>Timing:</b> Behavioral Health Consultant (BHC) provider is available every weekday for support to students; BHC survey is given at the start of every medical appointment	
<b>Target Audience:</b> DU students engaged in primary medical care at the HCC	
<b>Category:</b> Screening, Treatment	<b>Evidence-based?</b> The BHC survey uses questions based of the CAGE to screen for needs

<b>Program Name:</b> Collegiate Recovery Program	<b>Owner:</b> Collegiate Recovery Program (Health & Counseling Center)
<b>Description:</b> The HCC developed both a collegiate recovery program director and collegiate recovery community coordinator roles to support recovery from alcohol and other drugs. Main services include educational outreach, programming, recovery housing, and recovery meetings. Outreach includes educational workshops, educational tabling activities, national awareness events, social media campaigns, and passive handouts and resources. The Collegiate Recovery Program supports all pathways, including harm reduction.	
The CRP intake process screens for recovery concerns. This ensures that while students are getting recovery support, we are also assessing for relapse symptoms to circumvent. The CRP developed an assessment and evaluation process to meet CRP accreditation standards and to improve programs and services.	
<b>Timing:</b> Ongoing program	
<b>Target Audience:</b> Service for students and campus partners	
<b>Category:</b> Recovery, Education, Assessment	<b>Evidence-based?</b> Yes- the Recovery Science Research is an evidence-based collaborative and the Association for Recovery in Higher Education is professional association responsible for operating and programming standards Collegiate Recovery programs.

<b>Program Name:</b> DU Town Hall on Underage & High-Risk Drinking	<b>Owner:</b> Health Promotion, Collegiate Recovery Program (Health & Counseling Center)
<b>Description:</b> The Substance Abuse and Mental Health Services Administration (SAMHSA) began the Communities Talk initiative in 2006 to help communities increase public awareness of underage and high-risk drinking, as well as mobilize communities to take action to prevent adverse consequences. This is typically done through town hall-style events. DU received a stipend from SAMHSA to host a Town Hall event in 2019 and intends to make this an annual event to keep the conversation going. The town hall included a series of short presentations, a panel discussion, and a table group activity.	
<b>Timing:</b> One time town hall event hosted in October 2020.	
<b>Target Audience:</b> All DU students, staff, faculty, and alumni	
<b>Category:</b> Education, Coalition	<b>Evidence-based?</b> Not listed as a strategy on College AIM; Based on SAMSHA's Communities Talk Initiative: <a href="https://www.stopalcoholabuse.gov/communitiestalk/">https://www.stopalcoholabuse.gov/communitiestalk/</a>