



Drug and Alcohol Prevention Disclosure

It is the policy of the Geisinger Commonwealth School of Medicine (GCSOM) to comply with the *Drug-Free Workplace Act of 1988* and the *Drug-Free Schools and Communities Act Amendments of 1989*. In accordance with these regulations, GCSOM is required to annually distribute the following information, which applies to all of its students and employees:

Prohibited Conduct

The unlawful possession, use (including being under the influence), manufacturing or distribution of drugs and/or alcohol by students and employees on the school's property, or as part of the school's activities, is strictly prohibited. The use and/or sale of tobacco products (cigarettes, smokeless tobacco, cigars, and other types of tobacco products such as pipes, electronic cigarettes and any and all devices intended to simulate smoking) are also expressly prohibited on any Geisinger owned/leased property, or in the line-of-sight (which includes vehicles), of patient or visitor entrances of said property.

Student's Responsibility

Students should notify his/her advisor/instructor when his/her physical or mental condition may affect their performance of duties or may jeopardize personal safety or the safety of others. Students who reasonably suspect that another student is unfit for work or learning by virtue of his/her observed physical or mental condition or performance of duties and responsibilities are expected to immediately notify their advisor/instructor and the Associate Dean for Student Affairs. In cases where the possibly impaired individual is the person's advisor/instructor, the student may report to the next higher-level supervisory member or the senior Human Resources officer. Retaliatory action is prohibited against any persons who reports, responds to, participates in an investigation of a drug and alcohol policy violation. Students must notify GCSOM within 2 business days of being convicted of a drug offense. Students who are completing clinical rotations and experiences at non-Geisinger owned property must also be aware of, and comply with, the policies of those institutions as well.

Employee's Responsibility

An employee is responsible for being fit for duty when reporting to work and during working hours. In addition, an employee is expected to maintain a lifestyle which will not negatively impact upon their ability to perform their duties safely, productively, and efficiently. An employee should notify his/her manager/supervisor when his/her physical or mental condition may affect the performance of duties or may jeopardize personal safety or the safety of others. An employee who reasonably suspects that another employee is unfit for work by virtue of his/her observed physical or mental condition or performance of duties and responsibilities is expected to immediately notify a manager/supervisor. In cases where the possibly impaired individual is the person's manager/supervisor, the employee may report to the next higher-level supervisory member or the senior Human Resources officer.

Health risks associated with the use of illicit drugs and alcohol abuse

Excessive alcohol use has immediate effects that increase the risk of many harmful health conditions. These effects include, but are not limited to, injuries (such as motor vehicle crashes, falls, etc.), alcohol poisoning, and risky sexual behaviors. Over time, excessive alcohol use can lead to the development of chronic diseases and other serious problems including high blood pressure, heart disease, stroke, liver disease, and digestive problems, cancer of the breast, mouth, throat, esophagus, liver, and colon, learning and memory problems, including dementia and poor school performance, mental health problems, social problems, and alcohol dependence, or alcoholism. Illicit drug use—which includes the abuse of illegal drugs and/or the misuse of prescription medications or household substances—can hurt all parts of your body and cause health problems that do not go away. Drug use, including smoking, can cause issues such as, but not limited to, heart disease, stroke, cancer, HIV/AIDS, hepatitis, and lung disease.

Sources: Centers for Disease Control and Prevention (<https://www.cdc.gov/alcohol/index.htm>), National Institute on Drug Abuse (www.drugabuse.gov)

Available Programs and Services

Support for employees is available through the Employee Assistance Program at 888-327-4623.

Student Health Services has developed a referral network of local providers to offer therapeutic mental health services. These services will be provided to promote the personal and professional well-being of students. Psychologists and psychiatrists with specialized expertise, who maintain the highest standards of ethical, culturally sensitive, and confidential care and can address the needs and enhancing the development of medical students are in this network. Drug and alcohol counseling and crisis intervention are offered. Students also have access to a Behavioral Health Specialist through Student Health Services as well as local providers who are not faculty members of the School of Medicine, thus assuring the provision of services with privacy and confidentiality. In case of an emergency, students have 24 hour a day access to crisis counseling.

Additional Resources:

Drug & Alcohol Treatment Service Alcoholics Anonymous

National Hotline: 1-800-503-9456

www.gssana.org – for meeting days/times

Geisinger – Marworth Treatment Center

<https://www.marworth.org/programs>

800-442-7722

marworth@marworth.org

Sanctions

Prohibited conduct, whether on or off campus, may adversely affect a student's or employee's performance and jeopardize the safety of others. Participation in prohibited conduct will result in disciplinary sanctions on students and employees (consistent with local, State, and Federal Law), up to and including expulsion or termination of employment and referral for prosecution.

All persons while in the Commonwealth of Pennsylvania are subject to the Pennsylvania Liquor and Penal Codes. They are as follows: Misrepresenting to liquor dealers or others that another party who is a minor is of age (Fine not less than \$300). Inducement of minors to buy alcohol, liquor, malt, or brewed beverages (Fine not less than \$300). Selling or furnishing alcohol, liquor, malt, or brewed beverages to minors (First violation fine not less than \$1,000, subsequent violation fine not less than \$2,500). Carrying a false I.D. card (First offense is a summary offense and results in restriction of operating privileges; subsequent offense results in restriction of operating privileges and fine of \$300). The law provides for the restriction of operating privileges (loss of driver's license). This penalty is applied in an escalating manner in each subsequent offense as outlined here. **FIRST OFFENSE:** Loss of operating privileges for a period of 90 days from the date of suspension. **SECOND OFFENSE:** Loss of operating privileges for a period of one year from the date of suspension. **THIRD AND SUBSEQUENT OFFENSE:** Loss of operating privileges for a period of two years from the date of suspension. Non-drivers shall be unable to secure an operator's license for the time periods related to the number of offenses.

Federal Penalties for Illegal Possession of a Controlled Substance: 1st Conviction: Up to 1-year imprisonment and fined at least \$1,000 but not more than \$100,000 or both. After one prior drug conviction: At least 15 days in prison, not to exceed 2 years and fined at least \$2,500 but not more than \$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 three years and fined at least \$5,000 but not more than \$250,000 or both. Special sentencing provisions for possession of crack cocaine: Mandatory at least 5 years in prison, not to exceed 20 years and fined up to \$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 possessed exceeds 1 gram. 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 one-year imprisonment. Forfeiture of vehicles, boats, aircraft, or any other conveyance used to transport or conceal a controlled substance. Denial of Federal benefits, such as student loans, grants, contracts, and professional and commercial licenses, up to 1 year for first offense, up to 5 years for second and subsequent offenses.