

UA Cossatot Annual Student and Employee Notice

Drug-Free Schools and Communities • Drug-Free Workplace • Clery Act • Alcohol & Other Drugs (AOD)

UA Cossatot students, faculty, and staff,

UA Cossatot is committed to maintaining drug-free campus, You are being provided this notice to comply with the Drug-Free Schools and Communities Act and Regulations (See 34 C.F.R. § 86.100). This notice contains the following information: (1) standards of conduct that clearly prohibit the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on UA Cossatot property and all of its activities; (2) a description of the applicable legal sanctions under State and Federal law for the unlawful possession or distribution of illicit drugs and alcohol; (3) a description of the health risks associated with the use of illicit drugs and the abuse of alcohol; (4) a description of drug and alcohol counseling, treatment, or rehabilitation or re-entry programs that are available; and (5) the disciplinary sanctions UA Cossatot will impose on students and employees for the violations covered below, which may include expulsion, termination of employment, and referral for prosecution.

1. Standards of Conduct

UA Cossatot prohibits the unlawful manufacture, distribution, dispensation, possession, or use of controlled substances by students and employees in the College or at any institution-sponsored activity. Employees must comply with the Drug-Free Workplace Policy (Policy 479) as a condition of employment. Students must comply with the Code of Conduct (Policy 530).

Additionally, [Board Policy 705.2](#) of the Board of Trustees of the University of Arkansas requires the use of alcoholic beverages in public areas of University facilities (including organized houses) and at official University student functions held on campus to comply with state and federal laws and university policies.

Irresponsible use of alcohol at an authorized Campus-related function or during official College business that adversely affects an Employee's job performance or may adversely affect the health or safety of the Employee, other staff or faculty, or UA Cossatot students and visitors is not condoned and may be subject to disciplinary sanctions. Employees should exhibit responsible behavior and good judgment when representing UA Cossatot at official College functions and functions hosted by other organizations while representing UA Cossatot.

2. Legal Sanctions

Violations of state or federal drug and alcohol laws can result in criminal prosecution, including fines and imprisonment. Students and employees who violate College policy or are convicted of alcohol or drug offenses may face disciplinary action by the College in addition to referral to law enforcement, which may be subject to the following legal consequences.

Federal and State Alcohol & Drug-Related Laws (Examples)

Law	Violation	Penalties
21 USC § 841	Distribution/Manufacturing/Possession with intent to distribute	Jail up to 20 years with minimums of 5, 10, or 20 years depending on the substance and whether death or serious bodily injury occur. Enhancers for prior felony convictions or multiple offenses.
21 U.S.C. § 843	Obtaining controlled substances by misrepresentation, fraud, etc... Use of a communication facility to facilitate a drug felony	Jail up to 4 years per offense.
21 U.S.C. § 844 Specific Federal Drug Trafficking Penalties	Unlawful possession of a controlled substance	Jail up to 1 year and/or a fine exceeding \$1,000 (first offense). Jail up to 2 years and/or a fine exceeding \$2,500 (second and third offense). Jail up to 3 years and/or a fine exceeding \$5,000 (fourth and subsequent offenses). Specific sentencing for flunitrazepam.

21 U.S.C. § 846	Conspiracy/Attempt	Jail up to 20 years with minimums of 5, 10, or 20 years depending on the substance and whether death or serious bodily injury occur. Enhancers for prior felony convictions or multiple offenses.
21 U.S.C. § 848	Continuing Criminal Enterprise	Jail a minimum of 20 years up to life in prison, with a minimum of life in prison and death penalty under certain circumstances.
21 U.S.C. § 856	Maintaining a drug-involved premises	Jail up to 20 years. Fine up to \$500,000 if an individual and up to \$2,000,000 if other than an individual.
21 U.S.C. § 859	Enhancer when distributing to individuals under 21 years of age.	(Enhancer) Double the maximum punishment authorized and double terms of supervised release.
21 U.S.C. § 860	Enhancer when distributing at schools, playgrounds, youth centers, pools, and public housing.	(Enhancer) Jail time of at least one year but otherwise double the maximum punishment authorized and double terms of supervised release. Double the fines authorized by law.
Arkansas Code Annotated §§ 3-3-201 & 3-3-202	Providing Alcohol to a Minor	Fines \$200–\$1,000 per offense, jail up to 5 years per offense. 201 is a misdemeanor offense, while 202 is a felony offense.
Arkansas Code Annotated § 3-3-203	Minor in Possession/Consumption	Fines \$100–\$500, license suspension 60 days–1 year
Arkansas Code Annotated § 3-3-219	Allowing Minors to Consume on Private Property	Misdemeanor; \$100–\$500 fine, probation, essay assignment
Arkansas Code Annotated §§ 5-27-502, 5-27-503, and 27-16-302	Fake/Altered IDs	Felonies: 3–20 years prison, fines up to \$15,000 (manufacture/sell). Misdemeanors: license suspension, fines up to \$1,000 (possession/use)
Arkansas Code Annotated § 5-71-212	Public Intoxication/Drinking in Public	Class C misdemeanor; up to 30 days jail, \$100 fine
Arkansas Code Annotated §§ 5-65-103 & 5-65-2002	DWI/DUI	License suspension (90–180 days), fines \$100–\$500, mandatory alcohol education and service
Arkansas Code Annotated §§ 5-65-2002 and 5-65-309	Consent to Chemical, Urine, and Breathalyzer Test	License seizure on arrest, license suspension of 180 days for DWI and 90-180 days for DUI.

Federal Controlled Substance Penalties

DRUG/SCHEDULE	QUANTITY	PENALTIES	QUANTITY	PENALTIES
Cocaine (Schedule II)	500-4999 grams mixture	First Offense: Not less than 5 years, and not more than 40 years. If death or serious injury, not less than 20 years or more than life. Fine of not more than \$5 million if an	5kg or more mixture	First Offense: Not less than 10 years, and not more than life. If death or serious injury, not less than 20 years or more than life. Fine of not more than \$10 million if an individual, \$50 million if not an individual. Second Offense: Not less than 15 years, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$20 million if an
Cocaine Base (Schedule II)	28-279 grams mixture		280 grams or more mixture	
Fentanyl (Schedule II)	40-399 grams mixture		400 grams or more mixture	
Fentanyl Analogue (Schedule I)	10-99 grams mixture		100 grams or more mixture	
Heroin (Schedule I)	100-999 grams mixture		1kg or more mixture	
LSD (Schedule I)	1-9 grams mixture		10 grams or more mixture	

Methamphetamine (Schedule II)	5-49 grams pure or 50-499 grams mixture	individual, \$25 million if not an individual.	50 grams or more pure or 500 grams or more mixture	individual, \$75 million if not an individual.
PCP (Schedule II)	10-99 grams pure or 100-999 grams mixture	Second Offense: Not less than 10 years, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$8 million if an individual, \$50 million if not an individual.	100 grams or more pure or 1kg or more mixture	Two or More Prior Offenses: Not less than 25 years. Fine of not more than \$20 million if an individual, \$75 million if not an individual.

PENALTIES

Other Schedule I & II drugs (and any drug product containing Gamma Hydroxybutyric Acid)	Any amount	First Offense: Not more than 20 years. If death or serious injury, not less than 20 years, or more than life. Fine \$1 million if an individual, \$5 million if not an individual. 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.		
Flunitrazepam (Schedule IV)	1 gram			
Other Schedule III drugs	Any amount	First Offense: Not more than 10 years. Fine of 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 other than an individual.		
Other Schedule IV drugs	Any amount	First Offense: Not more than 5 years. Fine of 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 other than an individual.		
Flunitrazepam (Schedule IV)	Other than 1 gram or more			
All Schedule V drugs	Any amount	First Offense: Not more than 1 year. 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.		
DRUG	QUANTITY	1st OFFENSE	2nd OFFENSE*	
Marijuana (Schedule I)	1000 kg or more marijuana mixture; or 1000 or more marijuana plants	Not less than 10 years or more than life. If death or serious injury, not less than 20 years, or more than life. Fine not more than \$10	Not less than 15 years or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$20 million if an individual, \$75 million if other than an individual.	

		million if an individual; \$50 million if other than an individual.	
Marijuana (Schedule I)	100 kg to 999 kg marijuana mixture or 100 to 999 marijuana plants	Not less than 5 years or more than 40 years. If death or serious bodily injury, not less than 20 years, or more than life. Fine not more than \$5 million if an individual, \$25 million if other than an individual.	Not less than 10 years or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$8 million if an individual, \$50 million if other than an individual.
Marijuana (Schedule I)	More than 10kg hashish, 50 to 99 kg marijuana mixture, More than 1kg of hashish oil, 50 to 99 marijuana plants	Not less than 20 years. If death or serious bodily injury, not less than 20 years, or more than life. Fine \$1 million if other than an individual.	Not less than 30 years. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if other than an individual.
Marijuana (Schedule I)	Less than 50kgs marijuana (but does not include 50 or more marijuana plants regardless of weight) marijuana plants. 1 to 49 marijuana plants.	Not less than 5 years. Fine not more than \$250,000 if a individual. \$1 million if other than an individual.	Not less than 10 years. Fine \$500,000 if an individual, \$2 million if other than an individual.
Marijuana (Schedule I)	10 kgs or less	Not more than 5 years. Fine not more than \$250,000 if an individual, \$1 million if other than an individual.	Not more than 10 years. Fine \$500,000 if an individual, \$2 million if other than an individual.
Marijuana (Schedule I)	1 kg or less	Not more than 5 years. Fine not more than \$250,000 if an individual, \$1 million if other than an individual.	Not more than 10 years. Fine \$500,000 if an individual, \$2 million if other than an individual.
*The minimum sentence for a violation after two or more prior convictions for a felony drug offense have become final is not less than 25 years imprisonment and a fine up to \$20 million if an individual and \$75 million if other than an individual.			

3. Health Risks

The use of alcohol and other drugs poses serious health risks, including dependence, impaired judgment, long-term health complications, and risk of overdose. More information regarding drug use and health risks associated with drug use may be accessed at the [DEA Drugs of Abuse](#) publication.

Commonly Abused Substances & Risks

Substance	Street/Commercial Names	Health Risks
Nicotine	Cigarettes, cigars, smokeless tobacco	Cancer; lung & heart disease; pregnancy complications; addiction
Alcohol	Beer, wine, liquor	Liver disease; heart disease; stroke; cancer; impaired judgment; addiction
Marijuana/Hashish	Weed, pot, hash	Respiratory issues; memory loss; impaired judgment; addiction risk
Cocaine/Amphetamines/Meth	Coke, crack, speed, meth	Heart attack; stroke; paranoia; aggression; addiction
Narcotics, including Fenanyl, Heroin/Opioids/Oxycodone	Heroin, opium, painkillers	Overdose risk; collapsed veins; infections; death
MDMA/GHB/Ketamine	Ecstasy, Special K	Confusion; dehydration; overdose; sexual assault risk
Hallucinogens	LSD, PCP, psilocybin	Panic; psychosis; distorted perception; accidents
Steroids/Inhalants	Anabolic steroids, glue, thinners	Organ damage; mental health issues; sudden death

*For additional detail, see the University of Arkansas' Annual Notification of Alcohol & Other Drug Information

4. Drug and Alcohol Programs & Treatment Resources

Local Counseling Centers:

- Southwest Arkansas Counseling & Mental Health – Crisis Line (800) 652-9166
- Texarkana Clinic – (870) 773-4655
- De Queen Clinic – (870) 584-7115
- Nashville Clinic – (870) 845-3110

UMR Plan Coverage:

- Office Visits: \$35 copay (100% covered after copay)
 - Inpatient/Residential Treatment: \$300 admission copay + deductible, 75% covered
 - Outpatient/Partial Hospitalization: \$150 first-day copay, remainder covered at 75%
- Visit www.benefits.uasys.edu for complete plan coverage

12-Step Recovery Programs:

- AA Meetings: <https://www.aa.org/find-aa>
- NA Meetings: <https://www.na.org/meetingsearch/>
- Al-Anon Meetings: <https://al-anon.org/al-anon-meetings/find-an-al-anon-meeting/>

Local AA Meetings:

- Nashville: Mon/Wed/Fri • 8 PM • 202 W. Howard St.
- Sevier County: Sundays • 7 PM • Old Library Building
- De Queen: Fridays • 8 PM • Sugarhill Methodist Church

5. Disciplinary Sanctions

Employees in violation of College Policy, state law, or federal law, are subject to discipline under the College's [Drug Free Workplace Policy 479](#) and [Progressive Discipline Policy 464](#), which may include sanctions like counseling, a written warning, suspension, or termination of employment. Serious violations (e.g., workplace intoxication or endangerment) may result in the immediate termination of the Employee. Students in violation of College Policy, state law, or federal law, are subject to discipline under the [Student Code of Conduct and Discipline Policy 530](#). Disciplinary actions may include, but are not limited to: (1) removal from campus housing, including terms for readmission; (2) suspension from the College, including terms for readmission; and (3) expulsion from the College.

📌 **Questions? Contact Human Resources**

Kelly Plunk, Director of Human Resources – (870) 584-1104 | kplunk@cccua.edu

Sheila Holcombe, Human Resource Specialist – (870) 584-1164 | sholcombe@cccua.edu

Debbie Gatlin, HR & Benefits Specialist – (870) 584-1190 | dgatlin@cccua.edu