

Drug and Alcohol Programs

For Employees

WorkLife Hawai'i is available for employees at UH West O'ahu. Information regarding this program is available at www.eapacific.com/?customer=UH. Substance abuse needs may also be covered by an employee's medical benefits.

For Currently Enrolled Students

The following programs are available to currently enrolled students at UH West O'ahu:

- ▶ Individual counseling by UH West O'ahu Counseling Services for students who need assistance with substance and/or alcohol abuse issues
- ▶ Informational booths on substance and alcohol abuse at various student events
- ▶ Mental Health Moments are periodic communications via email from UH West O'ahu Counseling Services, regarding alcohol and drug awareness

Disciplinary Sanctions

For Employees

As a condition of continued employment, any employee who is convicted for a violation occurring in the workplace of any state or federal criminal statute involving manufacture, distribution, dispensation, use, or possession of any controlled substance shall notify the UH West O'ahu Human Resources Office of the conviction no later than five (5) working days after such conviction. Failure to timely report such conviction shall subject an employee to disciplinary action, up to and including discharge. Any employee who is convicted as described above shall be subject to (1) participation in a drug abuse assistance or rehabilitation program as a condition of continued employment; and/or (2) disciplinary action, up to and including discharge."

For Currently Enrolled Students

When a currently enrolled student violates the UH System Code of Conduct (EP 7.208), the following language in Article V of the Code applies. It states: "Authority to hear and decide on whether or not alleged violations of the student conduct code have occurred as well as to determine subsequent disciplinary sanctions is delegated to senior student affairs officers, student conduct administrators, student conduct board, or appellate boards as described in this policy."

Given this broad delegation of authority, UH West O'ahu has developed its own Student Code of Conduct and the following sanctions may be imposed for a violation:

- ▶ Written Warning
- ▶ Probation
- ▶ Loss of Privileges.
- ▶ Restitution
- ▶ Discretionary Sanctions
- ▶ No contact orders
- ▶ Suspension
- ▶ Dismissal
- ▶ Expulsion
- ▶ Revocation of Admission and/or Degree

Standards of Conduct

For Employees

The University of Hawai'i has developed a system-wide policy regarding illegal Drugs, alcohol, and substance abuse, which is applicable to UH West O'ahu employees. The current policy¹ states, "Substance abuse interferes with the physiological and abstract processes through which mental activity occurs and with social behaviors required for research and learning. Consequently, the University expects that students, faculty and staff will carry out their responsibilities free of any substance abuse." Employees are required to adhere to the requirements of this policy. Failure to adhere to this policy may result in disciplinary action.

For Currently Enrolled Students

The University of Hawai'i has developed a system-wide policy² regarding illegal Drugs, alcohol, and substance abuse, which is applicable to UH West O'ahu's currently enrolled student population. The current policy states Per Article III(B) (11 & 12) that the following is prohibited:

- ▶ Use, possession, manufacturing, distribution/sale, or being under the influence of marijuana, methamphetamine, opioids, heroin, narcotics, or other controlled substances (except as expressly permitted by state and federal law) while on any UH West O'ahu premises or at any UH West O'ahu sponsored event or ancillary site. Possession of drug paraphernalia is also prohibited on UH West O'ahu premises.
- ▶ Use, possession, manufacturing, distribution/sale, or being under the influence of alcoholic beverages (except as expressly permitted by UH System Policies, state or federal law), or public intoxication while on any UH West O'ahu premises or at any UH West O'ahu sponsored event or ancillary site. Alcoholic beverages may not, in any circumstances, be used, possessed, or distributed to any person under twenty-one (21) years of age."

Getting Help

Counseling, Treatment, and Rehabilitation Programs for Both Students and Employees

Hina Mauka Waipahu Outreach Office

Substance Abuse Outpatient Program
94-830 Hikimoe Street
Waipahu, HI 96797
Ph. (808) 671-6900
www.hinamauka.org

Action with Aloha

Substance Abuse Outpatient Program and Individual Counseling
98-1256 Ka'ahumanu Street
Suite #E301
Aiea, HI 96701
Ph. (808) 484-4489
www.actionwithaloha.com

Wai'anae Coast Comprehensive Health Center Malama Recovery Services

Substance Abuse Outpatient Program
86-260 Farrington Hwy
Wai'anae, HI 96792
Ph. (808) 697-3722
www.wcchc.com

Ho'omau Ke Ola

Substance Abuse Outpatient and Inpatient Program
85-761 Farrington Highway
Waianae, HI 96792
Ph. (808) 696-4266
www.hoomaukeola.org

UH West O'ahu Compliance Hui:

Drug and Alcohol Abuse Prevention Information



UNIVERSITY of HAWAII[®]
WEST O'AHU

westoahu.hawaii.edu/compliance

¹ Conduct Policy for employees (www.hawaii.edu/policy/index.php?action=viewPolicy&policySection=ep&policyChapter=11&policyNumber=201&menuView=closed), ² Conduct Policy for currently enrolled students, (www.hawaii.edu/policy/?action=viewPolicy&policySection=ep&policyChapter=7&policyNumber=208), ³ 21 USC §801, et seq.

Legal Sanctions

Students, faculty and staff share a responsibility to help one another by learning to recognize the signs and behaviors associated with substance abuse and addiction, and by encouraging those with such problems to seek appropriate help and rehabilitation. Sanctions are administered on a case by case basis, taking into consideration the unique facts and/or mitigating or aggravating circumstances presented. The ultimate goal of the sanctions is to reinforce UH West O’ahu’s commitment to a positive and safe learning environment consistent with acceptable social standards, and in accordance with federal, state and local laws.

Federal Sanctions

Federal law provides criminal and civil penalties for unlawful possession or distribution/sale of a controlled substance. Under the Controlled Substance Act³ as well as other related federal laws, the penalties for controlled substance violations include, but are not limited to, incarceration, fines, potential for the forfeiture of property used in possession or to facilitate possession of a controlled substance, ineligibility to possess a firearm, and potential ineligibility to receive federal benefits.

State Sanctions

Hawai’i state law prohibits unauthorized possession and distribution/sale of various controlled substances.⁴ If an individual is found guilty of a violation of the state law, they may be subject to large fines and/or imprisonment depending on the dangerousness of the substance and other factors. Further, Hawai’i state law prohibits any person under the age of 21 from possessing alcohol: “No [person under the age of 21] shall consume or purchase liquor and no [person under the age of 21] shall consume or have liquor in [their] possession or custody in any public place, public gathering, or public amusement, at any public beach or public park, or in any motor vehicle on a public highway” except according to certain specific exceptions (possession related to employment, religious services, or assistance with police).⁵

City and County of Honolulu Sanctions

The Revised Ordinances of the City and County of Honolulu 1990 (ROH 1990) regulate alcohol and controlled substances in various ways that impact UH West O’ahu. For example, one may not possess alcohol in an open container on public property (with narrow exceptions), or possess GHB (a date-rape drug) at any time.⁶ Certain organic solvents and ephedrine are also regulated.⁷ Penalties for violations of these ordinances may include jail, probation, and fines.

Health Risks from Alcohol Abuse

In the United States, nearly 88,000 people per year die from alcohol-related causes; globally, alcohol accounts for 3.3 million deaths—5.9 percent of all deaths—each year. Alcohol misuse also contributes to poor performance at school and work; family problems; unprotected sex and sexually transmitted diseases; violence; memory blackouts; unintentional injuries, accidents, and overdoses; and organ damage and disease. It can lead to alcohol use disorder (AUD), a serious chronic condition that affects nearly 16 million people in the United States.

Illicit Drug Abuse Health Risks

Drug Type	Short Term Health Risks	Long Term Health Risks
Central Nervous System Depressants	Drowsiness, slurred speech, poor concentration, confusion, dizziness, problems with movement and memory, lowered blood pressure, slowed breathing.	Unknown
Cocaine	Increased body temperature, heart rate, and blood pressure; headache; abdominal pain and nausea; insomnia, restlessness; anxiety; erratic and violent behavior, panic attacks, paranoia, psychosis; heart rhythm problems, heart attack; stroke, seizure, coma.	Loss of smell, nosebleeds, nasal damage and trouble swallowing; infection and death of bowel tissue; poor nutrition and weight loss; lung damage.
Heroin	Euphoria; dry mouth; itching; nausea; vomiting; analgesia; slowed breathing and heart rate. If pregnant: miscarriage, low birth weight, neonatal abstinence syndrome.	Collapsed veins; abscesses; infection of the lining and valves in the heart; constipation and stomach cramps; liver or kidney disease; pneumonia.
Inhalants	Confusion; nausea; slurred speech; lack of coordination; dizziness; drowsiness; disinhibition, lightheadedness, hallucinations/delusions; headaches; sudden sniffing death; death from asphyxiation, suffocation, convulsions or seizures, coma, or choking; increased heart rate, brief sensation of heat and excitement.	Liver and kidney damage; bone marrow damage; limb spasms; brain damage; pneumonia. If pregnant: low birth weight, bone problems, delayed behavioral development, altered metabolism and body composition.
Ketamine	Problems with attention, learning, and memory; hallucinations; sedation; confusion and problems speaking; loss of memory; problems moving, to the point of being immobile; raised blood pressure; unconsciousness; slowed breathing that can lead to death.	Ulcers and pain in the bladder; kidney problems; stomach pain; depression; poor memory.
LSD	Mood swings; distortion to recognize reality, think rationally, or communicate with others; raised blood pressure, heart rate, body temperature; dizziness and insomnia; loss of appetite; dry mouth; sweating; numbness; weakness; tremors.	Frightening flashbacks; visual disturbances, disorganized thinking, paranoia, and mood swings.
Cannabis	Enhanced sensory perception followed by drowsiness; slowed reaction time; problems with balance and coordination; increased heart rate and appetite; problems with learning and memory; hallucinations; anxiety; panic attacks; psychosis.	Mental health problems, chronic cough, frequent respiratory infections. Youth Risk: possible loss of IQ point. Pregnancy Risk: babies born with problems with attention, memory, and problem solving.
MDMA	Lowered inhibition; increased HR and BP; muscle tension; nausea; faintness; chills or sweating; sharp rise in body temperature leading to kidney failure or death.	Confusion, depression, problems with attention, memory, and sleep; increased anxiety, impulsiveness; less interest in sex.
Mescaline (Peyote)	Hallucinations; anxiety; increased body temp, HR/BP; sweating; problems with movement.	Unknown
Methamphetamine	Increased wakefulness and physical activity; decreased appetite; increased breathing, HR/BP, temperature; irregular heartbeat. Pregnancy Risk: premature delivery; separation of the placenta from the uterus; low birth weight; ongoing lethargy and heart and brain problems.	Anxiety, confusion, insomnia, mood problems, violent behavior, paranoia, hallucinations, delusions, weight loss, severe dental problems, intense itching leading to skin sores.
PCP	Low dose: increase in breathing rate; increased HR/BP; shallow breathing; face redness and sweating; appendage numbness; movement problems. High doses: lowered HR/BP, breathing rate; nausea; vomiting; blurred vision; flicking eyes; drooling; loss of balance; dizziness; violence; suicidal thoughts; seizures, coma, and death.	Memory loss, problems with speech and thinking, depression, loss of appetite, anxiety.
Prescription Opioids	Drowsiness, nausea, constipation, euphoria, confusion, slowed breathing, death. Pregnancy Risk: Miscarriage, low birth weight	Overdose or addiction. Pregnancy Risk: Neonatal abstinence syndrome.
Prescription Stimulants	Increased HR/BP; increased blood sugar; High doses: dangerously high body temperature and irregular heartbeat; heart failure; seizures.	Heart problems, psychosis, anger, paranoia.
Psilocybin	Hallucinations, altered perception of time, inability to tell fantasy from reality, panic, weakness, problems with movement, N/V, drowsiness.	Risk of flashbacks and memory problems; poisoning.
Rohypnol	Drowsiness, sedation; amnesia, muscle relaxation, impaired reaction time and motor coordination; impaired mental functioning and judgment; confusion; aggression; excitability; slurred speech; headache; slowed breathing and heart rate.	Unknown
Salvia	Intense hallucinations; altered visual perception, mood, body sensations; feelings of detachment from body; sweating.	Unknown
Steroids (Anabolic)	Acne, fluid retention, oily skin, yellowing of the skin, infection; aggression; extreme mood swings; paranoid jealousy; delusions; impaired judgment.	Kidney damage or failure; liver damage; high BP, enlarged heart, increased risk of stroke or heart attack. Affected sexual organs, reproductive issues, baldness, development of breasts and risk for prostate cancer (men), facial hair and deepened voice (women) Adolescent Risk: stunted growth.
Synthetic Cannabinoids	Increased HR/BP; vomiting; agitation; confusion; hallucinations, anxiety, paranoia.	Unknown
Synthetic Cathinones (Bath Salts)	Increased HR/BP; paranoia, agitation, and hallucinations; violent behavior; nosebleeds; sweating; N/V; insomnia; dizziness; depression; suicidal thoughts; panic attacks; reduced motor control; cloudy thinking.	Death

⁴ HRS 712-1240, et seq., ⁵ HRS 281-101.5, ⁶ ROH 1990, Sec. 40-1.1-40-1.3; Sec. 40-14.1-40-14.3., ⁷ ROH 1990, Sec. 40-5.1-40-5.6; Sec. 40.13.1-40-13.3.