

EMPLOYEE STANDARDS OF CONDUCT

DH
(EXHIBIT)

The following pages contain exhibits required for distribution to all College District employees. In compliance with the Drug-Free Schools and Communities Act requirements, these exhibits include information on the legal penalties for possession and use of illicit drugs, and associated health risks.

- Exhibit A: Controlled Substances: Uses and Effects — 2 pages
- Exhibit B: Federal Trafficking Penalties — 2 pages
- Exhibit C: Texas Criminal Penalties Relating to Controlled Substances and Texas- Criminal Penalties Relating to Marijuana Appendix (Penalty Groups) — 3 pages
- Exhibit D: Drug-Free Schools, Drug-Free Workplace and Workers' Compensation Requirements — 1 page

EMPLOYEE STANDARDS OF CONDUCT

DH
(EXHIBIT)

EXHIBIT A

CONTROLLED SUBSTANCES—Uses & Effects

- | | |
|-------------------------|------------------------------------|
| 1. Drugs/ CSA Schedules | 5. Dependence Psychological |
| 2. Trade or Other Names | 6. Tolerance |
| 3. Medical Uses | 7. Duration (Hours) |
| 4. Dependence Physical | 8. Usual Methods of Administration |

1	2	3	4	5	6	7	8
NARCOTICS							
Opium I III V	Dover's Powder, Paregoric Parepectolin	Analgesic, antidiarrheal	High	High	Yes	3-6	Oral, smoked
Morphine II III	Morphine, MS-Contin, Roxanol, Roxanol-SR	Analgesic, antitussive	High	High	Yes	3-6	Oral, smoked, injected
Codeine II III V	Tylenol w/Codeine, Empirin w/Codeine, Robitussin A-C, Florinal w/Codeine	Analgesic, antitussive	Moderate	Moderate	Yes	3-6	Oral, injected
Heroin I	Diacetylmorphine, Horse, Smack	None	High	High	Yes	3-6	Injected, sniffed, smoked
Hydromorphone II	Dilaudid	Analgesic	High	High	Yes	3-6	Oral, injected
Meperidine (Pethidine) II	Demerol, Mepergan	Analgesic	High	High	Yes	3-6	Oral, injected
Methadone II	Dolophine, Methadone, Methadose	Analgesic	High	High-Low	Yes	12-24	Oral, injected
Other Narcotics I II III IV V	Numorphan, Percodan, Percocet, Tylox, Tussionex, Fentanyl, Darvon, Lomotil, Talwin ²	Analgesic, antidiarrheal, antitussive	High-Low	High-Low	Yes	Variable	Oral, injected
POSSIBLE EFFECTS		EFFECTS OF OVERDOSE		WITHDRAWAL SYNDROME			
Euphoria, drowsiness, respiratory depression, constricted pupils, nausea		Slow and shallow breathing, clammy skin, convulsions, coma, possible death		Watery eyes, runny nose, yawning, loss of appetite, irritability, tremors, panic, cramps, nausea, chills and sweating			

DEPRESSANTS

Chloral Hydrate IV	Noctec	Hypnotic	Moderate	Moderate	Yes	5-8	Oral
Barbiturates II III IV	Amytal, Butisol, Florinal, Lotusate, Nembutal, Seconal, Tuinal, Phenobarbital	Anesthetic, anticonvulsant, sedative, hypnotic, veterinary euthanasia agent	High Moderate	High Moderate	Yes	1-16	Oral
Benzodiazepines IV	Ativan, Dalmane, Diazepam, Librium, Xanax, Serax, Valium, Tranxene, Verstran, Versed, Halcion, Paxipam, Restoril	Antianxiety, anticonvulsant, sedative, hypnotic	Low	Low	Yes	4-8	Oral
Methaqualone I	Quaalude	Sedative, hypnotic	High	High	Yes	4-8	Oral
Glutethimide III	Doriden	Sedative, hypnotic	High	Moderate	Yes	4-8	Oral
Other Depressants III IV	Equanil, Miltown, Noludar, Placidyl, Valmid	Antianxiety, sedative, hypnotic	Moderate	Moderate	Yes	4-8	Oral
POSSIBLE EFFECTS		EFFECTS OF OVERDOSE		WITHDRAWAL SYNDROME			
Slurred speech, disorientation, drunken behavior without odor of alcohol		Shallow respiration, clammy skin, dilated pupils, weak and rapid pulse, coma, possible death		Anxiety, insomnia, tremors, delirium, convulsions, possible death			

EMPLOYEE STANDARDS OF CONDUCT

DH
(EXHIBIT)

EXHIBIT A (continued)

1		2		3		4		5		6		7		8
STIMULANTS														
Cocaine ¹	II	Coke, Flake, Snow, Crack		Local anesthetic		Possible		High		Yes		1–2		Sniffed, smoked, injected
Amphetamines	II	Biphetamine, Delcobese, Desoxyn, Dexedrine, Obetrol		Attention deficit disorders, narcolepsy, weight control		Possible		High		Yes		2–4		Oral, injected
Phenmetrazine	II	Preludin		Weight control		Possible		High		Yes		2–4		Oral, injected
Methylphenidate	II	Ritalin		Attention deficit disorders, narcolepsy		Possible		Moderate		Yes		2–4		Oral, injected
Other Stimulants	III IV	Adipex, Cylert, Didrex, Ionamin, Meiflat, Plegine, Sanogrex, Tenuate, Tapanil, Prelu-2		Weight control		Possible		High		Yes		2–4		Oral, injected
POSSIBLE EFFECTS				EFFECTS OF OVERDOSE				WITHDRAWAL SYNDROME						
Increased alertness, excitation, euphoria, increased pulse rate & blood pressure, insomnia, loss of appetite				Agitation, increase in body temperature, hallucinations, convulsions, possible death				Apathy, long periods of sleep, irritability, depression, disorientation						
HALLUCINOGENS														
LSD	I	Acid, Microdot		None		None		Unknown		Yes		8–12		Oral
Mescaline and Peyote	I	Mexc, Buttons, Cactus		None		None		Unknown		Yes		8–12		Oral
Amphetamine Variants	I	2,5 DMA, PMA, STP, MDA, MD-MA, TMA, DOM, DOB		None		Unknown		Unknown		Yes		Variable		Oral, injected
Phencyclidine	II	PCP, Angel Dust, Hog		None		Unknown		High		Yes		Days		Smoked, oral, injected
Phencyclidine Analogues	I	PCE, PCPy, TCP		None		Unknown		High		Yes		Days		Smoked, oral, injected
Other Hallucinogens	I	Bufotenine, Ibogaine, DMT, DET, Psilocybin, Psilocyn		None		None		Unknown		Possible		Variable		Smoked, oral, injected, sniffed
POSSIBLE EFFECTS				EFFECTS OF OVERDOSE				WITHDRAWAL SYNDROME						
Illusions and hallucinations, poor perception of time and distance				Longer, more intense “trip” episodes, psychosis, possible death				Withdrawal syndrome not reported						
CANNABIS														
Marijuana	I	Pot, Acapulco Gold, Grass, Reefer, Sinsemilla, Thai Sticks		None		Unknown		Moderate		Yes		2–4		Smoked, oral
Tetrahydrocannabinol	I II	THC, Marinol		Cancer chemotherapy antinauseant		Unknown		Moderate		Yes		2–4		Smoked, oral
Hashish	I	Hash		None		Unknown		Moderate		Yes		2–4		Smoked, oral
Hashish Oil	I	Hash Oil		None		Unknown		Moderate		Yes		2–4		Smoked, oral
POSSIBLE EFFECTS				EFFECTS OF OVERDOSE				WITHDRAWAL SYNDROME						
Euphoria, relaxed inhibitions, increased appetite, disoriented behavior				Fatigue, paranoia, possible psychosis				Insomnia, hyperactivity, and decreased appetite occasionally reported						

¹Designated a narcotic under the CSA.

²Not designated a narcotic under the CSA.

This chart courtesy of Federal Register, Vol. 55, No. 159, August 16, 1990

EMPLOYEE STANDARDS OF CONDUCT

DH
(EXHIBIT)

EXHIBIT B

Federal Trafficking Penalties

As of November 18, 1988

CSA	PENALTY		Quantity	DRUG	Quantity	PENALTY	
	2nd Offense	1st Offense				1st Offense	2nd Offense
I 							

¹Law as originally enacted states 100 gm. Congress requested to make technical correction to 1kg.

²Does not include marijuana, hashish, or hash oil. (See separate chart)

EMPLOYEE STANDARDS OF CONDUCT

DH
(EXHIBIT)

EXHIBIT B (CONTINUED)

Federal Trafficking Penalties—Marijuana

As of November 18, 1988

Quantity	Description	First Offense	Second Offense
1,000 kg or more; or 1,000 or more plants	Marijuana Mixture containing detectable quantity*	Not less than 10 years, not more than life If death or serious injury, not less than 20 years, not more than life Fine not more than \$4 million individual, \$10 million other than individual	Not less than 20 years, not more than life If death or serious injury, not more than life Fine not more than \$8 million individual, \$20 million other than individual
100 kg to 1,000 kg; or 100–999 plants	Marijuana Mixture containing detectable quantity*	Not less than 5 years, not more than 40 years If death or serious injury, not less than 20 years, not more than life Fine not more than \$2 million individual, \$5 million other than individual	Not less than 10 years, not more than life If death or serious injury, not less than life Fine not more than \$4 million individual, \$10 million other than individual
50 to 100 kg	Marijuana	Not more than 20 years	Not more than 30 years
10 to 100 kg	Hashish	If death or serious injury, not less than	
1 to 100 1 kg	Hashish Oil	20 years, not more than life	If death or serious injury, life
50–99 plants	Marijuana	Fine \$1 million individual, \$5 million other than individual	Fine \$2 million individual, \$10 million other than individual
Less than 50 kg	Marijuana	Not more than 5 years	Not more than 10 years
Less than 10 kg	Hashish	Fine not more than \$250,000, \$1 million other than individual	Fine \$500,000 individual, \$2 million other than individual
Less than 1 kg	Hashish Oil		

* Includes Hashish and Hashish Oil (Marijuana is a Schedule I Controlled Substance)

Charts are courtesy of Federal Register, Vol 55, No. 159, August 16, 1990

EMPLOYEE STANDARDS OF CONDUCT

DH
(EXHIBIT)

EXHIBIT C

Texas Criminal Penalties Relating to Controlled Substances

	Group 1* Opiates and Opium Derivatives, LSD, Methamphetamine, and Phencyclidine		Group 2* Hallucinogens, Phenylacetone, and certain Depressants and Stimulants		Group 3* Stimulants and Depressants, Nalorphine, Narcotic Drugs and Peyote		Group 4* Narcotic Drugs, Buprenorphine, Anabolic Steroids and Stimulants	
Quantity	Manufacture or Delivery	Possession	Manufacture or Delivery	Possession	Manufacture or Delivery	Possession	Manufacture or Delivery	Possession
28 g or Less	(1st offense) 5–99 years and fine \$20,000 or less (repeat offense) 15–99 years and fine \$10,000 or less	(1st offense) 2–20 years and fine \$10,000 or less (repeat offense) 5–99 years and fine \$20,000 or less	(1st offense) 2–20 years and fine \$10,000 or less (repeat offense) 5–99 years and fine \$20,000 or less	(1st offense) 2–10 years and fine \$5,000 or less (repeat offense) 2–20 years and fine \$10,000 or less	(1st offense) 2–10 years and fine \$5,000 or less (repeat offense) 2–20 years and fine \$10,000 or less	(1st offense) 1 year or less and/or fine \$2,000 or less (repeat offense) 40 days–1 year	(1st offense) 2–10 years and fine \$5,000 or less (repeat offense) 2–20 years and fine \$10,000 or less	(1st offense) 180 days or less and/or fine \$1,000 or less (repeat offense) 30–180 days
28 g to 200 g	(1st offense) 5–99 years and fine \$50,000 or less (repeat offense) 10–99 years and fine \$100,000 or less	(1st offense) 5–99 years and fine \$50,000 or less (repeat offense) 10–99 years and fine \$100,000 or less	(1st offense) 5–99 years and fine \$50,000 or less (repeat offense) 10–99 years and fine \$100,000 or less	(1st offense) 5–99 years and fine \$50,000 or less (repeat offense) 10–99 years and fine \$100,000 or less				
200 g to 400 g	(1st offense) 10–99 years and fine \$100,000 or less (repeat offense) 15–99 years and fine \$250,000 or less				(1st offense) 5–99 years and fine \$50,000 or less (repeat offense) 10–99 years and fine \$100,000 or less	(1st offense) 5–99 years and fine \$50,000 or less (repeat offense) 10–99 years and fine \$100,000 or less	(1st offense) 5–99 years and fine \$50,000 or less (repeat offense) 10–99 years and fine \$100,000 or less	(1st offense) 5–99 years and fine \$50,000 or less (repeat offense) 10–99 years and fine \$100,000 or less
400 g or more	(1st offense) 15–99 years and fine \$250,000 or less (repeat offense) 20–99 years and fine \$500,000 or less	(1st offense) 10–99 years and fine \$100,000 or less (repeat offense) 15–99 years and fine \$250,000 or less	(1st offense) 10–99 years and fine \$100,000 or less (repeat offense) 15–99 years and fine \$250,000 or less	(1st offense) 10–99 years and fine \$100,000 or less (repeat offense) 15–99 years and fine \$250,000 or less	(1st offense) 10–99 years and fine \$100,000 or less (repeat offense) 15–99 years and fine \$250,000 or less	(1st offense) 10–99 years and fine \$100,000 or less (repeat offense) 15–99 years and fine \$250,000 or less	(1st offense) 10–99 years and fine \$100,000 or less (repeat offense) 15–99 years and fine \$250,000 or less	(1st offense) 10–99 years and fine \$100,000 or less (repeat offense) 15–99 years and fine \$250,000 or less

This chart prepared by the Legal Division of TASB

* see Appendix

NOTE: all time periods refer to terms of imprisonment

EMPLOYEE STANDARDS OF CONDUCT

DH
(EXHIBIT)

EXHIBIT C (continued)

Texas Criminal Penalties Relating to Marijuana

Delivery:	(1st offense) 180 days or less and fine \$1,000 or less (repeat offense) 30 days to 180 days	(1st offense) 1 year or less and fine \$2,000 or less (repeat offense) 90 days to 1 year	(1st offense) 2–10 years and fine \$5,000 or less (repeat offense) 2–20 years and fine \$10,000 or less	(1st offense) 2–20 years and fine \$10,000 or less (repeat offense) 5–99 years and fine \$20,000 or less	(1st offense) 5–99 years and fine \$20,000 or less (repeat offense) 15–99 years and fine \$10,000 or less	(1st offense) 5–99 years and fine \$50,000 or less (repeat offense) 10–99 years and fine \$100,000 or less	(1st offense) 10–99 years and fine \$100,000 or less (repeat offense) 15–99 years and fine \$250,000 or less	(1st offense) 15–99 years and fine \$250,000 or less (repeat offense) 20–99 years and fine \$500,000 or less
Quantity:	1/4 oz. or less (without remuneration)	1/4 oz. or less (with remuneration)	1/4 oz. to 4 oz.	4 oz. to 5 lbs.	5 lbs. to 50 lbs.	50 lbs. to 200 lbs.	200 lbs. to 2,000 lbs.	2,000 lbs. or more
	2 oz. or less		2 oz. to 4 oz.					
Possession:	(1st offense) 180 days or less and fine \$1,000 or less (repeat offense) 30 to 180 days	(1st offense) 1 year or less and fine \$2,000 or less (repeat offense) 90 days to 1 year		(1st offense) 2–10 years and fine \$5,000 or less (repeat offense) 2–20 years and fine \$10,000 or less	(1st offense) 2–20 years and fine \$10,000 or less (repeat offense) 5–99 years and fine \$20,000 or less	(1st offense) 5–99 years and fine \$50,000 or less (repeat offense) 10–99 years and fine \$100,000 or less	(1st offense) 10–99 years and fine \$100,000 or less (repeat offense) 15–99 years and fine \$250,000 or less	(1st offense) 15–99 years and fine \$250,000 or less (repeat offense) 20–99 years and fine \$500,000 or less

Delivery of Controlled Substance or Marijuana to a Minor

Drug Paraphernalia

	Possession	Delivery	If delivered to person 18 or under by person over 18 who is at least 3 years older than recipient
	(1st offense) fine \$200 or less (repeat offense) 180 days or less and fine \$1,000 or less	(1st offense) 1 year or less and fine \$2,000 or less (repeat offense) 2–10 years and fine \$5,000 or less	
The delivery of a controlled substance (one from Groups 1–3; see Appendix) or marijuana to a minor (a person 17 or under who is in elementary or secondary school) is punishable by 5–99 years imprisonment and a fine of \$20,000 or less.			2–10 years and fine \$5,000 or less

EMPLOYEE STANDARDS OF CONDUCT

DH
(EXHIBIT)

EXHIBIT C (continued)

APPENDIX (Penalty Groups)

Group 1		Group 2	Group 3	Group 4
Alfentanil	Thebaine	4-bromo-2	Alprazolam	Clostebol
Allylprodine	Tincture of opium	Bufotenine	Amobarbital	Dehydrochlorometh
Benzethidine	Acetyl-alpha-methylfentanyl	Diethyltryptamine	Bromazepam	Ethylestrenol
Betaprodine	Alpha-methylthiofentanyl	2, 5-dimethoxyamphetamine	Camazepam	Fluoxymesterone
Clonitazene	Alphaprodine	Dimethyltryptamine	Chlordiazepoxide	Mesterolone
Diampride	Anileridine	Dronabinol	Chlorhexadol	Methandienone
Diethylthiambutene	Beta-hydroxyfentanyl	Phencyclidine	Clobazam	Methandrosternolone
Difenoxinibogaine	Beta-hydroxy-3-methylfentanyl	Mescaline	Clonazepam	Methenolone
Dimenoxadol	Bezitramide	5-methoxy-3	Clorazepate	Methyltestosterone
Dimethylthiambutene	Carfentanil	4-methoxyamphetamine	Clotiazepam	Nandrolone
Dioxaphetyl butyrate	Dihydrocodeine	MPTP	Cloxacolam	Norethandrolone
Dipipanone	Diphenoxylate	MPPP, PPMP	Delorazepam	Oxandrolone
Ethylmethylthiambutene	Fentanyl or derivative	DOM	Diazepam	Oxymesterone
Etonitazene	Isomethadone	MDMA, MDM	Estazolam	Oxymetholone
Etoxidrine	Levomethorphan	3,4-methyl. amphetamine	Ethyl loflazepate	Stanozolol
Furethidine	Levorphanol	N-ethyl MDA	Fludiazepam	Testosterone
Hydroxypethidine	Metazocine	N-ethyl-3-piperidyl benz. N-	Flunitrazepam	
Ketobemidone	Methadone	hydroxy MDA	Flurazepam	
Levophenacetyl morphan	Methadone-Intermediate	4-methylaminorex	Glutethimide	
Meproline	3-methylfentanyl	N-methyl-3-piperidyl benz.	Halazepam	
Methadol	3-methylthiofentanyl	Parahexyl	Haloxazolam	
Moramide	Moramide-Intermediate	1-Phenylcyclohexylamine	Ketazolam	
Morpheridine	1-dephenyl-propane-	PCC	Loprazolam	
Noracymethadol	carboxylic acid	Psilocin	Lorazepam	
Norlevorphanol	Para-fluorofentanyl	Psilocybin	Lormetazepam	
Normethadone	4-piperidiny	PCPy, PHP	Lysergic Acid	
Norpipanone	PEPAP	delta-1 cis	Lysergic Acid amide	
Phenadoxone	Pethidine	delta-6 cis	Mebutamate	
Phenampromide	Pethidine-Intermediate-A	delta-3, 4	Medazepam	
Phenomorphan	Pethidine-Intermediate-B	TPCP, TCP	Midazolam	
Phenoperidine	Pethidine-Intermediate-C	3,4,5-trimethoxy amphet.	Methypylon	
Piritramide	Phenazocine	Phenylacetone	Nimetazepam	
Proheptazine	Piminodine	Amphetamine	Nitrazepam	
Propertidine	Racemethorphan	Etorphine Hydrochloride	Nordiazepam	
Propiram	Thiofentanyl	Fenethylline	Oxazepam	
Sufentanil	Lysergic acid diethylamide	Mecloqualone	Oxazolam	
Tilidine	Methamphetamine	Methaqualone	Pentazocine	
Trimeperidine	Phenylacetone	N-Ethylamphetamine	Pentobarbital	
Acetorphone	Phencyclidine		Pinazepam	
Acetyldigydrocodeine			Prazepam	
Benzylmorphine			Quazepam	
Codeine methylbromide			Secobarbital	
Codeine-N-Oxide			Sulfondiethylmethane	
Cyprenorphine			Sulfonethylmethane	
Desomorphine			Sulfonmethane	
Dihydromorphine			Temazepa	
Drotebanol			Tetrazepam	
Etorphine			Triazolam	
Herion			Barbital	
Hydromorphanol			Chloral betaine	
Methyl-desorphone			Chloral hydrate	
Methyldihydromorphine			Ethchlorvynol	
Monoacetyl-morphine			Ethinamate	
Morphine methylbromide			Methohexital	
Morphine methylsulfonate			Meprobamate	
Morphine-N-Oxide			Methylphenobarbital	
Myrophine			Paraldehyde	
Nicocodine			Petrichloral	
Nicomorphine			Phenobarbital	
Normorphine			Benzphetamine	
Pholcodine			Cathine	
Thebaco			Chlorphentermine	
Codeine			Clortermine	
Ethylmorphine			Diethylpropion	
Granulated opium			Femcamifarmin	
Hydrocodone			Fenfluramine	
Hydromorphone			Femproporex	
Metopon			Mazindol	
Morphine			Mefenorex	
Opium extracts			Pemoline	
Opium fluid extracts			Phendimetrazine	
Oxycodone			Phentermine	
Oxymorphone			Pipradol	
Powdered opium			SPA	
Raw opium			Dextropropoxphene	

EMPLOYEE STANDARDS OF CONDUCT

DH
(EXHIBIT)

EXHIBIT D

DRUG-FREE SCHOOLS, DRUG-FREE WORKPLACE, AND WORKERS'
COMPENSATION REQUIREMENTS

The District prohibits the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance, illicit drug, and alcohol, as those terms are defined in state and federal law, in the workplace, on school premises, or as part of any of the District's activities.

Employees who violate this prohibition shall be subject to disciplinary sanctions. Such sanctions may include referral to drug and alcohol counseling or rehabilitation programs or employee assistance programs, termination from employment with the District, and referral to appropriate law enforcement officials for prosecution. Information on available rehabilitation or employee assistance programs and contacts shall be posted throughout the workplace.

Compliance with these requirements and prohibitions is mandatory and is a condition of employment. As a further condition of employment, an employee shall notify the College President of any criminal drug statute conviction the employee incurs for a violation in a workplace no later than five days after such conviction.

Within 30 calendar days of the College President's or designee's receiving notice from any source of a conviction for any drug statute violation occurring in the workplace, the College President or designee shall either (1) take appropriate personnel action against the employee, up to and including termination of employment or referral for prosecution or (2) require the employee to participate satisfactorily in a drug and alcohol abuse assistance or rehabilitation program approved for such purposes by a federal, state, or local health agency, law enforcement agency, or other appropriate agency. The cost of any such program shall be borne by the employee.

[This notice complies with notice requirements imposed by the federal Drug-Free Workplace Act [20 U.S.C. 3471, 1221e-3(a)(1) and 34 CFR 85.630]; notice requirements imposed by the federal Drug-Free Schools and Communities Act Amendments of 1989 [20 U.S.C. 3224a and 34 CFR 86.201]; and notice requirements imposed by the Texas Workers' Compensation Commission rules at 28 TAC 169.2.]