



Annual Notice in Compliance with the Drug-Free Schools and Communities Act and Drug-Free Schools and Campuses Regulations [EDGAR Part 86]

What is the Drug-Free School and Communities Act?

The Drug-Free Schools and Communities Act (DFSCA) was passed in 1989 as part of the reauthorization of the Higher Education Act and requires institutions of higher education (IHE) that receive federal funding to implement a drug and alcohol abuse prevention program (DAAPP).

As Kutztown University (KU), a member of the Pennsylvania State System of Higher Education, receives federal funding, we are required to notify all students, staff, and faculty annually about:

- 1) Standards of conduct;
- 2) Possible legal sanctions and penalties;
- 3) Health risks associated with alcohol and drug use;
- 4) Prevention and education programs and available on-campus and community resources; and,
- 5) Disciplinary sanctions for violations of the standards of conduct.

This information will be disseminated to all students, faculty, and staff annually via campus-wide email at the beginning of the fall semester; a second email will be sent at the beginning of the spring semester to a list of new/transfer students. A copy of this notification will be provided to all new employees at New Employee Orientation by the University's Human Resource department. Students with questions concerning the information contained in this notification may be directed to Health Promotion and Alcohol & Other Drug Services by calling Health and Wellness Services (610-683-4082); employees may contact Human Resources (610-683-1353).

The possession or use of illegal drugs, or the abuse of those which may otherwise be legally possessed, seriously affects the campus community, as well as the individual potential of our students and staff. Students and employees who violate the Standards of Conduct are subject to both university sanctions and to criminal sanctions provided by local, state, and federal laws.

KU Standards of Conduct

Annual DFSCA Notification - 2026

KU is centered upon a culture of learning, the pursuit of academic excellence, and the holistic development of its students. As such, the KU Student Code of Conduct, as published in The Key Student Handbook, is established to uphold the standards of the community and to embrace and care for the living-learning environment of the university. In doing so, the Student Code of Conduct espouses the standards of the institution to cultivate an environment that maintains student accountability and supports an atmosphere conducive to learning. These standards include regulations and expectations related to alcohol and drug use both on and off campus.

The Student Code of Conduct's Alcohol and Drug standards include prohibitions on student use, possession, manufacturing, and distribution of alcohol and controlled substances and can be found online in [The Key Student Handbook](#) or at the Office of Student Conduct's [website](#).

Kutztown University's [Alcohol Policy](#) (STU-001) prohibits the use and/or sale of alcoholic beverages for all members of the university community, except under listed circumstances in accordance with the law, at Kutztown University.

Kutztown University's [Medical Marijuana Policy](#) (GEN-009) states that the use and possession of cannabis is prohibited on campus, including residence halls, and in university-sponsored activities. Students who violate this policy may be subject to campus sanctions, including loss of housing, and federal penalties. While medical marijuana may be lawfully obtained under Pennsylvania law, under Federal law, specifically the Drug Free Schools and Communities Act, cannabis is an illegal drug, and federal law supersedes state law.

Kutztown University has established the [Good Samaritan for Alcohol & Other Drug Incidents Policy](#) (STU-032) to provide general immunity from violations to students who seek assistance for themselves or others during a medical emergency brought on as a result of alcohol or drug use. Additionally, Pennsylvania's [Safe Harbor Law](#) (18 Pa.C.S.A. 6308.1.) protects minors from being prosecuted for consuming or possessing alcohol if they call for medical help in an emergency.

Full policies are maintained for review on the [KU Policy Register](#).

Possible Legal Sanctions and Penalties

Penalties imposed for violations related to illegal drugs depends on various factors, including the type and amount of controlled substance involved, the number of prior offenses, if any, and whether any other crimes were committed in connected with the use of the controlled substances. Possible legal sanctions include the imposition of substantial monetary fines and incarceration, up to and including life imprisonment.

A person convicted of an offense under the Pennsylvania Controlled Substance, Drug, Device and Cosmetic Act, can face up to a 15-year prison term and/or \$250,000 in fines.

In addition to monetary fines and/or prison time, a person may also have imposed upon him/herself forfeiture of assets and property, suspension or revocation of driving privileges, a "criminal record," and could face civil liabilities in addition to the criminal penalties.

Offenses pertaining to liquor and/or controlled substance violation under Title 18 and Title 75 of the Pennsylvania Consolidated Statutes may result in strict sanctions against convicted offenders.

Under certain provisions, a convicted offender could be sanctioned up to a \$15,000 fine and/or 7 years in prison. In addition, driving privileges could be suspended or revoked and civil action could be brought against the offender. Parents of minors (defined to be under the age of 21) would be notified by law enforcement agencies in accordance with provisions as mandated by law.

Federal Penalties and Sanctions for Illegal Possession of a Controlled Substance

FEDERAL PENALTIES AND SANCTIONS FOR ILLEGAL POSSESSION AND DRUG TRAFFICKING

Current federal statutory reference — 21 U.S.C. §§ 841 and 844

I. ILLEGAL POSSESSION OF A CONTROLLED SUBSTANCE

21 U.S.C. § 844(a)

It is unlawful to knowingly or intentionally possess a controlled substance unless the possession is otherwise authorized by federal law.

First conviction

- Imprisonment: Up to 1 year
- Fine: Minimum \$1,000
- Or both imprisonment and fine.

After one prior qualifying drug conviction

- Imprisonment: At least 15 days and not more than 2 years
- Fine: Minimum \$2,500
- Or both imprisonment and fine.

After two or more prior qualifying drug convictions

- Imprisonment: At least 90 days and not more than 3 years
- Fine: Minimum \$5,000
- Or both imprisonment and fine.

Section 844(a) also provides for assessment of reasonable costs of investigation and prosecution, subject to the statutory ability-to-pay provision. The statute does not

currently state \$100,000 or \$250,000 maximum fines for these simple-possession categories. Those amounts should therefore not appear as §844(a) maximum fines.
Source: 21 U.S.C. § 844(a).
Official U.S. Code — 21 U.S.C. § 844

II. FEDERAL DRUG TRAFFICKING

21 U.S.C. § 841(a) and (b)

Section 841(a) generally prohibits knowingly or intentionally:

- manufacturing a controlled substance;
- distributing or dispensing a controlled substance; or
- possessing a controlled substance with intent to manufacture, distribute, or dispense it.

The penalties under §841(b) depend on the controlled substance, quantity, prior qualifying convictions, and other circumstances.

Source: 21 U.S.C. § 841(a), (b).

Official U.S. Code — 21 U.S.C. § 841

III. SCHEDULE I AND II — § 841(b)(1)(A)

Large statutory quantities

Controlled substance	Statutory quantity
Heroin	1 kg or more
Cocaine / specified cocaine-related substances	5 kg or more
Cocaine base (crack)	280 g or more
PCP	100 g or more, or 1 kg or more of a mixture
LSD	10 g or more
Fentanyl	400 g or more
Certain fentanyl analogues / fentanyl-related substances	100 g or more
Marijuana	1,000 kg or more, or 1,000+ plants
Methamphetamine	50 g actual, or 500 g mixture

Basic penalty

- 10 years to life imprisonment
- If death or serious bodily injury results from use of the substance: 20 years to life
- Fine: up to \$10 million for an individual
- Fine: up to \$50 million for a defendant other than an individual.

One qualifying prior conviction

If the offense occurs after a prior conviction for a serious drug felony or serious violent felony has become final:

- 15 years to life
- If death or serious bodily injury results: life imprisonment
- Fine: up to \$20 million for an individual
- Fine: up to \$75 million for a defendant other than an individual.

Two or more qualifying prior convictions

After two or more prior convictions for a serious drug felony or serious violent felony:

- At least 25 years' imprisonment
- The statutory maximum remains life imprisonment
- Applicable enhanced fine provisions also apply.

IV. SCHEDULE I AND II — § 841(b)(1)(B)

Intermediate statutory quantities

Controlled substance	Statutory quantity
Heroin	100 g or more
Cocaine / specified cocaine-related substances	500 g or more
Cocaine base (crack)	28 g or more
PCP	10 g or more, or 100 g or more of a mixture
LSD	1 g or more
Fentanyl	40 g or more
Certain fentanyl analogues / fentanyl-related substances	10 g or more
Marijuana	100 kg or more, or 100+ plants
Methamphetamine	5 g actual, or 50 g mixture

Basic penalty

- 5 to 40 years imprisonment
- If death or serious bodily injury results: 20 years to life
- Fine: up to \$5 million for an individual
- Fine: up to \$25 million for a defendant other than an individual.

Prior qualifying conviction

A prior qualifying serious drug felony or serious violent felony can trigger an enhanced statutory minimum under §841(b)(1)(B). The statute does not use a simple "second offense" formula for this provision.

V. OTHER SCHEDULE I AND II CONTROLLED SUBSTANCES

21 U.S.C. § 841(b)(1)(C)

For a Schedule I or II controlled substance not covered by the quantity provisions of §841(b)(1)(A) or (B), **the basic statutory penalty is:**

- Up to 20 years imprisonment
- If death or serious bodily injury results: 20 years to life
- Fine: up to \$1 million for an individual
- Fine: up to \$5 million for a defendant other than an individual.

After a prior felony drug conviction

- Up to 30 years imprisonment
 - If death or serious bodily injury results: life imprisonment
 - Fine: up to \$2 million for an individual
 - Fine: up to \$10 million for a defendant other than an individual.
-

VI. MARIJUANA / CANNABIS

21 U.S.C. § 841(b)(1)

1,000 kg or more / 1,000 or more plants

Under §841(b)(1)(A)(vii):

- 10 years to life
- If death or serious bodily injury results: 20 years to life
- Fine: up to \$10 million for an individual
- Fine: up to \$50 million for a defendant other than an individual.

After a qualifying serious drug felony or serious violent felony:

- 15 years to life
- If death or serious bodily injury results: life
- Enhanced fine provisions apply.

100 kg or more but less than 1,000 kg / 100 or more plants

Under §841(b)(1)(B)(vii):

- 5 to 40 years
- If death or serious bodily injury results: 20 years to life
- Fine: up to \$5 million for an individual
- Fine: up to \$25 million for a defendant other than an individual.

50 kg to less than 100 kg

This is an important distinction.

Because §841(b)(1)(B) begins at 100 kg, marijuana in the 50 kg to less-than-100 kg range falls under §841(b)(1)(C), rather than the 5-to-40-year provision of §841(b)(1)(B).

Accordingly, the general statutory maximum is:

- Up to 20 years
- If death or serious bodily injury results: 20 years to life
- Fine: up to \$1 million for an individual
- Fine: up to \$5 million for a defendant other than an individual.

A qualifying prior felony drug conviction can increase the maximum to 30 years, with additional consequences provided by §841(b)(1)(C).

Less than 50 kg

Under §841(b)(1)(D):

- Up to 5 years
- Fine: up to \$250,000 for an individual
- Fine: up to \$1 million for a defendant other than an individual.

After a prior felony drug conviction:

- Up to 10 years
- Fine: up to \$500,000 for an individual
- Fine: up to \$2 million for a defendant other than an individual.

Important plant-count exception

The less-than-50-kg provision specifically excludes cases involving 50 or more marijuana plants, regardless of weight. Thus, a plant count can affect which statutory provision applies even when the measured weight is below 50 kg.

VII. SCHEDULE III CONTROLLED SUBSTANCES

21 U.S.C. § 841(b)(1)(E)

No prior felony drug conviction

- Up to 10 years
- If death or serious bodily injury results: up to 15 years
- Fine: up to \$500,000 for an individual
- Fine: up to \$2.5 million for a defendant other than an individual.

After a prior felony drug conviction

- Up to 20 years
 - If death or serious bodily injury results: up to 30 years
 - Fine: up to \$1 million for an individual
 - Fine: up to \$5 million for a defendant other than an individual.
-

VIII. SCHEDULE IV CONTROLLED SUBSTANCES

21 U.S.C. § 841(b)(2)

No prior felony drug conviction

- Up to 5 years
- Fine: up to \$250,000 for an individual
- Fine: up to \$1 million for a defendant other than an individual.

After a prior felony drug conviction

- Up to 10 years
 - Fine: up to \$500,000 for an individual
 - Fine: up to \$2 million for a defendant other than an individual.
-

IX. SCHEDULE V CONTROLLED SUBSTANCES

21 U.S.C. § 841(b)(3)

No prior felony drug conviction

- Up to 1 year
- Fine: up to \$100,000 for an individual
- Fine: up to \$250,000 for a defendant other than an individual.

After a prior felony drug conviction

- Up to 4 years
 - Fine: up to \$200,000 for an individual
 - Fine: up to \$500,000 for a defendant other than an individual.
-

X. IMPORTANT DISTINCTION REGARDING "SECOND OFFENSES"

Federal §841 penalties should not generally be summarized simply as:

"First offense" versus "second offense."

The applicable enhancement depends on the statutory provision and the nature of the prior conviction.

For example:

- §841(b)(1)(A) uses prior serious drug felony or serious violent felony convictions.
- §841(b)(1)(C), (D), (E), and other provisions use prior felony drug offense language.
- The statutory consequences are different depending on which subsection applies.

Therefore, the phrase "after a qualifying prior conviction" is more accurate than a generic "second offense" heading.

XI. FENTANYL — 2025 STATUTORY AMENDMENT

The current version of §841 includes an important amendment enacted in 2025.

For §841(b)(1)(A), the statute now covers:

- 400 grams or more of the specified fentanyl substance; and
- 100 grams or more of a mixture containing a detectable amount of a qualifying fentanyl analogue or fentanyl-related substance.

For §841(b)(1)(B), the corresponding thresholds are:

- 40 grams or more of the specified fentanyl substance; and
- 10 grams or more of a mixture containing a detectable amount of a qualifying fentanyl analogue or fentanyl-related substance.

The amendment was enacted by Pub. L. 119-26, §6, on July 16, 2025. The U.S. Code also contains a construction provision addressing the application of that amendment to conduct occurring before enactment.

XII. SUPERVISED RELEASE AND OTHER STATUTORY CONSEQUENCES

The §841(b) provisions also establish minimum or maximum periods of supervised release for many offenses.

For example, §841(b)(1)(A) generally requires:

- At least 5 years of supervised release when there is no qualifying prior conviction; and
- At least 10 years when there is a qualifying prior conviction.

Other §841 categories contain different supervised-release provisions.

Section 841(b)(1)(A) also provides that a person sentenced under that provision is not eligible for parole during the term of imprisonment imposed.

XIII. STATUTORY PENALTIES ARE NOT THE SAME AS THE ACTUAL SENTENCE

The figures in this document are statutory federal penalties.

They should not be interpreted as stating that a defendant will necessarily receive the minimum, maximum, or any particular sentence.

Actual federal sentencing can depend on, among other things:

- the Federal Sentencing Guidelines;
 - the defendant's criminal history;
 - the specific conduct attributed to the defendant;
 - drug type and quantity;
 - qualifying prior convictions;
 - statutory mandatory minimums;
 - safety-valve eligibility;
 - substantial-assistance provisions;
 - acceptance of responsibility;
 - plea agreements;
 - relevant conduct;
 - whether death or serious bodily injury resulted; and
 - other applicable federal statutes.
-

XIV. PRIMARY SOURCES

21 U.S.C. § 841 — Prohibited acts A
Official U.S. Code — 21 U.S.C. § 841

21 U.S.C. § 844 — Penalties for simple possession
Official U.S. Code — 21 U.S.C. § 844

21 U.S.C. § 812 — Schedules of controlled substances
Official U.S. Code — 21 U.S.C. § 812

Current-law date: The official U.S. House pages for §§ 841 and 844 laws in effect on September 23, 2026.

NOTE: These are only federal penalties and sanctions. Additional state penalties and sanctions may apply.

Health Risks Associated with Alcohol and Drug Use

Immediate health risks associated with alcohol consumption include nausea/vomiting and headache; poor coordination, impaired judgment, and delayed reaction times; increased risk of injuries and motor vehicle accidents; episodes of memory loss and impaired awareness; increased violence and thoughts of suicide; sexual assault; unwanted pregnancies; and sexually transmitted diseases. Acute alcohol intoxication can result in seizures, coma, and death. Chronic abuse of alcohol can result in poor academic or work performance; alcoholism; personality disorders; and increased risk of chronic health conditions, such as cirrhosis, ulcers, heart disease, heart attack, and cancers of the liver, mouth, throat, and stomach.

Health risks associated with illicit drug use include impaired judgment; increased risk of injuries and accidents; decreased immune system response; personality disorders; addiction; and death by overdose.

Additional information about how the use of drugs and or alcohol impacts your health is available at Health and Wellness Services, Beck Hall, 1st floor.

Prevention and Education Programs & Available On-Campus and Community Resources

Students:

All incoming students are invited and encouraged to complete AlcoholEDU online to learn the short- and long-term effects of alcohol and substance use; the physical, mental, and emotional benefits of abstaining from and/or reducing the use of these substances while in college; and how to support peers who may need assistance with substance use.

Health and Wellness Services provides programs and events to educate the student population about substance use. Such programs include driving under the influence, correction of misconceptions about substance use, residence hall programs, health disparities within subpopulations, social norming campaigns, alternative events, and use of naloxone training and distribution.

SBIRT screenings (Screening, Brief Intervention, and Referral to Treatment) are performed at KU's health center to identify substance use patterns and provide early intervention and treatment services for students with substance use disorders, as well as those who are at risk of developing these disorders. are to help students and promote healthy behavior change. It is a student voluntary screening. It is an evidence-based framework used by nurses during clinical visits to identify and address risky substance use. The model empowers nurses to systematically screen patients, provide brief motivational counseling, and connect at-risk individuals who choose to receive specialty care through referrals.

Brief Alcohol Screening and Intervention for College Students (BASICS) and Cannabis Screening and Intervention for College Students (CASICS) are confidential prevention programs available for students to examine substance use patterns and develop a personal plan for change.

The KU Counseling Center provides services to assist students with substance-related challenges. Our Clinical Case Manager provides assistance with community referral students.

A list of recovery support meetings held in the Kutztown community within walking or driving distance of campus can be found online at the [12 Step Near Me](#) website.

On-Campus Resources

Counseling Center – Beck Hall, 1st floor (610-683-4072)

Case Management – Beck Hall, 1st floor (484-646-4326)
Health & Wellness Services – Beck Hall, 1st floor (610-683-4082)
Student Conduct – 119 Stratton Administration Building (610-683-1320)
Student Assistance – 119 Stratton Administration Building (610-683-1396)
Public Safety & Police Services (24/7) – Old Main, I-Wing (610-683-4001)

Employees

Assistance for staff and faculty is available through the State Employees Assistance Program (SEAP). Employees and their family members are eligible for up to six (6) face-to-face sessions with a SEAP counselor for each issue or problem, and the benefit renews each calendar year. Continued treatment would fall under the provisions and allowances of the employee's basic health care package. SEAP is strictly confidential. No records or information can be released to anyone, including your employer, without your written consent. Services are available 24/7 by calling 1-800-692-7459 or log on to www.liveandworkwell.com (access code: Pennsylvania).

Disciplinary Sanctions for Violations and the Standards of Conduct

In the event a **student** is found to have violated drug or alcohol conduct standards, sanctions under the Student Code of Conduct are issued. Effective sanctioning is student development focused, with the aim that students who violated a policy will have the opportunity to be accountable as well as to reflect, learn, and grow from the overall experience. To achieve these goals, sanctioning is intended to: deter repeat behaviors; facilitate learning; help the student understand why the behavior is inappropriate; allow the student to reflect on different ways to handle the situation; allow the student to make amends to the community; help the student feel like a part of the community; provide the student with a fair process; and be designed for student success.

The following sanctions for *students* related to alcohol and other drug violations are defined in the Student Code of Conduct and published in [The Key Student Handbook](#):

- a. Disciplinary Reprimand: Official notice that a student's conduct was in violation of the Student Code of Conduct and that further violations may result in more serious disciplinary action.
- b. Educational Activities: The required completion of a specified activity, service project, community service, educational program, event, assignment or other educational and/or restorative assignment.
- c. University Restrictions: Restricted attendance, access or participation with specific co-curricular events, programs, or student organizations/groups; change of residence hall assignment; no contact restrictions with specific individuals for a defined period of time; and/or restricted access or visitation privileges to specific campus facilities or networks.

- d. Restitution: Payment for replacement or repair for damages to university property.
- e. Disciplinary Probation: Official notification of a specified period of review and monitoring not to exceed one year. Further violations of the Student Code of Conduct may result in more severe disciplinary action, including an examination of continued status as a student. Students on Disciplinary Probation are not in good disciplinary standing.
- f. Deferred Housing Suspension: The student is informed that although the violation of university regulations may warrant removal and suspension of residence hall privileges, a suspension is being deferred, and the student is required to adhere to specific requirements and conditions imposed by the designated hearing authority. Failure to abide by the imposed conditions may result in the rescission of the deferment and loss of university housing privileges. The student is also advised that any subsequent violations may result in an immediate residence hall suspension.
- g. Housing Suspension: Removal from university housing for a specified period of time, or on a permanent basis. During the period of housing suspension, the student is not permitted entry or visitation to any university-owned or operated residence hall or apartment for the specified period of time.
- h. Deferred Suspension: Deferred Suspension is imposed only in serious cases or in response to progressive discipline stipulating that a student, in lieu of university suspension, is being allowed to remain at the university provided that the student adheres to certain conditions. A student on Deferred Suspension is denied the privilege to represent the university in any organized capacity including intercollegiate varsity, non-varsity, or club events or to hold office in any recognized student organization. Any subsequent violations will likely result in the immediate suspension or dismissal of the student from the university. Students on Deferred Suspension are not in good disciplinary standing.
- i. Suspension: Official notification of a disciplinary removal from the university. A Suspension recommendation is approved by the Dean of Students for the exclusion of a student from the university for a specific period of time not to exceed four (4) years. During the period of suspension, the student: is ineligible to enroll or participate in any academic courses or university programs and activities; must adhere to all other terms and conditions of their official sanctions; must not be involved in further student conduct violations during their period of suspension and is required to meet with the Dean of Students or designee and complete the Post Suspension Reentry Form prior to reenrolling at Kutztown University. In addition, the university may restrict or place limitations on a suspended student's access to campus facilities during this period of time as specified as part of their official sanction. Suspended students are not in good disciplinary standing.

- j. Dismissal: Official notification of a permanent disciplinary removal from the university. A Dismissal recommendation is approved by the Dean of Students for the permanent separation of the student from the university. Under this status, the relationship between the student and the university is terminated and the individual is no longer considered a student. A dismissed student is excluded from university property for a minimum period of four (4) years. Students on Dismissal are not in good disciplinary standing.

In the event a **student organization** is found to have violated drug or alcohol conduct standards of the Student Code of Conduct, sanctions are defined in the Student Organization Conduct Review Policy, are issued.

The following sanctions for *student organizations* related to alcohol and other drug violations are defined in the Student Organization Conduct Review Policy as published in [The Key Student Handbook](#) are:

- a. Disciplinary Reprimand: Official notice that a student organization violated university policy and that further violations may result in more serious disciplinary action.
- b. Educational Activities: The required completion of a specified activity, service project, community service, educational/training program, event, assignment or other educational and/or restorative assignment or activity.
- c. Restitution: The student organization is required to make payment for replacement or repair for damages to public or private property.
- d. Disciplinary Probation: A serious form of reprimand issued for a specified period of time not to exceed two (2) years which indicates to a student organization that future violations of university regulations will result in deferred suspension, suspension, or loss of recognition. Under this sanction the hearing authority may further limit the student organization as deemed appropriate including but not limited to the restricting of their ability to recruit, initiate, or accept new members into the organization while on probation.
- e. Deferred Suspension: The most serious level of disciplinary sanction short of loss of recognition for a student organization issued for a specified period of time not to exceed two (2) years. The student organization's continued status on campus depends upon the successful maintenance of satisfactory behavior and completion of other required sanctions as applicable. Deferred suspension may include denial of campus privileges as specified by the reviewing authority.
- f. Suspension of Recognition: University recognition of a student organization is suspended for a specified length of time not exceeding four (4) years. During this period of time, the organization will cease to function at the university and is denied all benefits of university recognition including but not limited to new member recruitment, use of campus facilities, participation in university events, sponsorship of activities or events

(on or off campus) and funding. Student organizations returning from a Suspension of Recognition will return under Disciplinary Probation status for 6 months from the time the organization returns to recognized status with the Office of Student Involvement.

- g. Revocation of Recognition: University recognition status of the student organization is indefinitely revoked. During this period of time, the organization will cease to function at the university and is denied all benefits of university recognition including but not limited to new member recruitment, use of campus facilities, participation in university events, sponsorship of activities or events (on or off campus) and funding. The student organization may petition the university through the Dean of Students or designee for reinstatement after seven (7) years from the date recognition was lost. If a student organization returns from a Revocation of Recognition it will be placed on Disciplinary probation status for a minimum of 1 year from the time the organization returns to recognized status with Office of Student Involvement.
- h. Return Agreement: All student organizations that have their recognition suspended or revoked are required to develop and implement a Return Agreement defining remediation and periodic review plans as approved by the Office of Student Involvement. Organizations that do not comply with their Return Agreement will have their recognition temporarily revoked until in compliance and may face additional disciplinary action for failure to comply.

State System of Higher Education Drug-Free Workplace Policy Statement

As required by the federal Drug-Free Workplace Act of 1988, the State System of Higher Education, Commonwealth of Pennsylvania, hereby declares as its policy that the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance is prohibited at any workplace under the authority of the Board of Governors. Any employee violating the policy will be referred to the commonwealth's employee assistance program and/or disciplined, in an appropriate manner, up to and including termination. Discipline, when appropriate, shall be taken under relevant provisions of collective bargaining agreements, Civil Service Policy, or other personnel policies adopted by the Board of Governors.