

2022- 2023
Annual Notification

Alcohol and Other Drug Information and Policies

/ Drug-Free Schools and Campuses Regulations /



CWU is an EEO/AA/Title IX Institution. For accommodation email: DS@cwu.edu.

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Introduction

Central Washington University is required to adhere to all regulations set forth by the Drug-Free Schools and Campuses Act. Annual distribution of drug-free campus and workplace information to students and employees is required by federal law.

As a member of the Central Washington University community, you have the right and responsibility to know and understand all information in the Student Code of Conduct, as well as the resources available to you. If you are concerned about your own well-being, or that of a friend, please use the resources available to you. It is our job to help you understand the expectations of being a student, explain processes and procedures, and provide support that allows you to succeed both inside and outside of the classroom. Take a moment to review the information or save this document for future reference.

Standards of Conduct

Central Washington University seeks to create a campus environment that promotes healthy and safe living that is conducive to the intellectual and personal development of students. CWU does not condone or endorse unlawful behavior. Consumption of alcohol and/or cannabis by persons under the age of 21 is illegal. Cannabis (marijuana) use is still [classified as a Schedule I drug](#) and is illegal federally. CWU maintains a [campus policy as well as code of conduct](#) which prohibits unlawful possession, use or distribution of alcohol and other drugs by students and employees. This policy applies to all members of the Central Washington University community at all events, on or off campus, sponsored by the university, including clubs and organizations, and/or held in any university facility. Please see the full CWU alcohol and other drug policy in appendix 1. Additional expectations of student athletes can be found in appendix 2.

Alcohol and Other Drug Education and Referral Services

The [CWU Wellness Center](#) offers [multiple programs](#) for groups including the Alcohol Skills Training Program, Cannabis Skills Training Program, and [BASICS](#) for individuals who want to learn more about substance use and possibly reduce risk. We also meet one-on-one with students to provide education and resources regarding substance misuse prevention or risk reduction, and we can provide referrals to local assessment and treatment options. All offerings through the Wellness Center are stigma and judgement free.

The CWU L.E.A.D. Recovery program is a collegiate recovery community project with a mission to provide support and advocacy for students in recovery or impacted by substance misuse. The program provides outreach to support and engage students in recovery through a network of professional staff, faculty, and community resources. For more information about the L.E.A.D. Recovery program, please contact the [Wellness Center](#).

The [CWU Student Health Services](#) can provide medical drug screens and evaluate students for level of risk. [Student Counseling Services](#) provides free and non-judgmental counseling to enrolled CWU students. Central Washington University has partnered with TimelyCare, a leading national telehealth company, to offer WildcatCare 365, an online service for students that provides no-charge, immediate, and unlimited access to medical and professional mental health support visits at any time of the day. Students can download the free smartphone application, or visit their website, and use student login information to begin. We value you and want to support your success as a student at Central and beyond.

Human Resources for Faculty and Staff

During the onboarding process, new faculty and staff are directed to the Human Resources website which provides information on general university policies and procedures including the Alcohol and Other Drug policy CWUP 2-40-030. Staff attend the New Employee Welcome, held twice a month, and are provided with information and expectations of the Alcohol and Other Drug policy. New tenure-track and full-time faculty attend New Faculty Orientation each September where information about CWU's Alcohol and Other Drug Policy is distributed. CWU's Employee Assistance Program (EAP) is provided by [First Choice Health](#) (Username: cwu). Their website provides many resources for employees and their family members including counseling and coaching to enhance health and wellness. Three counseling sessions are available free of charge. The EAP resources are available 24 hours a day, 7 days a week, telephonically or online. Online Substance Abuse resources include articles on such topics as 'Signs of Alcohol Addiction' and 'Substance Use During Pregnancy,' links to 'Alcohol Facts and Statistics' and Al-Anon, videos including 'Alcoholism and the Family' and 'Medical Treatments for Alcoholism,' an Alcoholism FAQ, and an Alcohol Use Disorder Identification Test. Use of EAP resources has steadily increased since the university contracted with First Choice Health in 2016.

Health Risks Associated with Substance Misuse

While alcohol and cannabis use may be legal in Washington State, all drugs and controlled substances carry health risks associated with use and misuse. [The National Institute on Alcohol Abuse and Alcoholism](#) identify both short term and long-term effects of alcohol use on the brain and body including but not limited to:

Short Term Effects

Slurred speech and decreased motor function/ coordination
Potential injury due to falls, motor vehicle crashes, and burns
Difficulty breathing or loss of consciousness
Nausea/ vomiting
Alcohol poisoning
Potential death

Long Term Effects

High blood pressure, heart disease, stroke
Long term learning and memory problems
Increased risk of some cancers including liver, mouth, colon
Weakening of immune system
Alcohol use disorder

[The National Institute on Drug Abuse](#) also briefly lists health effects of cannabis use including:

Short Term Effects

Enhanced sensory perception and euphoria followed by drowsiness/relaxation
Slowed reaction time
Risk of injury due to problems with balance and coordination
Increased heart rate
Problems with learning and memory
Anxiety

Long Term Effects

Mental health concerns
Chronic cough
Frequent respiratory infections

It is important to remember that CWU students are not removed from risk factors regardless of age or concept of being in college. If you choose to consume, [do so in ways that minimize risk](#).

WA 911 Overdose Good Samaritan Law

The state of Washington has a [medical assistance law](#), or “911 Overdose Good Samaritan”, stating that if you think someone’s overdosing on any drug, or has alcohol poisoning and you seek medical help for the victim, neither of you will be charged for possessing or using drugs or for minor in possession.

Possible Legal Sanctions & Penalties

Central Washington University

The University prohibits the unlawful manufacture, distribution, dispensation, possession or use of a controlled substance or alcohol on university property or during a university activity. The university prohibits public intoxication, use or possession of alcoholic beverages on university

property except as otherwise noted in [CWUP 2-40-030 Alcohol and Other Drugs](#). Lawful dispensation, possession or use of alcoholic beverages on university property is limited to specifically authorized events.

Students found responsible for breaking state law and/or violating campus alcohol and other drug policies will face disciplinary sanctions from Central Washington University. These sanctions may include mandatory attendance at conduct proceedings and/or educational/community service requirements, parental notification, removal from university housing, suspension or expulsion from the university, and the possibility of referral for prosecution. The CWU alcohol and other drug policy can be found in Appendix 1.

State

Local, state, and federal regulations make it a criminal offense to unlawfully possess, use, or distribute illicit drugs or alcohol. Those found responsible in a court of law may face time in jail, probation, and/or significant fines. Additional information on state laws can be found at the [Revised Code of Washington](#) web page and the [Washington Administrative Code](#) web page.

Federal

Federal regulations make it a criminal offense to unlawfully possess, use, or distribute illicit drugs or alcohol. Those found responsible in court may face time in jail, probation, and/or significant fines. You can access additional information through the [U.S. Department of Justice Drug Enforcement Administration's Controlled Substance Act Title 21](#) webpage and [Section 841](#) webpage. Access to [controlled substance schedules](#) are also made available. Federal trafficking penalties are listed below:

Federal Trafficking Penalties

DRUG/SCHEDULE	QUANTITY	PENALTIES	QUANTITY	PENALTIES
Cocaine (Schedule II)	500 - 4999 gms mixture	First Offense: Not less than 5 yrs, and not more than 40 yrs. If death or serious injury, not less than 20 or more than life. Fine of not more than \$2 million if an individual, \$5 million if not an individual Second Offense: Not less than 10 yrs, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$4 million if an individual, \$10 million if not an individual	5 kgs or more mixture	First Offense: Not less than 10 yrs, and not more than life. If death or serious injury, not less than 20 or more than life. Fine of not more than \$4 million if an individual, \$10 million if not an individual. Second Offense: Not less than 20 yrs, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$8 million if an individual, \$20 million if not an individual. 2 or More Prior Offenses: Life imprisonment
Cocaine Base (Schedule II)	5-49 gms mixture		50 gms or more mixture	
Fentanyl (Schedule II)	40 - 399 gms mixture		400 gms or more mixture	
Fentanyl Analogue (Schedule I)	10 - 99 gms mixture		100 gms or more mixture	
Heroin (Schedule I)	100 - 999 gms mixture		1 kg or more mixture	
LSD (Schedule I)	1 - 9 gms mixture		10 gms or more mixture	
Methamphetamine (Schedule II)	5 - 49 gms pure or 50 - 499 gms mixture		50 gms or more pure or 500 gms or more mixture	
PCP (Schedule II)	10 - 99 gms pure or 100 - 999 gms mixture		100 gm or more pure or 1 kg or more mixture	

Possible Campus Wide Disciplinary Sanctions

As outlined previously, CWU does not condone or endorse unlawful behavior. While full CWU policies for alcohol and other drugs will be outlined in appendices 1 and 2, it is important to note that all CWU students, faculty, and staff are responsible for upholding campus policies and code of conduct. [Disciplinary actions for students](#) may range from an educational resource meeting to expulsion, depending on the severity and number of violations. Repeated violations can also have significant consequences. Please see appendices 1 and 2 for further information.

Appendix 1: CWU Alcohol and Other Drugs Policy

CWUP 2-40-030 Alcohol and Other Drugs

(1) General Statement

Central Washington University recognizes that the misuse of alcohol and other drugs is a serious problem in our society and our community. This University seeks to create a campus environment that promotes healthy and safe living that is conducive to the intellectual and personal development of students. University departments and student organizations are encouraged not to involve alcoholic beverages in any sponsored function. If they choose to request to do so, they are urged to consider the effects and the responsibility they assume in making such decisions.

This policy applies to all members of the Central Washington University community at all events, on or off campus, sponsored by the university, including clubs and organizations, and/or held in any university facility. The policy and procedure regarding the possession and consumption of alcohol and other drugs on campus has been developed in keeping with Washington State law and the Governor's policy on alcoholism and drug dependency. Washington State laws are described in the [Revised Code of Washington](#) and the [Washington Administrative Code](#). State laws regulate behavior such as the consumption of alcohol in public places, the furnishing of liquor to minors, the illegal purchase of alcohol, and the distribution of controlled substances. The applicable procedure for serving alcohol on the Ellensburg campus is [CWUR 1-60-010 Serving Alcoholic Beverages](#).

In order to comply with the requirements of the Drug-Free Schools and Communities Act and the Drug-Free Workplace Act, a complete description of the relevant laws, procedures, sanctions, and prevention information is available in the office of the dean of student success.

(2) Student Conduct

The university does not condone the consumption of alcoholic beverages by minors at functions sponsored by Central Washington University organizations on or off campus. Organizations and advisors are responsible for monitoring student conduct at functions sponsored by the organization.

Persons twenty-one years of age or older may possess and/or consume alcoholic beverages within the privacy of certain designated 21 or older residence hall rooms or apartments. Washington State law provides penalties for the possession or consumption of alcoholic beverages by persons under twenty-one years of age and for persons who furnish alcoholic beverages to minors.

The dean of student success may place on probation any student organization or prohibit a student specific campus social function when the consumption of alcoholic beverages has become a problem or concern to the university.

Students violating any state or federal law or the alcohol and other drugs policy or procedure will result in immediate referral to the office of the dean of student success or designee for appropriate action, including disciplinary action. The Washington Administrative Code ([WAC 106-120-027: Proscribed conduct.](#)) describes behavior and sanctions a student may be subject to upon violation of any of the described conduct. Disciplinary action may range from a counseling session to expulsion, depending on the severity and number of violations. Repeated violations usually carry more significant consequences. The office of the dean of student success may include in the sanction-mandated contact with the university drug and alcohol prevention specialist and/or direct referral for assessment through a state licensed treatment agency.

(3) [Employee \(staff and faculty\) Conduct](#)

All employees will abide by the terms of the [Drug Free Workplace Act of 1988](#) that prohibits the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance in the university workplace. This Act also requires that employees notify their supervisor of any criminal drug statute conviction for a violation occurring in the workplace no later than 5 days after the conviction.

Appendix 2: CENTRAL WASHINGTON UNIVERSITY ATHLETIC DEPARTMENT SUBSTANCE USE AND PERSONAL CONDUCT POLICY

Banned and Limited Substances

Alcohol

There will be no consumption of alcohol by any student-athlete under the age of 21. There will be a 72-hour ban on consumption of alcohol prior to in-season competitions for all student-athletes 21 and older. This includes student-athletes who are red-shirts, injured, or not on the travel roster. Studies have shown that alcohol “impairs motor skills and decreases strength, power and sprint performance. Alcohol slows reaction time and impairs precision, equilibrium, hand-eye coordination, accuracy, balance, judgment, information processing, focus, stamina, strength, power and speed for up to 72 hours (three days).”

The minimum consequences for an infraction of this alcohol policy are listed in Table 1 of this policy.

Tobacco

In accordance with the CWU policy on tobacco use in campus facilities (CWUP 2-40-180 Smoking in Public Places), there will be no use of tobacco products by any member of the Athletic Department in the CWU Athletic Facilities. This includes student-athletes, coaches, administrators, the athletic training staff, and all personnel associated with the Athletics Department. Additionally, the NCAA prohibits the use of tobacco products by coaches, game officials, and student-athletes in all sports during practice and competition. A student-athlete who uses tobacco products during practice or competition will be automatically disqualified for the remainder of that practice or game.

Vaping

There will be no use of vaping products by any CWU student-athlete. Because of the uncertainty and lack of regulation surrounding the chemical ingredients in vaping cartridges and the knowledge of their impact on physical performance and health, there is no way to fully know the contents, therefore any student found in possession of a vaping device shall be considered to be partaking in vaping activities. The minimum consequences for an infraction of this vaping policy are listed in Table 1 of this policy.

Marijuana/ Cannabis Products

There will be no use of marijuana or cannabis-related products by any student-athlete, per CWU policy (CWUP 2-20-080 Substance Use and Drug Testing) and NCAA legislation. Even though Washington State approved Initiative 502, legalizing the use of recreational marijuana for individuals over the age of 21, CWU student-athletes are not allowed to use recreational

and/or medical marijuana in any forms. Including CBD oil, vapors, edibles, or smoked. Marijuana usage is covered under, but not limited to, four primary categories—NCAA drug testing (Table 2), CWU drug testing (with documented reasonable suspicion) (Table 1, Level II), Student Conduct process (Table 1, Level II), or a Minor in Possession charge (Table 1, Level III). The minimum consequences for a CWU violation of this marijuana policy are listed in Table 1 of this policy. Should a student-athlete test positive for marijuana in any form by the NCAA, the student athlete shall be charged with the loss of competition for 50% of a season of competition in all sports, per the NCAA legislation outlined in Table 2. Should a criminal charge be levied, in the case of possession with intent to sell or other criminal level conduct related to marijuana, consequences will follow the criminal levels within Table 1

Any student-athlete that has self-reported or had a cannabis-related violation is subject to 365 days of unlimited drug testing from the date of the department notification.

Street Drugs

There will be no use of banned “street drugs” by any student-athlete. A student-athlete found in violation on campus for a non-cannabis street drug violation is subject to the consequences listed in Table 1 of this policy. Should a student-athlete test positive for any street drug, in any form, by the NCAA, the student athlete shall be charged with the loss of competition during a minimum of 50% of a season of competition in all sports, per the NCAA legislation outlined in Table 2.

Drugs other than Street Drugs (Performance Enhancing Drugs)

There will be no use of banned substances classified as “other than ‘street drugs’ ”by any student-athlete per NCAA legislation. A list of banned substances can be found on the [NCAA website](#). As determined by the NCAA, a student-athlete testing positive for banned substances other than “street drugs” “...shall be charged with the loss of a minimum of one season of competition in all sports...”

SELF-REPORTING DRUG USE

Any student-athlete may refer himself/herself for evaluation or counseling by contacting their head coach, a member of the athletic training staff, or an athletic administrator. Each student-athlete will be allowed one entrance into the self-reporting process, without consequences during his/her athletic eligibility period. Self-reporting does not exempt an athlete from NCAA sanctions in the event of NCAA year-round or championship site testing.

Self-Report Requirements

- A student-athlete may not self-report after he/she has been informed of their participation in an impending drug test.
- A student-athlete cannot enter the self-reporting program while on probation for a previous self-report or violation.
- There will be no team or administrative consequences imposed upon the student-athlete for seeking professional help through the initial self-reporting phase.
- Any and all costs associated with the treatment, counseling and testing may be the responsibility of the student-athlete.

Self-Report Process

1. Student-athlete will meet with compliance office to sign the self-report form and begin the process.
2. Within one week, student-athlete will set an appointment with Wellness Center for Substance Abuse Intake Evaluation and screening. At that appointment, student-athlete will
 - a. sign a release of information to allow Wellness Center to communicate with Athletics staff
 - b. develop and document support plan that includes at minimum 4 weeks of support meetings with an entity designated by Wellness
 - c. understand and document any additional sanctions or actions indicated by Wellness Center
 - d. set a date for the first drug test –within 45-60 days from initial report or violation
3. Following the meeting with Wellness Center, student-athlete will return the support plan to the compliance office. The compliance office will make a copy of the plan for the student-athlete's file and student will retain the original for tracking.
4. After completion of the support plan, student-athlete will return completed and signed plan to the compliance office prior to the set drug test date. Failure to complete and return could result in suspension or an additional sanction.
5. Student-athlete will take 1st drug test
 - a. If student-athlete tests negative for the banned substance, student-athlete will now follow the substance abuse probation process.
 - b. If a student-athlete tests positive for the banned substance or fails to appear for the test, student-athlete will be considered to have a first violation. Student-athlete may be removed from competition to better support the education and support efforts.

DRUG TESTING

Drug tests will be administered to student-athletes by the NCAA and may also be administered by the CWU Athletic Department, per CWUP 2-20-080 Substance and Drug Testing.

NCAA Drug Testing

The NCAA administers random testing throughout all NCAA Division I and Division II institutions; the student-athletes of these institutions are subject to year-round testing. Beginning in August 2014, the NCAA will include marijuana as a substance tested during these randomized drug tests. Additionally, the NCAA will test all student-athletes on a team if that team is competing in post-season play. More information about NCAA banned drugs and NCAA drug testing policies can be found on the NCAA website.

CWU Athletics Drug Testing

The Athletic Department will administer a drug test for a student-athlete if there is reasonable suspicion that the student-athlete is using a banned substance and/or street drugs. Reasonable suspicion will be determined by the Head Athletic Trainer and CWU Director of Athletics. The consequences for a positive drug test can be found in Table 1 of this policy.

Drug Testing Procedure for all Drug Related Violations

Student-athlete must notify their coach immediately if they receive a drug related ticket or violation from any policing or reporting entity, this includes police in any jurisdiction. Upon report of a violation, or a positive test following a self-report, the following steps will occur:

1. Student-athlete will meet with compliance office to sign the self-report form and begin the process.
2. Within one week, student-athlete will set an appointment with Wellness Center for Substance Abuse Intake Evaluation and screening. At that appointment, student-athlete will
 - a. sign a release of information to allow Wellness Center to communicate with Athletics staff
 - b. develop and document support plan that includes at minimum 4 weeks of support meetings with an entity designated by Wellness
 - c. understand and document any additional sanctions or actions indicated by Wellness Center
 - d. set a date for the first drug test –within 45-60 days from violation
3. Following the meeting with Wellness Center, student-athlete will return the support plan to the compliance office. The compliance office will make a copy of the plan for the student-athlete's file and student will retain the original for tracking.
4. After completion of the support plan, student-athlete will return completed and signed plan to the compliance office prior to the set drug test date. Failure to complete and return could result in suspension or an additional sanction.

5. Student-athlete will take 1st drug test
 - a. If student-athlete tests negative for the banned substance, student-athlete will now follow the substance abuse probation process.
 - b. If a student-athlete tests positive for the banned substance or fails to appear for the test, student-athlete will be considered to have a first violation. Student-athlete may be removed from competition to better support the education and support efforts.

SUBSTANCE USE PROBATION

The Substance Abuse Probation period is the remainder of the school year of the violation/report plus one additional school year. During this time, the student-athlete may be subject to unlimited unannounced drug testing for three quarters after the negative drug test. Any positive result will be considered to be an additional violation. Any additional violations will be cumulative and increase in sanctions, as per Table 1. After the end of the second school year, the student-athlete's record will be wiped clean if they have not had any additional Level I, II, or III infractions.

Additional Drug Violations

Should a student-athlete have additional drug-related violations or test positive in subsequent tests, the student-athlete will be subject to the consequences for subsequent offenses, as outlined in Table 1.

CONSEQUENCES

The following are the consequences for any infractions of CWU Athletic Department Substance Use and Personal Conduct Policy. These infractions could include criminal offenses, violations of CWU Athletics Code of Conduct, and conduct unbecoming of CWU student-athlete. Each level of severity has consequences listed per offense number. Any violation with loss of participation will begin immediately following the offense. If a student-athlete is not participating (redshirt or injured) in the competition season during that time, loss of participation will begin the following season.

Severity Level-One Infractions

If a student-athlete is caught violating the Alcohol Policy, vaping, or if a student-athlete has participated in conduct detrimental to the program then the student-athlete will be subjected to the consequences in Table 1 under Level I. The number of offenses will be counted during the period of two academic years. A student-athlete's offense count will reset after the completion of the second academic year. A student-athlete may appeal the violation to the Athletics Compliance Committee Appeal Council.

Severity Level-Two Infractions

If a student-athlete is caught using marijuana or tests positive in a CWU Athletics drug test, then the student-athlete will be subjected to the consequences in Table 1 under Level II. The number of offenses will be counted during the period of two academic years. A student-athlete's offense count will reset after the completion of the second academic year. A student-athlete may appeal the violation to the Athletics Compliance Committee Appeal Council.

Severity Level-Three Infractions

If a student-athlete is charged with an alcohol or cannabis MIP/MIC, assault, or a misdemeanor at any point in their CWU athletic career, the student-athlete will be subjected to the consequences in Table 1 under Level III. The number of offenses will be counted during the period of two academic years. A student-athlete's offense count will reset after the completion of the second academic year. A student-athlete may appeal the violation to the Athletics Compliance Committee Appeal Council.

Severity Level-Four Infractions

If a student-athlete is charged with a DUI at any point in their CWU athletic career, that student-athlete will be subjected to the consequences in Table 1. Number of offenses will be counted during the student-athlete's entire career at CWU; thus, a student-athlete's number of offenses will not reset.

Severity Level-Five Infractions

The CWU Athletic Department has a zero-tolerance policy regarding felonies and sexual misconduct.

Student-athletes charged with a felony during their careers will be immediately suspended indefinitely from all activities associated with the Athletics Department.

In cases where an accusation of sexual misconduct is lodged against a student-athlete, the Athletic Department will work with the Student Conduct Officer and the student-athlete to determine the appropriate course of action during the investigation. A student-athlete found responsible for a violation of Title IX or other sexual misconduct allegation will face appropriate consequences up to and including suspension from competition and/or the Athletic Program.

Integrity Infractions

- If a student-athlete is convicted or found responsible for theft at any point of their CWU athletic career, that student-athlete will be subjected to the consequences in Table 1.

Number of offenses will be counted during the student-athletes entire career at CWU; thus, a student-athlete's number of offenses will not reset.

- If a student-athlete is found responsible for academic dishonesty (i.e. plagiarism, cheating) at any point of their CWU athletic career, that student-athlete will be subjected to the consequences in Table 1. Number of offenses will be counted during the student-athletes entire career at CWU; thus, as student-athlete's number of offenses will not reset.

Additional Consequences

If a student-athlete is subjected to a loss of a portion of competition and the student-athlete does not have the prescribed percentage of a season left to complete the suspension, then the remaining portion of competitions the student-athlete is suspended from will rollover to the following season. If a student-athlete plays multiple sports then the portion of competitions will apply to the following season of the sport that was in-season when the infraction occurred.

Any student-athlete that receives a third offense of any level severity within the prescribed time period maybe released from the CWU Athletic program. This release may be appealed to the Offense Council.

Criminal Offenses

Criminal offenses include, but are not limited to, minor in possession, minor in consumption, driving under the influence, assault, and misdemeanors. Once charged, the student-athlete must notify his/her Head Coach and the Athletic Director. The student will be immediately suspended from competition until completion of consequences or until the charges are dropped.

When a student-athlete is charged with a misdemeanor criminal offense while enrolled at CWU, they will be subjected to the consequences established in this policy. For a list on consequences pertaining to said offenses, refer to the "consequences" section and Table 1 below.

CWU Athletics has a zero-tolerance policy regarding sexual assault and felonies. Charges for which will be addressed according to provisions in the CWU Student Conduct Code and Table 1.

OFFENSE COUNCIL

Certain conduct sanctions are appealable to an Appeals Committee of the Athletics Compliance Committee. The request for appeal must be submitted in writing to either the Compliance Office or the

Faculty Athletics Representative within 7 days of the notification of sanction. In the appeal, the student-athlete in question may choose to directly present his/her case to the council or

remain anonymous and provide the council with a written explanation. The council will determine if the consequences in this policy are appropriate. The council may give leeway for situations in which they deem the consequences presented in this policy to be inappropriate. The decision of the council is a final verdict and may not be challenged.

Table 1

Table 1. Consequences for Infractions of the CWU Substance Use and Personal Conduct Policy						
Level of Severity	Violations Included	Associated Time Period	First Offense Consequences	Second Offense Consequences	Third Offense Consequences	Appeal to Offense Council
I	Underage Alcohol use, Fighting, Vaping, 72 hour rule	2 Academic years (Fall to summer)	Meeting with Coach and AD, Student Conduct sanctions, Wellness education	Meeting with Coach and AD, Loss of up to 20% of season, Letter of apology	Loss of 50% of season or coaches discretion	Yes
II	Marijuana (on campus or positive CWU drug test)	2 Academic years (Fall to Summer)	Meeting with Coach and AD, Student Conduct sanctions, Wellness education	Meeting with Coach and AD, Loss of up to 25% of season, Letter of apology, or coaches discretion	Loss of 100% of season and opportunity for dismissal from the program	Yes
III	Cannabis or Alcohol MIP/MIC, Assault, Misdemeanor	2 Academic years (Fall to Summer)	Meeting with Coach and AD, Letter of Apology, Student Conduct sanctions, Wellness education, Loss of up to 10% of season	Meeting with Coach and AD, Letter of Apology, Loss of up to 25% of season	Loss of 100% of season and opportunity for dismissal from the program	Yes

IV	DUI and Street Drugs	Entire CWU career	Loss of 50% of season	Loss of 100% of season	Dismissal from program	Yes
V	Sexual Assault, Felonies other than DUI	Entire CWU career	No tolerance	No second offense will be incurred	NA	Yes
Integrity	Academic dishonesty, student-host misconduct, other integrity policies	Entire CWU Career	Meeting with Coach and AD AD determine consequences. Up to 20% loss of season	Meeting with Coach and AD determine consequences. Up to 50% loss of season. Possible Dismissal.	Loss of up to one full season. Possible dismissal from program.	Yes
CWU Drug Test	Positive Drug Test-Performance Enhancing	Entire CWU career	Loss of 365 days of eligibility	Dismissal from program	NA	Yes

- Sanctions that include “up to” season penalties will be determined by coach and AD/sport supervisor and must be at least 1 game and will round up to the next whole game.
- All missed season sanctions will apply to the championship segment for all sports
- All Student Conduct sanctions must be completed before return-to-play unless exception is applied.
- Level I, II, and III violations are stackable and consecutive violations within the time period will result in increased offense consequences.
- Failure to complete sanction within the time required without mitigating circumstances will equate to an additional violation

Table 2

Table 2. Summary of Consequences for Violations of NCAA Legislation	
Violation	Consequence
Positive test for “street drugs”	Loss of 50% season
Positive test for drugs classified as “other than street drugs”	Loss of 100% season

Use of tobacco products during practice or competition	Disqualification for remainder of that practice or competition
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*Disclaimer: The Athletic Department has intentions of adjusting this policy within the 2022-2023 academic year.

Appendix 3: Drug Free Workplace Policy

CWUP 2-40-090 Drug Free Workplace

(Required by the Drug Free Workplace Policy Act of the federal government)

Under the provisions of 34 CFR part 85, subpart F (Drug Free Workplace Act of 1988), Central Washington University prohibits the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance in the university workplace.

(1) Appropriate disciplinary or other personnel action, up to and including termination, will be taken against any employee for violation of the prohibitions cited above.

(2) As a condition of employment at the university, all employees will abide by the terms of this statement, and will notify their supervisor of any criminal drug statute conviction for a violation occurring in the workplace no later than 5 days after the conviction.

(3) Drug involvement in the workplace can interfere with the work to be performed and affect the safety of the employee and his/her colleagues. Working under the influence of drugs can affect coordination, peripheral vision, reaction time in emergency situations, and ability to reason; drugs generally leave the user in a semi-depressed state. Erratic mood changes, apathy, and lethargy may develop. A worker under the influence will often abandon goals and feel a reduction of ambitions. The quality and quantity of work can suffer.

Consider these facts:

1. A person using drugs is absent two to four times as often as a non-user.
2. On-the-job accidents for drug using employees are two to four times more frequent.
3. Sickness and accident benefits paid out for drug using employees are three times greater than for the non-user employees.

(4) If you have concerns regarding drug use or abuse or wish general information, contact your local and state resources. Local contacts include: Alcohol Drug Dependency Service 925-9821, CWU Student Prevention Program 963-3213, Washington State Employee Advisory Program (206) 456-5000.

Appendix 4: Legal Sanctions

This information is provided as a general summary of applicable laws. While it is believed to be accurate at the time of issuance, be aware that laws frequently are amended and reinterpreted, that the application of law to specific situations generally requires an analysis of all the facts and circumstances, and that this information therefore should not be substituted for legal advice.

Alcohol: Federal and state law penalize the unlawful possession, sale, use or distribution of alcohol. Penalties vary based on many factors including specific charges (i.e. whether charges are felonies or misdemeanors). Misdemeanor penalties may include confinement in jail for up to twelve months and/or fines up to \$2,500. Felony penalties may include a term of imprisonment from one to five years, or in the discretion of the jury or the court trying the case without a jury, confinement in jail for not more than 12 months and a fine of not more than \$2,500, either or both.

Drugs: Federal and state law penalizes the unlawful manufacturing, distribution, use, and possession of controlled substances, including prescription drugs. Synthetic designer drugs such as “bath salts,” “plant food,” and “carpet cleaner,” contain mixtures of many different chemicals, including those that resemble cocaine, methamphetamine, and MDMA or “ecstasy.” Federal law makes the distribution of “analogue” substances marketed for human consumption illegal if those substances are chemically similar to a scheduled illegal drug and have the same pharmacological effect on a user. The penalties vary based on many factors, including the type and amount of the drug involved, and whether there is intent to distribute. Federal law sets penalties for first offenses ranging from less than one year to life imprisonment and/or fines up to \$10 million. Penalties may include forfeiture of property, including vehicles used to possess, transport or conceal a controlled substance, and the denial of professional licenses or federal benefits, such as student loans. The punishment for the possession and/or distribution of a controlled substance analogue is up to twenty years in prison and a fine of up to \$1 million. Convictions under state law may be misdemeanor or felony crimes with sanctions ranging from probation to life imprisonment and/or fines of up to \$1 million. Federal law holds that any person who distributes, possesses with intent to distribute, or manufactures a controlled substance on or within one thousand feet of an educational facility is subject to a doubling of the applicable maximum punishments and fines.