

Under federal law, for a first offense, unlawful possession of a controlled substance (including marijuana) is punishable by a minimum fine of \$1,000 and up to one year imprisonment. 21 U.S.C. 844(a). Unlawful distribution of a controlled substance (including marijuana) may result in fines of between \$250,000 and \$8,000,000 and up to life imprisonment, depending on the circumstances and the quantity and type of controlled substance distributed, with greater penalties for subsequent offenses. For a more complete summary of federal laws and penalties for illegal drug use, see <http://www.dea.gov/druginfo/ftp3.shtml>.

Employees are reminded that, as a condition of their employment, they are obligated to notify the UAH Office of Human Resources of any criminal drug conviction for a violation occurring in the workplace no later than five days after such conviction.

Alcohol consumption causes a number of marked changes in behavior. Even low quantities consumed can significantly impair the judgment and coordination required to drive a car safely, increasing the likelihood that the driver will be involved in an accident. Consumption of low to moderate amounts of alcohol also increase the incidence of a variety of aggressive acts, including spouse and child abuse. Drinking moderate to high quantities of alcohol causes marked impairments in higher mental functions, severely altering a person's ability to learn and remember information. Consumption of very high quantities causes respiratory depression and death. If combined with other depressants of the central nervous system, much lower amounts of alcohol will produce the effects just described.

emphysema; contributes to fertility problems; and contributes to the development of lung cancer.

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Kenneth W. Reich

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Samuel C. Long

[Redacted]