

## ANNUAL DRUG AND ALCOHOL NOTICE

William & Mary (the “university”) strives to maintain a safe, healthy and efficient work place free from drug and alcohol abuse. The university complies with all federal and state regulations pertaining to the abuse of controlled substances including the *Drug-Free Workplace Act of 1988*, the *Drug-Free Schools and Communities Act of 1989* and the Virginia Department of Human Resource Management's [Policy Number 1.05 - Alcohol and Other Drugs](#). As a public university, William & Mary is subject to certain state laws and policies. It also has its own institutional policies.

**The Drug-Free Workplace Act** requires that the university inform employees that the unlawful manufacture, distribution, dispensation, possession or use of a controlled substance is prohibited in the workplace. The workplace consists of any state-owned or university-owned controlled or leased property, or the site where state work or university work is performed. Additionally, drunken or disorderly behaviors on property owned or controlled by the university, or at functions sponsored or supervised by the university, are prohibited.

Any employee who violates these prohibitions will be subject to disciplinary action up to and including discharge, and/or required to satisfactorily participate in a drug abuse assistance or rehabilitation program at the discretion of management. As a condition of employment, each employee must abide by the terms of this prohibition and notify his/her supervisor of any criminal drug statute conviction no later than five days after such conviction. The university wishes to provide all reasonable assistance to faculty and staff in dealing with alcohol and drug problems. Disciplinary sanctions will occur only after an individual is offered an opportunity to correct and fails to effectively deal with his/her problem or where the employee has committed a serious violation of university policy or Federal/State law. Further information regarding policies and sanctions for employee misconduct involving alcohol or controlled substances is provided below.

**The Drug-Free Schools and Communities Act of 1989** and the U.S. Department of Education's supporting regulations require that the university provide all employees yearly written notice including:

1. University standards of conduct and policies, a description of various laws that apply in the jurisdiction regarding alcohol and drugs, including the unlawful possession, use, or distribution of illicit drugs and alcohol by employees;
2. A description of the applicable university disciplinary sanctions and legal penalties under local, State, or 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 available drug or alcohol counseling, treatment, or rehabilitation or re-entry programs;

William & Mary's policies, including standards of conduct, prohibit the unlawful possession, use or distribution of illicit drugs and alcohol by employees on school premises or property, or as part of any of its activities. The policies also apply to professional meetings attended by employees, if these meetings are considered university-sponsored activities.

### Alcohol Laws, Polices and Sanctions

#### Virginia's Alcohol Beverage Control Act

The Act applies to all students and employees of this institution. The pertinent laws, and penalties for violations, are:

1. Unlawfully purchase or possess alcoholic beverage under age 21: Misdemeanor (up to 12 months in jail and/or a fine of up to \$2,500. Virginia driver's license may be suspended for a period of not more than one year.)
2. Unlawfully sell alcoholic beverages to persons under the age of 21 years of age: Misdemeanor (up to 12 months in jail and/or a fine of up to \$2,500.)
3. Unlawfully purchase alcoholic beverages for another when, at the time of the purchase, he knows or has reason to know that the person for whom the alcohol is purchased is under the legal drinking age: Misdemeanor (up to 12 months in jail and/or a fine of up to \$2,500.)
4. Unlawfully consume alcoholic beverages in unlicensed public places: Misdemeanor (a fine of up to \$250.)

### **University Standards and Sanctions**

The university will impose sanctions on employees (consistent with local, State, and Federal law) for violations of university policies. Specific acts subject to disciplinary action include:

1. The unlawful or unauthorized manufacture, distribution, dispensation, possession or use of alcohol or illicit drugs in the workplace, on the grounds of the university, or as part of any university activity
2. Reporting to or remaining at work while impaired by or under the influence of alcohol or illicit drugs
3. An action which results in a criminal convictions for:
  - a. A violation of any criminal drug law, based on conduct occurring either on or off the workplace, and
  - b. A violation of any alcoholic beverage control law, or law that governs driving while intoxicated, for conduct occurring in the workplace.
4. The failure to report to the supervisor, in writing, that the employee was convicted of any offense as defined in item 3 above, within five (5) calendar days of the conviction.

Employees who commit the above offenses are subject to disciplinary action, up to and including termination of employment, referral for prosecution discharge, and participation in a drug abuse assistance or rehabilitation program at the discretion of management. Information regarding an employee's enrollment in an alcohol and or drug rehabilitation program shall only be disclosed with the employee's permission or when the agency determines that disclosure is necessary.

Faculty sanctions for such violations shall be in accordance to the rules specific in the [Faculty Handbook \(pdf\)](#) - Section III. F. Allegations of Violations of Policy. Classified and University Operational employee sanctions for such violations shall be in accordance to the Department of Human Resource

[Management's Policy Number 1.60 - Standards of Conduct](#) (pdf). Professional and Professional Faculty employee sanctions for such violations shall be in accordance to the university's policy on [Appointments and Termination of Professionals and Professional Faculty](#). Executive employee sanctions shall be in accordance with the employment policy for executives.

## **Controlled Substances and Illicit Drugs Laws, Policies and Sanctions**

The unlawful possession, distribution, manufacture, sale or use of controlled substances and illicit drugs, as defined by the Virginia Drug Control Act, is prohibited in Virginia. Controlled substances are classified under the Act into "schedules," ranging from Schedule I through Schedule VI, as defined in sections 54.1-3446 through 54.1-3456 of the Code of Virginia (1950), as amended.

The pertinent laws, including penalties for conviction of violations are:

1. Possession Schedule I and II controlled substance: Class 5 felony (one to 10 years in prison, or at the discretion of a jury or the court trying the case, up to 12 months in jail and/or a fine of up to \$2,500);
2. Possession of a Schedule III controlled substance: Class 1 misdemeanor (up to 12 months and/or a fine up to \$2,500);
3. Possession of a Schedule IV controlled substance: Class 2 misdemeanor (up to six months and/or a fine up to \$1,000);
4. Possession of a Schedule V controlled substance: Class 3 misdemeanor (a fine of up to \$500);
5. Possession of a Schedule VI controlled substance: Class 4 misdemeanor (a fine of up to \$250);
6. Possession with intent to sell or otherwise distribute, of Schedules I or II controlled substance: First offense—Felony (five to 40 years in prison and a fine of up to \$500,000; Second conviction—Felony (five years to life imprisonment, and fined up to \$500,000) and a mandatory minimum of three years in prison);
7. Possession with intent to sell or otherwise distribute, of Schedules III, IV, or V controlled substance: Class 1 misdemeanor (up to 12 months in jail and/or a fine of up to \$2,500);
8. Possession of marijuana: First offense—misdemeanor (up to 30 days in jail and/or a fine of up to \$500); Second offense—Class 1 misdemeanor (up to 12 months in jail and/or a fine of up to \$2,500)
9. Possession with intent to sell or otherwise distribute less than one-half ounce of marijuana: Misdemeanor (up to one year in jail and/or a fine of up to \$2,500)
10. Possession with intent to sell or otherwise distribute more than one-half ounce up to five pounds of marijuana: Felony (one to 10 years in prison, or in the discretion of the jury or the court trying the case without a jury, one year in jail and/or a fine of up to \$2,500);
11. Possession with intent to sell or otherwise distribute more than five pounds of marijuana: Felony (five to 30 years in prison).
12. Manufacturing marijuana: not less than five years nor more than 30 years, fine not to exceed \$10,000.
13. Sale of drugs on or near school property (including universities), state hospital grounds, a public recreation or community center, or any public library is a felony punishable by a mandatory sentence of not less than one year nor more than five years and/or fine of not more than \$100,000.

Forfeiture of driver's license may also occur as a result of drug violations. (Va. Code Ann. at 18.2-259.1). For penalties for sale of drugs to someone under age 18 who is at least three years younger than the seller, see Va. Code Ann. at § 18.2-255. Enhanced penalties also apply to subsequent offenses.

**Federal Laws and Penalties:**

<b>Federal Trafficking Penalties for Schedules I, II, III, IV, and V (except Marijuana)<sup>li</sup></b>				
<b>Schedule</b>	<b>Substance/Quantity</b>	<b>Penalty</b>	<b>Substance/Quantity</b>	<b>Penalty</b>
II	Cocaine 500-4999 grams mixture	<p><b>First Offense:</b> Not less than 5 yrs. and not more than 40 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine of not more than \$5 million if an individual, \$25 million if not an individual.</p> <p><b>Second Offense:</b> Not less than 10 yrs. and not more than life. If death or serious bodily injury, life imprisonment. Fine of not more than \$8 million if an individual, \$50 million if not an individual.</p>	Cocaine 5 kilograms or more mixture	<p><b>First Offense:</b> Not less than 10 yrs. and not more than life. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine of not more than \$10 million if an individual, \$50 million if not an individual.</p> <p><b>Second Offense:</b> Not less than 20 yrs, and not more than life. If death or serious bodily injury, life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.</p> <p><b>2 or More Prior Offenses:</b> Life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.</p>
II	Cocaine Base 28-279 grams mixture		Cocaine Base 280 grams or more mixture	
IV	Fentanyl 40-399 grams mixture		Fentanyl 400 grams or more mixture	
I	Fentanyl Analogue 10-99 grams mixture		Fentanyl Analogue 100 grams or more mixture	
I	Heroin 100-999 grams mixture		Heroin 1 kilogram or more mixture	
I	LSD 1-9 grams mixture		LSD 10 grams or more mixture	
II	Methamphetamine 5-49 grams pure or 50-499 grams mixture		Methamphetamine 50 grams or more pure or 500 grams or more mixture	
II	PCP 10-99 grams pure or 100-999 grams mixture		PCP 100 grams or more pure or 1 kilogram or more mixture	
<b>Substance/Quantity</b>		<b>Penalty</b>		
Any Amount Of Other Schedule I & II Substances		<b>First Offense:</b> Not more than 20 yrs. If death or serious bodily injury, not less than 20 yrs. or more than Life. Fine \$1 million if an individual, \$5 million if not an individual.		
Any Drug Product Containing Gamma Hydroxybutyric Acid		<b>Second Offense:</b> Not more than 30 yrs. 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				

Any Amount Of Other Schedule III Drugs	<p><b>First Offense:</b> Not more than 10 yrs. If death or serious bodily injury, not more than 15 yrs. Fine not more than \$500,000 if an individual, \$2.5 million if not an individual.</p> <p><b>Second Offense:</b> Not more than 20 yrs. If death or serious injury, not more than 30 yrs. Fine not more than \$1 million if an individual, \$5 million if not an individual.</p>
Any Amount Of All Other Schedule IV Drugs (other than one gram or more of Flunitrazepam)	<p><b>First Offense:</b> Not more than 5 yrs. Fine not more than \$250,000 if an individual, \$1 million if not an individual.</p> <p><b>Second Offense:</b> Not more than 10 yrs. Fine not more than \$500,000 if an individual, \$2 million if other than an individual.</p>
Any Amount Of All Schedule V Drugs	<p><b>First Offense:</b> Not more than 1 yr. Fine not more than \$100,000 if an individual, \$250,000 if not an individual.</p> <p><b>Second Offense:</b> Not more than 4 yrs. Fine not more than \$200,000 if an individual, \$500,000 if not an individual.</p>

<b>Federal Trafficking Penalties for Marijuana, Hashish and Hashish Oil, Schedule I Substances<sup>(ii)</sup></b>	
Marijuana 1,000 kilograms or more marijuana mixture or 1,000 or more marijuana plants	<p><b>First Offense:</b> Not less than 10 yrs. or more than life. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine not more than \$10 million if an individual, \$50 million if other than an individual.</p> <p><b>Second Offense:</b> Not less than 20 yrs. 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.</p>
Marijuana 100 to 999 kilograms marijuana mixture or 100 to 999 marijuana plants	<p><b>First Offense:</b> Not less than 5 yrs. or more than 40 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine not more than \$5 million if an individual, \$25 million if other than an individual.</p> <p><b>Second Offense:</b> Not less than 10 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$8 million if an individual, \$50million if other than an individual.</p>
Marijuana 50 to 99 kilograms marijuana mixture, 50 to 99 marijuana plants	<p><b>First Offense:</b> Not more than 20 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine \$1 million if an individual, \$5 million if other than an individual.</p> <p><b>Second Offense:</b> Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if other than an individual.</p>
Hashish More than 10 kilograms	
Hashish Oil More than 1 kilogram	
Marijuana less than 50 kilograms marijuana (but does not include 50 or more marijuana plants regardless of weight) 1 to 49 marijuana plants	<p><b>First Offense:</b> Not more than 5 yrs. Fine not more than \$250,000, \$1 million if other than an individual.</p> <p><b>Second Offense:</b> Not more than 10 yrs. Fine \$500,000 if an individual, \$2 million if other than individual.</p>

Hashish 10 kilograms or less	
Hashish Oil 1 kilogram or less	

## Health Risks

William & Mary is dedicated to the education of students and employees about risks associated with the abuse of alcohol and other drugs. Descriptions of some of these health risks are offered below. In addition, behavioral difficulties at work or in school, in relationships, and with the law can be linked to the abuse of alcohol and other drugs.

### Risks and Effects of Alcohol

Alcohol consumption causes a number of marked changes in behavior. Even low doses significantly impair the judgment and coordination required to drive a car or walk home safely. Low to moderate doses of alcohol also are associated with increased incidence of a variety of aggressive acts, including sexual assault, vandalism, and fighting. Moderate to high doses of alcohol cause marked impairments in higher mental functions, severely altering a person's ability to learn, memorize and perform academically, sometimes for weeks after the drinking occurrence. Very high doses cause respiratory depression and death. If combined with other depressants of the central nervous system, much lower doses of alcohol will produce the effects just described.

Repeated use of alcohol can lead to impairment, high tolerance, and dependence. Sudden cessation of alcohol intake is likely to produce withdrawal symptoms, including severe anxiety, tremors, hallucinations, and convulsions. Alcohol withdrawal can be life-threatening. Long-term consumption of large quantities of alcohol, particularly when combined with poor nutrition, can also lead to permanent damage to vital organs such as the brain and liver.

Mothers who drink alcohol during pregnancy may give birth to infants with fetal alcohol syndrome. These infants often have irreversible physical abnormalities and mental retardation. Research indicates that children of alcoholic parents have a greater risk of becoming alcoholics.

Tobacco			
Category & Name	Examples of Commercial & Street Names	DEA Schedule	How Administered*
Nicotine	Found in cigarettes, cigars, bidis, and smokeless tobacco (snuff, spit tobacco, chew)	Not scheduled	Smoked, snorted, chewed
<b>Acute Effects</b> - Increased blood pressure and heart rate <b>Health Risks</b> - Chronic lung disease; cardiovascular disease; stroke; cancers of the mouth, pharynx, larynx, esophagus, stomach, pancreas, cervix, kidney, bladder, and acute myeloid leukemia; adverse pregnancy outcomes; addiction			

Alcohol			
Category & Name	Examples of Commercial & Street Names	DEA Schedule	How Administered*

Alcohol (ethyl alcohol)	Found in liquor, beer, and wine	Not scheduled	Swallowed
<p><b>Acute Effects</b> - In low doses, euphoria, mild stimulation, relaxation, lowered inhibitions; in higher doses, drowsiness, slurred speech, nausea, emotional volatility, loss of coordination, visual distortions, impaired memory, sexual dysfunction, loss of consciousness</p> <p><b>Health Risks</b> - Increased risk of injuries, violence, fetal damage (in pregnant women); depression; neurologic deficits; hypertension; liver and heart disease; addiction; fatal overdose</p>			

Cannabinoids			
Category & Name	Examples of Commercial & Street Names	DEA Schedule	How Administered*
Marijuana	Blunt, dope, ganja, grass, herb, joint, bud, Mary Jane, pot, reefer, green, trees, smoke, sinsemilla, skunk, weed	I	Smoked, swallowed
Hashish	Boom, gangster, hash, hash oil, hemp	I	Smoked, swallowed
<p><b>Acute Effects</b> - Euphoria; relaxation; slowed reaction time; distorted sensory perception; impaired balance and coordination; increased heart rate and appetite; impaired learning, memory; anxiety; panic attacks; psychosis</p> <p><b>Health Risks</b> - Cough, frequent respiratory infections; possible mental health decline; addiction</p>			

Opioids			
Category & Name	Examples of Commercial & Street Names	DEA Schedule	How Administered*
Heroin	<i>Diacetylmorphine</i> : smack, horse, brown sugar, dope, H, junk, skag, skunk, white horse, China white; cheese (with OTC cold medicine and antihistamine)	I	Injected, smoked, snorted
Opium	<i>Laudanum, paregoric</i> : big O, black stuff, block, gum, hop	II, III, V	Swallowed, smoked
<p><b>Acute Effects</b> - Euphoria; drowsiness; impaired coordination; dizziness; confusion; nausea; sedation; feeling of heaviness in the body; slowed or arrested breathing</p> <p><b>Health Risks</b> - Constipation; endocarditis; hepatitis; HIV; addiction; fatal overdose</p>			

Stimulants			
Category & Name	Examples of Commercial & Street Names	DEA Schedule	How Administered*
Cocaine	<i>Cocaine hydrochloride</i> : blow, bump, C, candy, Charlie, coke, crack, flake, rock, snow, toot	II	snorted, smoked, injected
Amphetamine	<i>Biphetamine, Dexedrine</i> : bennies, black beauties, crosses, hearts, LA turnaround, speed, truck drivers, uppers	II	swallowed, snorted, smoked, injected
Methamphetamine	<i>Desoxyn</i> : meth, ice, crank, chalk, crystal, fire, glass, go fast, speed	II	swallowed, snorted, smoked, injected

**Acute Effects** - Increased heart rate, blood pressure, body temperature, metabolism; feelings of exhilaration; increased energy, mental alertness; tremors; reduced appetite; irritability; anxiety; panic; paranoia; violent behavior; psychosis  
**Health Risks** - Weight loss, insomnia; cardiac or cardiovascular complications; stroke; seizures; addiction

**Health Risks** - Weight loss, insomnia; cardiac or cardiovascular complications; stroke; seizures; addiction

**Also, for cocaine** – Nasal damage from snorting

**Also, for methamphetamine** – Severe dental problems

Club Drugs			
Category & Name	Examples of Commercial & Street Names	DEA Schedule	How Administered*
MDMA (methylenedioxy-methamphetamine)	Ecstasy, Adam, clarity, Eve, lover's speed, peace, uppers	I	swallowed, snorted, injected
Flunitrazepam **	<i>Rohypnol</i> : forget-me pill, Mexican Valium, R2, roach, Roche, roofies, roofinol, rope, rophies	IV	swallowed, snorted
GHB **	<i>Gamma-hydroxybutyrate</i> : G, Georgia home boy, grievous bodily harm, liquid ecstasy, soap, scoop, goop, liquid X	I	swallowed

**Acute Effects, for MDMA** - Mild hallucinogenic effects; increased tactile sensitivity; empathic feelings; lowered inhibition; anxiety; chills; sweating; teeth clenching; muscle cramping  
**Also, for Flunitrazepam**- Sedation; muscle relaxation; confusion; memory loss; dizziness; impaired coordination  
**Also, for GHB**- Drowsiness; nausea; headache; disorientation; loss of coordination; memory loss  
**Health Risks, for MDMA**- Sleep disturbances; depression; impaired memory; hyperthermia; addiction  
**Also, for Flunitrazepam** - Addiction  
**Also, for GHB**- Unconsciousness; seizures; coma

Dissociative Drugs			
Category & Name	Examples of Commercial & Street Names	DEA Schedule	How Administered*
Ketamine	<i>Ketalar SV</i> : cat Valium, K, Special K, vitamin K	III	injected, snorted, smoked
PCP and analogs	<i>Phencyclidine</i> : angel dust, boat, hog, love boat, peace pill	I, II	swallowed, smoked, injected
Salvia divinorum	Salvia, Shepherdess's Herb, Maria Pastora, magic mint, Sally-D	Not Scheduled	chewed, swallowed, smoked
Dextromethorphan (DXM)	Found in some cough and cold medications: Robotripping, Robo, Triple C	Not Scheduled	swallowed

**Acute Effects** - Feelings of being separate from one's body and environment; impaired motor function  
**Also, for ketamine**- Analgesia; impaired memory; delirium; respiratory depression and arrest; death  
**Also, for PCP and analogs**- Analgesia; psychosis; aggression; violence; slurred speech; loss of coordination; hallucinations  
**Also, for DXM**- Euphoria; slurred speech; confusion; dizziness; distorted visual perceptions  
**Health Risks**- Anxiety; tremors; numbness; memory loss; nausea

**Hallucinogens**



Category & Name	Examples of Commercial & Street Names	DEA Schedule	How Administered*
LSD	<i>Lysergic acid diethylamide</i> : acid, blotter, cubes, microdot yellow sunshine, blue heaven	I	swallowed, absorbed through mouth tissues
Mescaline	Buttons, cactus, mesc, peyote	I	swallowed, smoked
Psilocybin	Magic mushrooms, purple passion, shrooms, little smoke	I	swallowed
<p><b>Acute Effects</b> - Altered states of perception and feeling; hallucinations; nausea  <b>Also, for LSD</b> - Increased body temperature, heart rate, blood pressure; loss of appetite; sweating; sleeplessness; numbness, dizziness, weakness, tremors; impulsive behavior; rapid shifts in emotion  <b>Also, for Mescaline</b> - Increased body temperature, heart rate, blood pressure; loss of appetite; sweating; sleeplessness; numbness, dizziness, weakness, tremors; impulsive behavior; rapid shifts in emotion  <b>Also, for Psilocybin</b> - Nervousness; paranoia; panic  <b>Health Risks, for LSD</b> - Flashbacks, Hallucinogen Persisting Perception Disorder</p>			

Other Compounds			
Category & Name	Examples of Commercial & Street Names	DEA Schedule	How Administered*
Anabolic steroids	<i>Anadrol, Oxandrin, Durabolin, Depo-Testosterone, Equipoise</i> : roids, juice, gym candy, pumpers	III	injected, swallowed, applied to skin
Inhalants	<i>Solvents (paint thinners, gasoline, glues); gases (butane, propane, aerosol propellants, nitrous oxide); nitrites (isoamyl, isobutyl, cyclohexyl)</i> : laughing gas, poppers, snappers, whippets	Not scheduled	Inhaled through nose or mouth
<p><b>Acute Effects, for Anabolic steroids</b> - No intoxication effects  <b>Also, for Inhalants (varies by chemical)</b> - Stimulation; loss of inhibition; headache; nausea or vomiting; slurred speech; loss of motor coordination; wheezing  <b>Health Risks, for Anabolic steroids</b> - Hypertension; blood clotting and cholesterol changes; liver cysts; hostility and aggression; acne; in adolescents—premature stoppage of growth; in males—prostate cancer, reduced sperm production, shrunken testicles, breast enlargement; in females—menstrual irregularities, development of beard and other masculine characteristics  <b>Also, for Inhalants</b> - Cramps; muscle weakness; depression; memory impairment; damage to cardiovascular and nervous systems; unconsciousness; sudden death</p>			

Prescription Drugs			
Category & Name	Examples of Commercial & Street Names	DEA Schedule	How Administered*
CNS Depressants	For more information on prescription medications, please visit the <a href="#">Commonly Abused Prescription Drug Chart</a>		
Stimulants			
Opioid Pain Relievers			

**Notes**

*\* Some of the health risks are directly related to the route of drug administration. For example, injection drug use can increase the risk of infection through needle contamination with staphylococci, HIV, hepatitis, and other organisms.*

*\*\* Associated with sexual assaults.*

Schedule I drugs have a high potential for abuse. They require greater storage security and have a quota on manufacturing, among other restrictions. Schedule I drugs are available for research only and have no approved medical use.

Schedule II drugs have a high potential for abuse. They require greater storage security and have a quota on manufacturing, among other restrictions. Schedule II drugs are available only by prescription (unrefillable) and require a form for ordering.

Schedule III drugs are available by prescription, may have five refills in 6 months, and may be ordered orally.

Schedule IV drugs are available by prescription, may have five refills in 6 months, and may be ordered orally.

Some Schedule V drugs are available over the counter.

### **Drug or alcohol counseling, treatment, or rehabilitation or re-entry programs**

The Employee Assistance Program (EAP) provides confidential information and services on counseling, treatment, and rehabilitation programs for employees. All health plans offered to state employees and their dependents have EAPs. Included are up to four sessions at no charge for such services as alcohol or drug abuse assessment. EAP also provides confidential assistance to supervisors who must confront employees with personal problems that affect the work environment. Contact your plan's Member Services department for more information.

#### **Anthem Blue Cross and Blue Shield**

Member Services: 1-855-223-9277

[www.anthemaeap.com](http://www.anthemaeap.com)

#### **Aetna 1-888-238-6232**

[www.covahealthaware.com](http://www.covahealthaware.com)

#### **Optima Health Vantage HMO**

(866) 846-2682 (toll free)

[https://login.optimaeap.com/?s\\_username=Cova](https://login.optimaeap.com/?s_username=Cova)

### **Non-University Affiliated Support Groups**

- [Alcoholics Anonymous](#) (AA)-a self-supporting fellowship based on a Twelve Step program that offers individual sponsorship, group meetings and membership to anyone interested in dealing with an alcohol problem. (Telephone assistance and meeting information: 595-1212)
- [Al-Anon-families and friends of alcoholics](#) receive help through this fellowship which explores the Twelve Steps and the experiences of others. (Telephone assistance and meeting information: 875-9429)
- [Narcotics Anonymous](#)-individuals addicted to drugs may obtain help through this group. It offers a fellowship with other recovering addicts who help each other remain abstinent. (Telephone assistance and meeting information: 875-9314)
- [Marijuana Anonymous](#)- individuals dependent on marijuana may obtain help and support for abstinence. (Meeting information: 259-6164)

### **Non-University Affiliated Community Resources**

- [Colonial Service Board's Substance Abuse Unit](#)-outpatient education and therapy for individuals, families and groups, with referral to inpatient services if needed. (757-220-3200)

- [The Farley Center at Williamsburg Place](#)- licensed by State of Virginia (JCAHO approved); outpatient treatment with a residential component. (866-471-1892)
- The Counseling Center, LLC - offers mental health assessments, substance abuse screenings, intensive outpatient treatment, education groups, and individual counseling, as well as Aftercare. (757-229-4645)

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<sup>iii</sup> U.S. Drug Enforcement Administration, Federal Trafficking Penalties, [https://www.dea.gov/sites/default/files/drug\\_of\\_abuse.pdf#page=30](https://www.dea.gov/sites/default/files/drug_of_abuse.pdf#page=30).

<sup>iii</sup> U.S. Drug Enforcement Administration, Federal Trafficking Penalties, [https://www.dea.gov/sites/default/files/drug\\_of\\_abuse.pdf#page=30](https://www.dea.gov/sites/default/files/drug_of_abuse.pdf#page=30)