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To: universitycommunity@scranton.edu
Subject: Drug and Alcohol Abuse Prevention Programs Information
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Dear Members of the University Community:

Below please find a compilation of information on The University of Scranton's Drug and Alcohol Abuse Prevention Programs. Notice of this information is required by federal regulation and provides a useful resource regarding University efforts in this important area. A copy of this disclosure is available in the Offices of Human Resources (St. Thomas Hall - 100) and Student Life (DeNaples Campus Center – Suite 201) upon request.

Please note, recent changes in Pennsylvania law regarding use of marijuana do not impact this policy. Marijuana remains a controlled substance under Federal law to which the University is subject.

Sincerely,

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Vice President for Student Life

Patricia L. Tetreault, SPHR, SHRM-SCP
Vice President for Human Resources

University Drug and Alcohol Abuse Prevention Program Information

As a caring community, The University of Scranton is committed to the implementation of a program that is designed to prevent the unlawful possession, use or distribution of illicit drugs and alcohol by its students and employees on its premises and as part of any of its activities. In support of this commitment and in compliance with the Drug-Free Schools and Communities Act of 1989 and the Drug-Free Workplace Act of 1988, the information provided herein is designed to ensure that community members are aware of University alcohol and drug policies and applicable laws, health risks associated with substance abuse, and available resources.

1. **Standards of Conduct.** In accordance with federal, state, and local laws, the unlawful manufacture, distribution, dispensing, possession or use of a controlled substance and/or illegal use of alcohol by students on University property or at University sponsored functions is strictly prohibited. Students should familiarize themselves with the [University's Alcohol and Drug Policies](#) as set forth in the Student Handbook. Employees should familiarize themselves with the [University's Drug Free Workplace Policy](#). For additional information on University policies, see Appendix A.
2. **Health Risks.** Prolonged use of alcohol or episodic use of alcohol in heavy quantities can result in serious health problems and even death. Similarly, use of illegal drugs can cause injury or death even with first-time use. The use of illegal drugs and the abuse of alcohol lead to impaired judgment and decision making. Impaired judgment may result in a disregard for self or others, well-being, academic success, and employment. The use of illegal drugs and the abuse of alcohol also carry the risk of overdose, the risk of

dependence, and the risk of other short- and long-term health effects.

3. **Available Programs and Services for Students.** Departments within the Division of Student Life offer a range of programs, services, and resources to educate students about the risks associated with alcohol and drug use and abuse, which are detailed below:

- **Alcohol.Edu:** [Alcohol.Edu](#) is a mandatory online alcohol education program designed to promote healthy decision making and inform students about high-risk drinking and alcohol-related issues among college students. This program is mandatory for all first-year students.
- **Late Night Scranton:** Late Night at Scranton provides the diverse student body with alternative opportunities to alcohol-related activities during late night and weekend hours. These events foster a sense of community by providing students with opportunities to interact with peers in a safe and socially responsible environment.
- **Royal T.A.P.S: Teaching Alcohol Preparedness for Students:** Royal T.A.P.S. is a one-hour alcohol education workshop that is mandatory for all first-year students. The interactive workshop is designed to assist in educating students about the alcohol culture at the University, University policies and Commonwealth laws, and on-campus resources.
- **Alcohol Education Workshops:** There are several educational workshops that are designed to educate students about alcohol and drug use and abuse. Specifically, “Viewpoints: Information and Perspectives on Alcohol” is offered by the Center for Health Education and Wellness and is geared toward students who have been found responsible for first-time Alcohol Policy violations. The “Alcohol & Other Drug Education and Prevention Program” (ADEP) is offered by the Counseling Center and is focused on educating students who have had repeated Alcohol Policy violations. Finally, the “Social Host Workshop” is a collaborative and interactive program designed to educate students about group decision-making, risk assessment and liabilities related to social host practices. The workshop is guided by the principle of employing informed decision-making and harm reduction to better manage high-risk behaviors related to high-risk alcohol consumption.
- **Individual Counseling:** The University’s Counseling Center offers confidential counseling for students. Alcohol and drug use and abuse are issues with which counselors are trained to assist students.

The following University offices are resources for students who are concerned about their alcohol and drug use or that of their peers.

Center for Health Education and Wellness	(570) 941-4253
Counseling Center	(570) 941-7620
Dean of Students	(570) 941-7680
University Police (emergency)	(570) 941-7777

Available Programs and Services for Employees. The University of Scranton provides an Employee Assistance Program, NexGen EAP, through Employee Network Inc. (ENI). This third-party confidential resource offers the services of Licensed Mental Health Professionals to (1) provide short-term counseling focused on coping skills or, (2) make appropriate referral to long-term counseling or specialized care. ENI's NexGen EAP is available in-person or via phone at 1-800-EAP-CALL (800-327-2255) and at <https://www.nexgeneap.com>

4. **Disciplinary Sanctions.** Students who are alleged to have violated the University's Alcohol and Drug Policies will be referred to the Office of Student Conduct for disciplinary action. Students who are found responsible for violating the University's Alcohol and Drug Policies will face educational and administrative sanctions including, but not limited to, alcohol education workshops, individual counseling, fines, disciplinary probation, suspension, and expulsion. Employees who violate the University's Drug Free Workplace Policy will be subject to the University's disciplinary procedures which impose sanctions up to and including termination from employment and/or referral for prosecution.
5. **Applicable Laws & Legal Consequences.** Federal, state, and local laws make illegal use and/or possession of drugs and alcohol serious crimes. Such crimes carry a wide range of legal sanctions, including but not limited to, fines and imprisonment. For additional information, see Appendix B.

Appendix A: University Policies

Policies for Students:

Alcohol and Drug Policies (www.scranton.edu/studenthandbook)

These policies express The University of Scranton's educational concern for creating an environment that fosters growth by and among its members and its commitment to the physical and emotional health and well-being of all those who work, study or congregate at the University.

I. University Alcohol Policy

A. Student Alcohol Policies

The University of Scranton prohibits students and guests from engaging in the following:

- Use, possession or consumption of alcohol by individuals who are under twenty-one (21) years of age.
- Excessive consumption of alcohol, intoxication, alcohol impairment, or alcohol abuse as evidenced by factors including, but not limited to, public drunkenness, disorderly or erratic behavior, slurring of speech, physical coordination difficulties, vomiting, or a preliminary breath test reading/blood alcohol content of .08% or greater. Excessive consumption of alcohol is not an excuse for behavior that violates the Student Code of Conduct.
- Social hosting, which is defined as providing the site for a gathering where underage alcohol possession or use is documented.

- Providing or serving alcohol to individuals who are under the age of twenty-one (21). Please note that under Pennsylvania state law, charging admission, selling mugs, glasses, chits, tickets, etc. constitute furnishing alcoholic without a legal license and are illegal.
- Possessing an open container containing alcohol in a public location (i.e. street, Commons)
- Being in the presence of any other person on-campus who is engaging in a violation of the University Alcohol Policy.
- Operating a motor vehicle in an illegal or unsafe manner while under the influence of alcohol.
- Use or possession of alcoholic beverages at University-sponsored athletic events.
- On-campus possession or use of kegs (quarter or half), beer balls, or other common containers of alcoholic beverage larger than one gallon without the written approval of the appropriate Vice President (or designee). Please note that the registration form for events where alcohol will be served is available in the Center for Student Engagement.
- On-campus possession of “grain” alcohol except in a supervised laboratory setting.
- Violating laws or ordinances pertaining to the possession or consumption of alcohol.

B. Alcohol Policies Applicable in On-Campus Housing

In addition, The University of Scranton prohibits students and guests from engaging in the following in University on-campus housing:

- Possessing or consuming alcohol while twenty-one (21) years of age or older in the presence of individuals who are under the age of twenty-one (21) (except for one’s roommate).
- Possessing or consuming alcoholic beverages in public areas in University residences. Public areas include, but are not limited to, kitchens, lounges, closets, hallways, bathrooms and balconies. Note that students and guests who are at least twenty-one (21) years of age may consume alcohol in the privacy of student rooms in a manner otherwise consistent with the University Alcohol Policy.
- Displaying empty alcohol containers (cans or bottles) on shelves, desks, etc.
- Possessing beer funnels, beer pong tables or other paraphernalia that can be used for fast, abusive consumption of alcohol.
- Refusing to submit to a preliminary breath test when requested to do so by a University Police officer. A student who refuses such a test will be presumed to have a .08% blood alcohol content.

C. Alcohol at University Social Events

Alcoholic beverages may be served at University social events registered with the appropriate Vice President or his/her designee (student functions are always registered with the Center for Student Engagement) at least five (5) class days prior to the event. Registration includes agreement to assume responsibility for monitoring and controlling the event. In addition, the following regulations apply to University social events where alcohol is served:

- Persons under twenty-one (21) years of age may attend functions where alcohol is served only with the written approval of the Vice President for Student Life or other appropriate Vice President. The approval is based on the nature of the event and the ability of the organizing group, department or division to provide suitable and effective control. No one under the age of twenty-one will be permitted to consume alcohol at

these functions.

- Non-alcoholic beverages and food items must be provided and must be as accessible as alcoholic beverages. ARAMARK must cater all events where alcohol is served on campus.
- Alcohol must be served by bartenders provided by ARAMARK or trained through the ARAMARK TIPS program. Hiring and training costs are the responsibility of the sponsoring division, department, club or organization, which must also provide individuals from its own membership to serve as checkers of identification and control agents to monitor behavior.
- A University of Scranton identification card or valid driver's license, or both, are proper identification to verify the age and University status of an individual. Some events may require the use of a computer-generated list to verify age or University status.
- The University's Chief of Police will determine when University Police officers and/or Scranton Police Department personnel are necessary.
- Alcohol will not be served to visibly intoxicated persons.
- Advertising or promoting alcohol as a primary attraction of an event and the marketing of alcohol by beverage manufacturers or distributors or by clubs, organizations, departments or divisions of the University are prohibited.
- Alcoholic beverages must not be sold at any event held in a University facility not covered by a Pennsylvania liquor license. Under state law, charging admission, selling mugs, glasses, chits, tickets, etc. constitute furnishing alcoholic without a legal license and are illegal.

Any division, department, club or organization that fails to follow these guidelines and procedures will lose its privilege to conduct social events for a period of time determined by the appropriate Vice President or his/her designee.

D. State and City Laws Concerning Alcohol

Laws of the Commonwealth of Pennsylvania and ordinances of the City of Scranton are applicable to all members and guests of The University of Scranton community. Below is a list of prominent laws and ordinances. However, this list is not comprehensive. Community members are encouraged to ensure they are familiar with relevant laws and ordinances. Failure to abide by them may result in disciplinary action.

- It is illegal for any person under twenty-one (21) years of age to attempt to purchase, consume, possess or transport any alcoholic beverage. Note that Pennsylvania applies the concept of constructive possession under which guilt can be construed for possession of alcohol by determining that alcohol was readily available to a minor who apparently made no good faith attempt to distance him or herself from it. Also note that individuals who violate this law do not have a right to a breath test or blood test.
- It is illegal for any person sell, furnish or give away any alcoholic beverage to a person under twenty-one (21) years of age or to any person who is visibly intoxicated.
- It is illegal to operate or control a motor vehicle while under the influence of alcohol. "Under the influence" is currently defined in Pennsylvania as .08% blood alcohol content for individuals who are twenty-one (21) years of age or older and .02% blood alcohol content for individuals who are less than twenty-one (21) years of age.
- It is a violation of a City of Scranton ordinance to possess and/or consume alcoholic beverages from open containers in public streets, sidewalks, highways, buildings, lanes,

parking lots, recreation or park areas, or other public property within the City limits.

II. University Drug Policy

The University of Scranton established this policy in an effort to ensure the most positive learning environment for all students. Violations of this policy are serious and may result in a student's suspension from the University and/or removal from on-campus housing, even for a first offense. University students and their guests are prohibited from engaging in the following:

- Use or possession of illegal drugs, controlled substances, or other substances that significantly alter one's physical and/or mental state.
- Use or possession of a controlled substance without a valid prescription; Use of a controlled substance in a manner other than as prescribed; Abuse of prescription or over-the-counter products.
- Use or possession of drug paraphernalia or items that have been or can be used to smoke or ingest illegal drugs, controlled substances, or other substances that significantly alter one's physical and/or mental state (i.e., pipes, hookahs, bowls, bongs).
- Being in the presence of any other person on-campus who is engaging in a violation of the University Drugs Policy.
- Manufacture, transfer, sale, distribution, or intent to distribute any amount of illegal drugs, controlled substances, or other substances that significantly alter one's physical and/or mental state. Students who engage in such conduct will be suspended from the University as a minimum sanction, even for a first offense.

Policies for Employees:

Alcohol and Chemical Substance Abuse

A. Use of alcohol by those under the age of 21 and/or the possession, use or the distribution of illicit drugs by University employees will not be tolerated. Employees of the University who violate these regulations will be dealt with by the appropriate supervisor or office responsible for that individual or group in accordance with the University's disciplinary policies and guidelines. Drug abuse and dependency is a national social and health problem, with devastating consequences to individuals, their friends, and families. The University of Scranton is concerned about the adverse effects of drug abuse on employee job performance, health, safety, and security. An Employee Assistance Program is available to all employees and may be a resource for employees who feel they have a drug or alcohol dependency. The Employee Assistance Program, NexGen EAP, is through Employee Network Inc (ENI). This third-party confidential resource offers the services of Licensed Mental Health Professionals to (1) provide short-term counseling focused on coping skills or, (2) make appropriate referral to long-term counseling or specialized care. ENI's NexGen EAP is available in-person or via phone at 1-800-EAP-CALL (800-327-2255) and at <https://www.nexgeneap.com/loginv2>. The following statements are in accord with the Federal Drug-Free Workplace Act and are intended to foster a drug-free, healthful, and safe work environment:

1. The unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance is prohibited in any University workplace.
2. Any employee convicted of violating a criminal drug statute in our workplace must notify the Vice President for Human Resources no later than five days after such conviction. A conviction means a finding of guilt, including a plea of *nolo contendere* or imposition of a sentence by any judicial body charged with

the responsibility to determine violations of federal or state criminal drug statutes.

3. All employees are required to abide by the terms of these policies as a condition of continued employment. An employee who violates these policies will be subject to appropriate disciplinary action, up to and including termination.

Drug-Free Workplace Policy

The University of Scranton is committed to the maintenance of a drug free environment in accordance with the Drug-Free Workplace Act of 1988, 34 CFR Part 85, and will not tolerate the unlawful possession and use of controlled substances on its premises. The unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance is prohibited in and on University of Scranton owned or controlled property by faculty, staff or student employees.

Definitions: The following terms are important for purposes of expressing the University's policy on a drug-free workplace:

- A. Controlled substance means a controlled substance in schedules I through V of section 202 of the Controlled Substance Act (21 U.S.C. 812), as further defined by regulations at 21 CFR 1300.11 through 1300.15 and as defined in Pennsylvania's Controlled Substance, Drug, Device and Cosmetic Act, 35 Pa. C.S.A. 780-101 et seq.
- B. Contract means a legal instrument reflecting a relationship between the federal government and a recipient whenever the principal purpose of the instrument is the acquisition by purchase, lease or barter of property or services for the direct benefit or use of the federal government.
- C. Conviction means finding of guilt (including a plea of nolo contendere) or imposition of sentence, or both, by any judicial body charged with the responsibility to determine violations of the federal or state criminal drug statutes.
- D. Criminal drug statute means a federal or state criminal statute involving the manufacture, sale, distribution, dispensation, use or possession of any controlled substance.
- E. Employee means any faculty, staff or student receiving a salary, wages, other compensation and/or stipend support from the University.
- F. Federal agency or agency means any United States executive department, military department, Government Corporation, government controlled corporation or any other establishment in the executive branch, or any independent regulatory agency.
- G. Grant means an award of financial assistance, including a cooperative agreement, in the form of money or property in lieu of money, by a federal agency directly to a grantee. The term grant includes block grant and entitlement grant programs. The term does not include technical assistance which provides services instead of money, or other assistance in the form of loans, loan guarantees, interest subsidies, insurance or direct appropriations; or any veterans' benefits to individuals, i.e., any

benefit to veterans, their families or survivors by virtue of the service of a veteran in the Armed Forces of the United States.

- H. Grantee means a legal entity which applies for or receives a grant or contract directly from a federal agency.
- I. Illegal use of drugs means the use of a controlled substance, as defined above.
- J. Workplace means the physical boundaries of the University and all University owned or controlled property.

POLICY

It is the policy of the University that the illegal manufacture, sale, distribution, dispensation, possession or use of drugs is prohibited on its premises. Sanctions imposed for violation of this policy are indicated below.

In support of this policy, the University:

- A. Provides an Employee Assistance Program, ENI's NexGen EAP . This third-party confidential resource offers the services of Licensed Mental Health Professionals to (1) provide short-term counseling focused on coping skills or, (2) make appropriate referral to long-term counseling or specialized care. NexGen EAP is available in-person or via phone at 1-800-EAP-CALL (800-327-2255) and at <https://www.nexgeneap.com/loginv2>
- B. Will provide each employee a copy of this policy. In addition, all faculty, staff and student will be notified of this policy through appropriate publications.
- C. Will notify each university employee and each student employee that, as a condition of employment on a federal grant or contract, the person once so employed must abide by the terms of the policy.
- D. Will require any employee convicted of any criminal drug statute violation which has occurred in the workplace to notify his or her supervisor or appropriate academic officer, preferably in writing, of such conviction, including any resultant conditions, within five (5) days of the conviction.
- E. Will require each academic officer, supervisor or student employment official having knowledge of or receiving notification of a conviction as described above to immediately notify in writing to the Vice President for Human Resources. Under certain conditions the Vice President for Human Resources will notify the appropriate academic official.
- F. Will notify the appropriate federal agency within 10 days after receiving notice of a criminal drug statute conviction of any University employee engaged in the performance of the grant or contract.
- G. Will impose sanctions on, or require the satisfactory participation in a drug abuse assistance rehabilitation program by, any employee so convicted.
- H. Will make a good faith effort to continue to maintain a drug-free workplace through implementation of this policy.
 1. Application of Policy. The Drug-Free Workplace Policy, which applies to all persons in the University workplace, is supported by a drug awareness program available to the faculty, staff and students of the University. Specific compliance and reporting items enumerated in the policy (items B, C, D, E, and F) are applicable to all persons employed on federal contracts and grants.
 2. Implementation. Implementation of this policy is the responsibility of the Office of Human Resources and other offices as appropriate.

Penalties for Violation of the Policy

The University policy prohibiting illegal drugs in the workplace is a protection of, and support for, the employees and students of The University of Scranton. Therefore, any employee convicted of a drug offense occurring in the workplace will be subject to disciplinary action (up to and including suspension, suspension without pay and termination) and may be required to satisfactorily participate in a drug abuse assistance or rehabilitation program as agreed upon between the employee and the Office of Human Resources. Further information concerning disciplinary action and appropriate procedures are available from the Office of Human Resources.

Appendix B: Applicable Pennsylvania Law & Scranton Ordinances

The following represents a summary of relevant articles from the Pennsylvania Crimes Code and City of Scranton ordinances. Statutes for alcohol violation come from the Pennsylvania Crimes Code Title 18, Pennsylvania Liquor Code Title 47 and City of Scranton ordinances.

- A person, under the age of 21, commits a summary offense if he/she attempts to purchase, purchases, consumes, possesses or knowingly and intentionally transports any liquor or malt or brewed beverages. Maximum fine \$500 plus court costs and mandatory loss of your driver's license for 90 days for a first offense, one year for a second offense and two years subsequent offenses. The police department making an arrest for 6308 is obligated to notify the parents or guardians of the minor charged (Pa C.S.A. 6308).
- A person is guilty of a summary offense for a first violation and a misdemeanor of the third degree for any subsequent violations if he/she is under the age of 21 and knowingly and falsely represents him/herself to be 21 years of age or older, for the purpose of obtaining any liquor or malt or brewed beverages. Maximum fine is \$500 plus court costs and loss of driver's license (Pa C.S.A. 6307).
- A person is guilty of a misdemeanor of the third degree if he/she knowingly, willfully, and falsely represents to any licensed dealer, or other person, that a minor is of legal age for the purpose of inducing a person to sell or furnish any liquor, malt or brewed beverages. The minimum penalty is a fine of not less than \$300 (Pa C.S.A. 6309).
- A person commits a misdemeanor of the third degree if he/she intentionally and knowingly sells or intentionally and knowingly furnishes, or purchases with the intent to sell or furnish, any liquor or malt or brewed beverages to a person who is less than 21 years or age. Minimum penalty for violating this subsection is a fine not less than \$1000 for the first violation and a fine of \$2500 for each subsequent violation plus court costs (Pa C.S.A. 6310.1A).
- A person commits a misdemeanor of the second degree if he/she intentionally, knowingly or recklessly manufactures, makes, alters, sells or attempts to sell an identification card falsely representing the identity, birth date or age of another. Minimum penalty is a fine of not less than \$1000 for the first violation and a fine of not less than \$2500 for each subsequent violation (Pa C.S.A. 6310.2).
- A person commits a summary offense for a first violation and a misdemeanor of the third degree for any subsequent violation if he/she is under 21 years of age and possesses an identification card that falsely identifies the person as being 21. It is also a violation to use the

identification card of another individual. Minimum penalty is a fine not more than \$500 plus court costs (Pa C.S.A. 6310.3).

- A person is guilty of a summary offense if he/she appears in any public place under the influence of alcohol or a controlled substance. Penalty is a maximum fine of \$500 plus court costs for a first violation (Pa C.S.A. 5505).
- A minor (under 21 years of age) shall not drive, operate or be in physical control of a motor vehicle while having alcohol in his/her system. This is a summary offense with a fine of \$100 (Pa C.S.A. 3718).
- A person shall not drive, operate or be in physical control of the movement of a vehicle while under the influence of alcohol or a controlled substance to a degree that renders the person incapable of safe driving. For an individual who is 21 years of age or older, the Blood Alcohol Content is .08, for a minor under 21, the Blood Alcohol Content is .02. It is a misdemeanor of the second degree for a first offense.
- No person shall have, possess, carry or transport liquor, wine, beer or other alcoholic beverage in an open bottle or other open container upon any of the aforesaid public areas or in any vehicle upon such area within the City of Scranton except as hereinafter provided. Penalty is a maximum fine of \$300, imprisonment not to exceed 30 days, or both such fine and imprisonment. (City of Scranton Ordinance, Sec. 158-3)

Legal Consequences in Pennsylvania for Alcohol- and Marijuana-Related Crimes

Legal consequences in Pennsylvania for alcohol-related crimes (apply in addition to any federal laws):

Crime	Fine (first offense)	License Suspension	Jail
Underage drinking, possession or transport	Up to \$500	90 days first offense One year second offense	Up to 90 days
Carrying a fake ID	Up to \$300	90 days first offense One year second offense	Up to 90 days
Public drunkenness	Up to \$500	None	Up to 90 days
Open container (in Scranton)	Up to \$300	None	Up to 30 days
Manufacturing or selling fake ID	\$1,000–\$5,000 first offense \$2,500–\$599 second offense	None	0–2 years
Furnishing alcohol to minors (you can be cited even if you're a minor)	\$1,000–\$2,500 first offense \$2,500 second offense		0–1 year

Federal Marijuana Trafficking Penalties

Drug	Quantity	First Offense	Second Offense
Marijuana	1,000 kg or more mixture; or 1,000 or more plants	<ul style="list-style-type: none"> • Not less than 10 years, not more than life • If death or serious injury, not less than 20 years, 	<ul style="list-style-type: none"> • Not less than 20 years, not more than life • If death or serious injury, mandatory life

		<ul style="list-style-type: none"> not more than life • Fine not more than \$10 million if an individual, \$50 million if other than an individual 	<ul style="list-style-type: none"> • Fine not more than \$20 million if an individual, \$75 million if other than an individual
Marijuana	100 kg to 999 kg mixture; or 100 to 999 plants	<ul style="list-style-type: none"> • 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 \$5 million if an individual, \$25 million if other than an individual 	<ul style="list-style-type: none"> • Not less than 10 years, not more than life • If death or serious injury, mandatory life • Fine not more than \$20 million if an individual, \$75 million if other than an individual
Marijuana	more than 10 kgs hashish; 50 to 99 kg mixture more than 1 kg of hashish oil; 50 to 99 plants	<ul style="list-style-type: none"> • Not more than 20 years • If death or serious injury, not less than 20 years, not more than life • Fine \$1 million if an individual, \$5 million if other than an individual 	<ul style="list-style-type: none"> • Not more than 30 years • If death or serious injury, mandatory life • Fine \$2 million if an individual, \$10 million if other than individual
Marijuana	1 to 49 plants; less than 50 kg mixture	<ul style="list-style-type: none"> • Not more than 5 years • Fine not more than \$250,000, \$1 million other than individual 	<ul style="list-style-type: none"> • Not more than 10 years • Fine \$500,000 if an individual, \$2 million if other than individual