



# National University of Health Sciences General Policies

Title: Drug & Alcohol Abuse Prevention Page 1 of 20

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President

Date

## Policy Statement:

The *Higher Education Act of 1965* (as amended by the *Safe and Drug-Free Schools and Communities Act of 1994* and the *Drug-Free Workplace Act of 1988*) requires any institution of higher education, as a condition of receiving funds or any other form of financial assistance under any federal program, to certify that it has adopted and implemented a drug prevention program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees. The Department of Education's regulations at **34 C.F.R. Part 86** requires that National University of Health Sciences (NUHS), as part of its drug & alcohol abuse prevention program for students and employees, annually distributes (in a manner consistent with federal guidelines) the following information:

1. **Standards of conduct** that clearly prohibit the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on its property or as part of any of its activities;
2. A description of the applicable **legal sanctions under 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 and alcohol counseling, treatment, rehabilitation, or re-entry programs**; and
5. A clear statement of the **disciplinary sanctions that the University will impose** on students or employees who violate these standards of conduct.

NUHS will conduct a **biennial review** of its drug prevention program to determine its effectiveness, implement changes as needed, and ensure that the disciplinary sanctions are consistently enforced. NUHS fully supports the objectives of these laws and their related regulations. NUHS recognizes both alcohol and drug abuse as potential health, safety, and security problems. NUHS expects its students and employees to cooperate in maintaining an environment free from the effects of alcohol and other drugs and to comply with this policy.

## Standards of Conduct: Students and Employees

NUHS is an institution committed to promoting the physical, intellectual, social, ethical, and spiritual development of all its members. The abuse of alcohol and the illicit use of other drugs can seriously threaten the health and safety of students, employees, their families, fellow students, and the general public. In addition to promoting health, safety and a positive learning and working environment, NUHS

is committed to reducing and preventing alcohol and other drug-related problems among all members of the campus community.

The unlawful possession, use, or distribution of alcohol or other drugs by anyone, either on our institution's property or as any part of NUHS sponsored activities, is prohibited. Any person who is determined to violate this policy will be subject to intervention by NUHS. That intervention may include disciplinary action up to and including expulsion, or termination of employment and/or referral for prosecution, for violations of the standards of conduct.

As a condition of employment, an employee of NUHS must notify his/her supervisor if he or she has been convicted of an alcohol and/or other drug-related offense involving the workplace within five (5) days of the conviction. In the event that any such conviction involves an employee working on a federal contract or grant, NUHS is required to notify the granting or contracting federal agency within ten (10) days of receiving notice of the conviction.

This policy and its requirements are consistent with NUHS' desire to promote campus community health and safety and are in accordance with the requirements of the *Drug-Free Workplace Act of 1988* and the *Safe and Drug-Free Schools and Communities Act of 1994*. NUHS will continue its efforts to maintain an environment free from the unlawful possession, use, and distribution of alcohol and other drugs by adhering to this policy and by providing ongoing health promotion, risk reduction, intervention, and referral services for treatment and aftercare programs. A copy of this policy shall be distributed annually to all students and employees of NUHS.

### **Legal Sanctions**

Various federal and state laws prohibit the possession, distribution, and use of controlled substances, with the exceptions set forth within licensing requirements or a physician's prescription. Moreover, Illinois and Florida law prohibits the consumption and possession of alcohol by persons under the age of 21 and the supplying of alcohol to any person under the age of 21. Additionally, Illinois law prohibits the sale of alcoholic beverages except by those licensed to sell such beverages. Laws in Illinois and Florida together with City ordinances in both states also prohibit public intoxication, the operation of a vehicle or bicycle under the influence of alcohol or other intoxicants, and the consumption of alcohol in a public place. Violation of these laws or other laws relating to drugs and alcohol may result in probation, fines, imprisonment, and a permanent criminal record. Violation of drug laws may also result in civil seizure and forfeiture of property used in connection with the offense. A conviction may also result in NUHS disciplinary action.

The following sections set forth in some detail federal and state statutes pertaining to illicit drug trafficking and possession, and state statutes regarding alcohol use by minors.

### **Federal Drug (Controlled Substances) Sanctions**

Federal law penalizes the manufacture, distribution, possession with intent to manufacture or distribute, and simple possession of drugs ("controlled substances"). Federal penalties and sanctions for the simple possession of a controlled substance are quite severe. The law sets forth sentences and fines that include the following:

- First conviction: up to one-year imprisonment, a fine of at least \$1,000, or both. After one prior drug conviction: at least 15 days in prison, not to exceed two years, and a fine of at least \$2,500. After two or more prior drug convictions: at least 90 days in prison, not to exceed three years, and a fine of at least \$5,000. A special, harsher sentencing provision applies for possession of flunitrazepam (Rohypnol). (21 U.S.C. §844(a))
- Forfeiture of personal and real property used to possess or to facilitate possession of a controlled substance if that offense is punishable by more than one-year imprisonment, as well as forfeiture of vehicles, boats, aircraft, or any other conveyance used to transport or conceal a controlled substance. (21 U.S.C. §§853(a) & 881(a))

- Denial of federal benefits, such as student loans, grants, contracts, and professional and commercial licenses, up to five years for the first offense, up to 10 years for the second offense, and permanently upon the third offense. (21 U.S.C. §862)
- Ineligibility to receive or purchase a firearm. (18 U.S.C. §922(g))

Moreover, revocation of certain federal licenses and benefits (e.g., pilot licenses, public housing tenancy) are vested within the authorities of individual federal agencies. These penalties may be doubled, however, when a person at least 18 years old: (1) distributes a controlled substance to a person under twenty-one years of age (a term of imprisonment for this offense shall not be less than one year), and/or (2) distributes, possesses with intent to distribute, or manufactures a controlled substance in or on, or within one thousand feet of, the real property comprising a public or private elementary or secondary school, or a public or private college. (21 U.S.C. §§859 & 860)

Federal penalties and sanctions for trafficking in controlled substances are considerably more severe than those outlined previously for simple possession. [Table A](#), prepared by the Department of Justice, outlines federal trafficking penalties for substances covered by the *Controlled Substances Act*.

### **State Drug (Controlled Substances) Sanctions**

#### **Illinois**

Illinois statutes also cover a wide range of drug offenses 720 ILCS 550/1, et seq. (cannabis); 720 ILCS 570/401, et seq. (other controlled substances). Sentences and fines for simple possession of various controlled substances are outlined in [Table B](#).

In addition to the sanctions listed in this table, Illinois law prescribes the following additional penalties for possession of an illegal substance.

- Possession of cannabis plants may result, depending on the number of plants, in prison terms of up to fifteen years and fines of up to \$100,000 plus costs.
- Conviction under the *Controlled Substances Act* or the *Cannabis Control Act*, in addition to all other penalties, may result in a fine of no less than full street value of the items seized.
- As with federal law, Illinois law provides much stiffer penalties for trafficking in a controlled substance. Sentences and fines for trafficking are outlined in [Table C](#).

In addition to these sanctions, Illinois law prescribes the following additional penalties. Conviction for the following may result in imprisonment, a fine, or both up to double the maximum otherwise authorized:

- Conviction for a second or subsequent offense under the *Controlled Substances Act*. A prior conviction under federal law or the law of any other state makes a conviction under Illinois law a second offense.
- Conviction for "cannabis trafficking" of 2,500 grams or more or for "controlled substances trafficking" (i.e., bringing these items into Illinois for purposes of manufacture or delivery).
- Conviction for delivery of a controlled substance by a person over eighteen to a person under eighteen.
- Conviction for delivery of cannabis (marijuana or hashish) by a person over eighteen to a person under eighteen who is at least three years younger.
- A person over eighteen who uses another person under eighteen to deliver controlled substances may be sentenced to imprisonment for a term up to three times the maximum otherwise authorized.

Violation of provisions of the *Controlled Substances Act* in or on the grounds of any school or public housing complex, or within one thousand feet of the same, will increase the felony status (and prison term) and the applicable fine. Participation in any conspiracy with respect to cannabis may result in imprisonment for two to five years and a fine of up to \$200,000 plus certain forfeitures.

**Florida**

The 1990 session of the Florida Legislature led to stronger measures against those who traffic in illegal drugs, especially crack and cocaine, which are considered extremely dangerous. Florida law now calls for life imprisonment, without possibility of parole, for the trafficking of 150 kilograms or more of cocaine. If violence surrounds the incidents, the act could be punishable by death. Harsher penalties were also written into law for the sale of lesser amounts of cocaine and other lethal drugs. The Legislature also made it illegal to traffic in controlled substances within 200 feet of a public housing facility, a public or private college or university, or a public park. It has also been unlawful to do so near an elementary or secondary school.

Under Florida law and Pinellas County city ordinances, it is unlawful for any person to sell, purchase, manufacture, deliver, or possess a controlled substance. A person who violates this provision is guilty of a felony of the first, second, or third degree, which is partially determined by the type of drug and the quantity involved. Violators may be subject to the stiffest penalties available. The maximum penalty for trafficking specified amounts of cocaine or any mixture containing cocaine including, but not limited to crack, under Florida law is a first-degree felony punishable by death.

Based on the quantity involved, penalties for trafficking in illegal drugs including, but not limited to, the narcotics morphine, opium, and heroin, range from mandatory minimum imprisonment of three years and a \$50,000 fine to 25 years and a \$500,000 fine. Based on the quantity involved, other penalties for trafficking in illegal drugs including, but not limited to, marijuana, inhalants, depressants and other stimulants, range from five years imprisonment and a \$5,000 fine to 30 years imprisonment and a \$15,000 fine. Further, it is unlawful for any person to use, or to possess with intent to use, to deliver, possess with the intent to deliver, or to manufacture with intent to deliver drug paraphernalia. It is unlawful for any person to sell, purchase, manufacture, or deliver, or to possess with the intent to sell, purchase, manufacture, or deliver, a controlled substance in, on, or within 200 feet of the real property comprising a public or private college, university, or other postsecondary educational institution.

For further information, consult *Florida Statutes, Chapter 893. Local city and Pinellas County ordinances are not cited in this policy, as they do not increase or strengthen the sanctions mandated by Florida law.*

**State Alcohol Sanctions****Illinois**

Illinois law provides for a prison term up to one year and for a fine of not less than \$500 for knowingly providing alcohol to persons under 21 or for providing false evidence of identity. Persons under 21 who present or offer false evidence for purposes of obtaining or purchasing alcohol shall be fined between \$500 and \$2,500, must perform 25 hours of community service, and may be jailed for up to one year. Persons under 21 in possession of alcohol on or in any street or public place may be jailed for up to one year and fined \$2,500.

**Florida**

The legal for drinking alcoholic beverages is 21 in Florida and selling; giving or serving alcoholic beverages to persons under 21 is unlawful. Florida law prohibits possession of alcoholic beverages by persons under 21. The maximum penalty is 60 days in jail or a \$500 fine. Alcoholic beverages include, but are not limited to, beer, wine, distilled spirits, wine coolers, and liqueurs. It is unlawful any person to misrepresent or misstate his or her age. This includes the manufacture or use of false identification. Use of altered identification for the purpose of procuring alcoholic beverages is a felony.

It is unlawful to drive while under the influence of alcohol or other drugs. Penalties under *Florida Statute 316.193 (DUI)* for a first offense range from fines up to \$1,000 to hours of community service, to imprisonment for up to nine months. In addition, there is an immediate mandatory suspension of

driver's license for six months if the driver's blood alcohol content is over .01 or if the driver refuses a breath test. In the case of other substance abuse, the license will be suspended if the driver is found guilty of DUI.

For further information, please consult *Florida Statutes, Chapter 316 and 562*.

### **City Alcohol Sanctions**

#### **Lombard, IL.**

##### **§ 112.38 – SOLICITATION.**

- A. It is unlawful for any licensee, his manager, or other person in charge of any licensed premises where alcoholic liquor is sold or offered for sale for consumption thereon, to permit anyone to remain on the premises who shall solicit any patron or customer thereof to purchase alcoholic or nonalcoholic liquor for her, himself, or any other person therein. Minors are prohibited from drawing, pouring, mixing, and soliciting orders for any alcoholic liquor or beverage.
- B. It shall be unlawful for any person under the age of 21 years to solicit a person to buy alcoholic liquor for him. ('70 Code, § 5.28.190) (Ord. 2545, passed 7-8-82)

##### **§ 112.30 – UNDERAGE SALE OR DELIVERY.**

- A. No person or licensee, or any officer, associate, member, representative, agent, employee of such licensee, shall sell, give, deliver, or serve alcoholic liquor in any form to any person under the age of 21 years.
- B. Every licensee hereunder shall display at all times in a prominent place in his place of business, a printed card, which shall be issued by the Village Clerk, and which shall read substantially as follows: "WARNING TO MINORS – You are subject to a fine of up to \$500 under the ordinances of the Village of Lombard if you purchase alcoholic liquor or misrepresent your age for the purpose of purchasing or obtaining alcoholic liquor." ('70 Code, § 5.28.200) (Ord. 2545, passed 7-8-82)

##### **§ 112.31 – UNDERAGE PURCHASE, POSSESSION, OR CONSUMPTION.**

- A. No person under twenty-one (21) years of age shall purchase, possess, or consume any alcoholic liquor within the Village. It shall be unlawful for any parent or legal guardian of any person under the age of twenty-one (21) years to allow such person to purchase, possess, receive, or consume any alcoholic liquor in violation of this Chapter upon either public or private property within the Village. However, the possession and dispensing of alcoholic liquor in the performance of a religious service or ceremony, or the consumption by a person under twenty-one (21) years of age under the direct supervision and approval of the parent or parents of such minor in the privacy of the home is not prohibited by this Section.
- B. It shall be unlawful for any owner or occupant of property located in the Village of Lombard to allow any person under twenty-one (21) years of age to possess or consume alcoholic liquor on said property in violation of this Chapter.
- C. This chapter does not apply to possession by a minor making a delivery of an alcoholic beverage in pursuance of the order of his parent or in pursuance of his or her employment.
- D. No person under twenty-one (21) years of age shall misrepresent his or her age for the purpose of purchasing or obtaining alcoholic liquor. (Ord. 3428, passed 7/18/91)

#### **Pinellas Park, FL.**

##### **SEC. 4-107. - MINOR; PROHIBITING SALE TO, EMPLOYMENT OR PERMITTING ON PREMISES.**

- A. No person by himself or another shall sell or cause to be sold, furnished or delivered to any minor (as defined by State law) any alcoholic beverage.
- B. It shall be unlawful for any person, business establishment, or vendor licensed under the *State Beverage Law* to employ any person less than eighteen (18) years of age. However, this Subsection shall not apply to:
  - 1. Professional Entertainers seventeen (17) years of age who are not in school.

2. Persons under the age of eighteen (18) years who are employed in drugstores, supermarkets, grocery stores, convenient stores, or automobile service stations which have obtained licenses to sell beer or beer and wine, when such sales are made for consumption off the premises.
3. Persons seventeen (17) years of age or over or any person furnishing evidence that he is a senior high school student with written permission of the principal of said Senior High School or that he is a Senior High School graduate, or any high school graduate, employed by a bona fide food service establishment where alcoholic beverages are sold, provided such persons do not participate in the sale, preparation, or service of the beverages and that their duties are of such nature as to provide them with the training and knowledge as might lead to further advancement in food service establishments.
4. Persons under the age of eighteen (18) years employed as bellhops, elevator persons, and others in hotels or motels when such employees are engaged in work apart from the portion of the hotel or motel property where alcoholic beverages are offered for sale for consumption on the premises.
5. Persons under the age of eighteen (18) years employed in bowling alleys in which alcoholic beverages are sold or consumed, so long as such minors do not participate in the sale, preparation, or service of such beverages.
6. Persons under the age of eighteen (18) years employed by a bona fide dinner theater as defined in this paragraph, as long as their employment is limited to the services of an actor, actress, or musician. For purposes of this paragraph, a dinner theater means a theater presenting consecutive productions playing no less than three (3) weeks each in conjunction with dinner service on a regular basis. In addition, both events must occur in the same room, and the only advertised price of admission must include both the cost of the meal and the attendance at the performance.

**SEC. 4-108. - DEFINITIONS; POSSESSION AND CONSUMPTION OF ALCOHOLIC BEVERAGES IN PUBLIC PLACES PROHIBITED; PENALTIES.**

- A. *Definitions.* As used in this Chapter, the following words shall be defined as follows:
1. *Alcoholic beverage* shall mean distilled spirits and all beverages containing one-half (½) of one (1) percent or more alcohol by volume. The presence of alcohol in the beverage may be determined by any person who, by experience in handling or the use of alcoholic beverages, or who by taste, smell, observing the labeling, or the drinking of such alcoholic beverages, has knowledge as to the presence of alcohol in the subject beverage.
  2. *Person* shall include any individual, company, corporation, partnership, association, club or lodge, or any other legal entity.
  3. *Public place* shall mean any public building, grounds or parking area, and any street, alley, sidewalk, park, parking area, or any other open property within the City of Pinellas Park, Florida, to which the general public is licensed or invited to enter, which such open property specifically includes all exterior areas, such as parking lots and parking areas, sidewalks, walkways, grassy areas or other open areas of any commercial establishments.
- B. *Possession of alcoholic beverages in open containers and consumption of alcoholic beverages in public places prohibited.*
1. It shall be unlawful for any person to possess any alcoholic beverage in a cup or other open or unsealed container in any public place in the City of Pinellas Park, Florida.
  2. It shall be unlawful for any person to consume any alcoholic beverages in any public place in the City of Pinellas Park, Florida.
  3. This Section shall apply to persons who are in a motor vehicle in a public place whether such motor vehicle is being operated or not.
- C. *Penalties.* Any person who violates any provisions of this Chapter shall, upon conviction in a Court of competent jurisdiction, be punished by a fine not to exceed Five Hundred Dollars (\$500.00) or by imprisonment for a term not to exceed sixty (60) days, or by both such fine and imprisonment, provided however, that any person found guilty of possessing an open container of an alcoholic beverage while operating a motor vehicle in the City or while a

passenger in or on a motor vehicle being operated in the City is guilty of a noncriminal moving traffic violation, punishable as provided by State law.

### **NUHS Sanctions**

Besides legal consequences, the unlawful possession, use, or distribution of illicit drugs and alcohol and any violation of NUHS' alcohol and other drug policy by a student or employee may result in appropriate discipline under the *NUHS Student Code of Conduct* or the employee disciplinary system. For students, sanctions include, but are not limited to, removal from on-campus housing; discharge from student employment; and probation, suspension, or expulsion from NUHS. For employees, sanctions include but are not limited to, suspension, termination of employment, disqualification from future employment, and prohibition from accessing NUHS property. NUHS may refer students or employees for criminal investigation and prosecution.

For both students and employees, NUHS retains full and final discretion on whether, when, and under what conditions a student may be reinstated or an employee returned to employment after an instance of alcohol abuse or improper drug use. Student organizations that violate this policy are also subject to sanctions, including, but not limited to, probation and removal of recognized student organization status. The particular sanction in a given case will depend on such factors as the nature of the violation, the seriousness of the offense, and the prior record of the individual or organization, and may include the successful completion of an approved rehabilitation or chemical dependency treatment program.

Under federal law, any employee (including student employees) convicted of any violation of any criminal drug statute (including misdemeanors) for a violation occurring either on NUHS property or during working hours must notify the Dean of Students (if a student employee); the Director of Human Resources (if a non-student employee) within five days of the date of conviction. A conviction includes any plea or finding of guilty, any plea of *nolo contendere* (no contest), and/or any imposition of a fine, jail sentence, or other penalty. Under federal law, if the convicted employee is working on a project funded through a federal grant or contract, NUHS is required to notify the relevant federal contracting or granting agency within ten days of receiving such notice of conviction.

### **NUHS Sanctions For Employees/Appointees**

Violation of this policy or conviction under relevant law shall result in the enforcement of applicable sanctions by NUHS. These sanctions may include disciplinary action up to and including expulsion, termination of employment and/or referral for prosecution.

Employees found to be in violation of the policy or convicted under relevant law of an alcohol or drug related offense will be notified by their supervisor and be given an opportunity to respond before any final action is taken. Employee termination under this policy will be consonant with the procedures set forth in the most current NUHS Faculty Handbook, NUHS Employee Manual or the contractual terms stipulated within an employee's type of appointment (academic) or terms of employment (non-academic).

### **Sanctions For Violation of Drug & Alcohol Policy**

1<sup>st</sup> Offense: Verbal reprimand and referral for counseling/evaluation and/or treatment.

2<sup>nd</sup> Offense: Written reprimand and mandatory participation in a drug/alcohol treatment program.

3<sup>rd</sup> Offense:

- Suspension without pay.
- Proof of completion of drug/alcohol rehabilitation program.
- Proof of continuous participation in drug/alcohol abuse group.
- Disciplinary probation for one (1) year.

4<sup>th</sup> Offense: Termination.

**Sanctions For Offenses Equivalent to Misdemeanor Under Relevant Law**

1<sup>st</sup> Offense: Warning (written) and referral for counseling/evaluation and/or treatment.

2<sup>nd</sup> Offense:

- Suspension without pay.
- Mandatory participation in a drug/alcohol treatment program.

3<sup>rd</sup> Offense:

- Suspension with pay.
- Proof of completion of drug/alcohol rehabilitation program.
- Proof of continuous participation in drug/alcohol abuse group.
- Disciplinary probation for one (1) year.

4<sup>th</sup> Offense: Termination.

**Sanctions For Offenses Equivalent to Felony Under Relevant Law**

1<sup>st</sup> Offense: Warning (written) and mandatory participation in a drug/alcohol rehabilitation program.

2<sup>nd</sup> Offense:

- Suspension with pay.
- Proof of completion of drug/alcohol rehabilitation program.
- Proof of continuous participation in drug/alcohol abuse group.
- Disciplinary probation for one (1) year.

3<sup>rd</sup> Offense: Termination.

**NUHS Sanctions For Students**

Students who are charged and found responsible for violating this policy or the *NUHS Student Code of Conduct* section barring misconduct involving drugs and alcohol, or convicted under state or federal laws shall suffer the enforcement of the applicable sanctions set forth in this policy and mirrored within the *NUHS Student Code of Conduct*. These sanctions may include disciplinary action up to and including expulsion and/or referral for prosecution.

If a student has been apprehended for violation of a law the University will not request special consideration because of the individual's status as a student. The University will cooperate fully with law enforcement and other agencies administering a corrective or rehabilitative program for the student. The University reserves the right, however, to initiate concurrent disciplinary action as explained above. University disciplinary proceedings may be instituted against a student or student organization alleged to have violated this policy and/or the *NUHS Student Code of Conduct*.

All proceedings shall be carried out in a manner which ensures that fairness and justice is observed and shall not be restricted by the formal rules of evidence governing criminal and civil proceedings nor shall deviations from prescribed procedures necessarily invalidate a decision, unless significant prejudice to a student or the University may result.

**Health Risks**

The use of illicit drugs and the abuse of alcohol and prescription drugs have potential adverse health consequences that may be permanent. These consequences include disorders and dysfunctions that affect the central nervous system, reproductive functioning, cardiovascular and pulmonary systems, and endocrine functioning. Specifically, there are both short- and long-term effects on cognition, memory, retention, information processing, coordination, and athletic and academic performance. The use of illicit drugs and the abuse of alcohol also affect emotional equilibrium, mental well-being, and the ability to make critical decisions. Such use also impairs judgment, which in turn increases one's vulnerability and risk-taking behaviors, including engaging in unprotected sex, which may lead to exposure to HIV and other sexually transmitted diseases and to unplanned pregnancy. The chronic use and abuse of illicit drugs and alcohol have been shown to cause adverse permanent changes in most of the biological systems studied. These changes can lead to severe impairment, disability, and premature death.



**Illicit Drugs**

The use of any amount of drug—prescription, illicit, or legal—will alter the chemical balance of the body. Misuse of drugs may lead to lifelong chemical dependency, the disease of addiction, and possible death. Abuse and addiction to drugs often cause serious damage to major body organs such as brain, stomach, lungs, liver, kidneys, and heart, as well as the immune and reproductive systems. The sharing of needles when using drugs is known to be a major cause of the spread of HIV. The health risks associated with various controlled substances, prepared by the U.S. Department of Justice, are summarized in [Table D](#).

**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 safely, increasing the likelihood that the driver will be involved in an accident. Low to moderate doses of alcohol also increases the incidence of a variety of aggressive acts, including spouse and child abuse. Moderate to high doses of alcohol cause marked impairments in higher mental functions, severely altering a person's ability to learn and remember information. 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 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 the liver.

Mothers who drink alcohol during pregnancy may give birth to infants with fetal alcohol syndrome. These infants have irreversible physical abnormalities and mental retardation. In addition, research indicates that children of alcoholic parents are at greater risk than other youngsters of becoming alcoholics.

**Counseling, Treatment, and Referral**

Students and employees who believe they may have an alcohol or drug problem are strongly encouraged to seek assistance through resources available at the University. Employees may contact the Vice President for Administrative Services. The Vice President will connect employees with a local agency experienced at helping individuals on an outpatient basis.

Students should seek help through the Dean of Students, or the Office of Student Services. Such contacts will be kept confidential, except as required by law or by concern for the immediate health, safety, or security of the individual or others.

Referrals by the Vice President (employees) or Student Services personnel (students) can be made to publically funded mental health professionals (e.g., psychologists, social workers, psychiatrists) who are available to discuss an employee or student's concerns regarding drug or alcohol use in their life or in the life of someone close to them. Seeking professional assessment can frequently bring new perspective.

Individuals requiring inpatient detoxification and/or rehabilitative services can be referred to institutions and hospitals in the local community that specialize in these types of services. The costs of such treatment and referrals may be covered in whole or in part by the individual's health insurance.

The University has the right to take any necessary action to protect the health, safety, and security of the affected individual and other members of the University community, including deciding whether, when, and under what conditions a student may be reinstated or any employee may be returned to employment after an instance of alcohol abuse or improper drug use.

Students with questions about University alcohol and other drug policy, or any other University policy or rule, should contact the Dean or the Assistant Dean of Students (630-889-6546). Employees should

contact the Vice President for Administrative Services (630-889-6607).

### **Alcohol and Substance Abuse Recovery Support Groups**

Listed below are links to a variety of self-help support groups for people trying to recover from alcoholism and drug addiction. These groups are not formally affiliated with nor specifically endorsed by NUHS. Each, however, has been shown to be helpful for certain types of people seeking recovery help. As noted, some of these groups have online meetings available.

#### **ILLINOIS RESOURCES**

##### **Alcoholics Anonymous**

- [www.chicagoaa.org](http://www.chicagoaa.org)
- <http://www.chicagoaa.org/meetings/>
- <http://aa-intergroup.org/index.html>

##### **SMART Recovery**

- <http://www.smartrecovery.org/>
- [http://www.smartrecovery.org/meetings\\_db/view/](http://www.smartrecovery.org/meetings_db/view/)

##### **Marijuana Anonymous**

- <http://www.ma-online.org/chat.html>

##### **Alanon**

- <http://www.niafg.org/>
- <http://www.niafg.org/AdvFind.asp>
- <http://www.ola-is.org/>

##### **Cocaine Anonymous**

- <http://www.illinoisca.org/>
- <http://www.illinoisca.org/meetings.htm>
- <http://www.ca-online.org/>

##### **Adult Children of Alcoholics**

- <http://www.adultchildren.org/>
- <http://allone.com/12/aca/>
- <http://www.acawso.org/ipb/>

##### **Narcotics Anonymous**

- <http://www.na.org/basic.htm>
- <http://portaltools.na.org/portaltools/MeetingLoc/>

#### **FLORIDA RESOURCES**

##### **Alcoholics Anonymous**

- [www.aapinellas.org](http://www.aapinellas.org)
- [www.aapinellas.org/asp/meeting\\_area.asp?a=nwstpete](http://www.aapinellas.org/asp/meeting_area.asp?a=nwstpete)

##### **SMART Recovery**

- <http://www.smartrecovery.org/>
- [http://www.smartrecovery.org/meetings\\_db/view/](http://www.smartrecovery.org/meetings_db/view/)

##### **Marijuana Anonymous**

- <http://www.ma-online.org/chat.html>

##### **Alanon**

- [www.al-anon.alateen.org](http://www.al-anon.alateen.org)
- [www.al-anon-pinellas.org/](http://www.al-anon-pinellas.org/)
- [www.al-anon-pinellas.org/meetings.htm](http://www.al-anon-pinellas.org/meetings.htm)

##### **Cocaine Anonymous**

- [www.ca.org/phone.html](http://www.ca.org/phone.html)
- [www.fla-ca.org](http://www.fla-ca.org)
- [www.usrecovery.info/ca/florida.htm](http://www.usrecovery.info/ca/florida.htm)

##### **Adult Children of Alcoholics**

- [www.allone.com/12/aca/](http://www.allone.com/12/aca/)
- [www.adultchildren.org/meetings](http://www.adultchildren.org/meetings)

##### **Narcotics Anonymous**

- [www.bascna.org](http://www.bascna.org)
- [www.bascna.org/meetings](http://www.bascna.org/meetings)

**Table A****Federal Penalties and Sanctions for Illegal Trafficking and Possession of a Controlled Substance****Controlled Substances Act Schedule I and II****DRUGS & QUANTITIES:**

- Methamphetamine (5 gm or more pure, or 50 gm or more mixture)
- Heroin (100 gm or more mixture)
- Cocaine (500 gm or more mixture)
- Cocaine Base (28 gm or more mixture)
- PCP (10 gm or more pure, or 100 gm or more mixture)
- LSD (1 gm or more mixture)
- Fentanyl (40 gm or more mixture)
- Fentanyl Analogue (10 gm or more mixture)

**1ST OFFENSE**

- Not less than 5 years. Not more than 40 years.
- Supervised release at least 4 years.
- If death or serious injury, not less than 20 years or more than life
- Fine of not more than \$5 million individual, \$25 million other than individual, or both

**2ND OFFENSE**

- Not less than 10 years. Not more than life.
- If death or serious injury, life imprisonment.
- Fine of not more than \$8 million individual, \$50 million other than individual, or both
- Supervised release at least 8 years

**Controlled Substances Act Schedule I and II****DRUGS & QUANTITIES:**

- Methamphetamine (50 gm or more pure, or 500 gm or more mixture)
- Heroin (1 kg or more mixture)
- Cocaine, Coca Leaves, Ecgonine (5 kg or more mixture)
- Cocaine Base (280 gm or more mixture)
- PCP (100 gm or more pure, or 1 kg or more mixture)
- LSD (10 gm or more mixture)
- Fentanyl (400 gm or more mixture)
- Fentanyl Analogue (100 gm or more mixture)

**1ST OFFENSE**

- Not less than 10 years. Not more than life
- If death or serious injury, not less than 20 years or more than life
- Fine of not more than \$10 million individual, \$50 million other than individual, or both
- Supervised release at least 5 years

**2ND OFFENSE**

- Not less than 20 years. Not more than life.
- If death or serious injury, life imprisonment
- Fine of not more than \$20 million individual, \$75 million other than individual, or both
- Supervised release at least 10 years

**Controlled Substances Act Schedule I and II**

**DRUGS & QUANTITIES:**

- Others (included in Schedules I and II are gamma hydroxybutyric acid or 1gm flunitrazepam) - Any quantity

**1ST OFFENSE**

- Not more than 20 years
- If death or serious injury, not less than 20 years, not more than life
- Fine \$1 million individual, \$5 million not individual, or both
- Supervised release at least 3 years

**2ND OFFENSE**

- Not more than 30 years
- If death or serious injury, life
- Fine \$2 million individual, \$10 million not individual, or both
- Supervised release at least 6 years

**Controlled Substances Act Schedule III**

**DRUGS & QUANTITIES:**

- All (included in Schedule III are anabolic steroids, codeine and hydrocodone with aspirin or Tylenol<sup>®</sup>, and some barbiturates) - Any quantity

**1ST OFFENSE**

- Not more than 10 years
- If death or serious injury, not more than 15 years
- Fine not more than \$500,000 individual, \$2.5 million not individual, or both
- Supervised release at least 2 years

**2ND OFFENSE**

- Not more than 20 years
- If death or serious injury, not more than 30 years
- fine not more than \$1 million individual, \$5 million not individual, or both
- Supervised release at least 4 years

**Controlled Substances Act Schedule IV**

**DRUGS & QUANTITIES:**

- All (included in Schedule IV are Darvon<sup>®</sup>, Talwin<sup>®</sup>, Equanil<sup>®</sup>, Valium<sup>®</sup>, and Xanax<sup>®</sup>) - Any

**1ST OFFENSE**

- Not more than 5 years
- Fine not more than \$250,00 individual, \$1 million not individual, or both
- Supervised release at least 1 year

**2ND OFFENSE**

- Not more than 10 years
- Fine not more than \$500,00 individual, \$2 million not individual, or both
- Supervised release at least 2 years

**Controlled Substances Act Schedule V**

**DRUGS & QUANTITIES:**

- All (over-the-counter cough medicines with codeine are classified in Schedule V) - Any

**1ST OFFENSE**

- Not more than 1 year
- Fine not more than \$100,000 individual, \$250,000 not individual, or both

**2ND OFFENSE**

- Not more than 4 years
- Fine not more than \$200,000 individual, \$500,000 not individual, or both
- Supervised release not more than 1 year

Description	Quantity	1st Offense	2nd Offense
<b>Marijuana</b>	1,000 kg or more mixture, or 1,000 or more plants	<ul style="list-style-type: none"> <li>• Not less than 10 years, not more than life</li> <li>• If death or serious injury, not less than 20 years, not more than life</li> <li>• Fine not more than \$10 million individual, \$50 million other than individual, or both</li> <li>• Supervised release at least 5 years</li> </ul>	<ul style="list-style-type: none"> <li>• Not less than 20 years, not more than life</li> <li>• If death or serious injury, mandatory life</li> <li>• Fine not more than \$20 million individual, \$75 million other than individual, or both</li> <li>• Supervised release at least 10 years</li> </ul>
<b>Marijuana</b>	100 kg or more mixture, or 100 or more plants	<ul style="list-style-type: none"> <li>• Not less than 5 years, not more than 40 years</li> <li>• If death or serious injury, not less than 20 years, not more than life</li> <li>• Fine not more than \$5 million individual, \$25 million other than individual, or both</li> <li>• Supervised release at least 4 years</li> </ul>	<ul style="list-style-type: none"> <li>• Not less than 10 years, not more than life</li> <li>• If death or serious injury, mandatory life</li> <li>• Fine not more than \$8 million individual, \$50 million other than individual, or both</li> <li>• Supervised release at least 8 years</li> </ul>
<b>Marijuana, Hashish, Hashish oil</b>	Less than 50 kg marijuana, 10 kg hashish, or 1 kg hashish oil; 1-49 plants	<ul style="list-style-type: none"> <li>• Not more than 5 years</li> <li>• Fine not more than \$250,000 individual, \$1 million other than individual, or both</li> <li>• Supervised release 2 years</li> </ul>	<ul style="list-style-type: none"> <li>• Not more than 10 years</li> <li>• Fine \$500,000 individual, \$2 million other than individual, or both</li> <li>• Supervised release 4 years</li> </ul>

The *Controlled Substances Act* (1970) places all substances regulated under federal law into one of the five schedules based on the substance's medical use, potential for abuse, and safety or dependence liability.

**Table B - ILLINOIS**

**Penalties for Possession of a Controlled Substance**

Any substance containing HEROIN

Amount	Felony Status	Prison Term	Fine
15-99 gm	Class 1	4-15 years	Up to \$200,000
100-399 gm	Class 1	6-30 years	Up to greater of \$200,000 or full street value
400-899 gm	Class 1	8-40 years	Up to greater of \$200,000 or full street value
900+ gm	Class 1	10-50 years	Up to greater of \$200,000 or full street value

Any substance containing COCAINE

Amount	Felony Status	Prison Term	Fine
15-99 gm	Class 1	4-15 years	Up to \$200,000
100-399 gm	Class 1	6-30 years	Up to greater of \$200,000 or full street value
400-899 gm	Class 1	8-40 years	Up to greater of \$200,000 or full street value
900+ gm	Class 1	10-50 years	Up to greater of \$200,000 or full street value

Any substance containing MORPHINE

Amount	Felony Status	Prison Term	Fine
15-99 gm	Class 1	4-15 years	Up to \$200,000
100-399 gm	Class 1	6-30 years	Up to greater of \$200,000 or full street value
400-899 gm	Class 1	8-40 years	Up to greater of \$200,000 or full street value
900+ gm	Class 1	10-50 years	Up to greater of \$200,000 or full street value

Any substance containing PEYOTE

Amount	Felony Status	Prison Term	Fine
200+ gm	Class 1	4-15 years	Up to \$200,000

Any substance containing a derivative of BARBITURIC ACID

Amount	Felony Status	Prison Term	Fine
200+ gm	Class 1	4-15 years	Up to \$200,000

Any substance containing AMPHETAMINE

Amount	Felony Status	Prison Term	Fine
200+ gm	Class 1	4-15 years	Up to \$200,000

Any substance containing LSD

Amount	Felony Status	Prison Term	Fine
15-99 gm or 15-199 objects / parts	Class 1	4-15 years	Up to \$200,000
100-399 gm or 200-599 objects / parts	Class 1	6-30 years	Up to greater of \$200,000 or full street value
400-899 gm or	Class 1	8-40 years	Up to greater of \$200,000 or full street value



property comprising a public or private college, university or other postsecondary educational institution.

For further information, please consult *Florida Statutes, Chapter 893* and Pinellas County and local city ordinances.

**Table C**

**ILLINOIS**

**Trafficking Penalties - Controlled Substances**

Any substance containing HEROIN or analog thereof

<b>Amount</b>	<b>Felony status</b>	<b>Prison Term</b>	<b>Fine</b>
1-14 gm	Class 1	4-15 years	Up to \$250,000
15-99 gm	Class X	6-30 years	Up to \$500,000
100-399 gm	Class X	9-40 years	Up to greater of \$500,000 or full street value
400-899 gm	Class X	12-50 years	Up to greater of \$500,000 or full street value
900+ gm	Class X	15-60 years	Up to greater of \$500,000 or full street value

Any substance containing FENTANYL or analog thereof

<b>Amount</b>	<b>Felony status</b>	<b>Prison Term</b>	<b>Fine</b>
1-14 gm	Class 1	4-15 years	Up to \$250,000
15-99 gm	Class X	6-30 years	Up to \$500,000
100-399 gm	Class X	9-40 years	Up to \$500,000
400-899 gm	Class X	12-50 years	Up to \$500,000
900+ gm	Class X	15-60 years	Up to \$500,000

If any amount of FENTANYL is combined with another controlled substance, 3 years are added to the prison term

Any substance containing COCAINE or analog thereof

<b>Amount</b>	<b>Felony status</b>	<b>Prison Term</b>	<b>Fine</b>
1-14 gm	Class 1	4-15 years	Up to \$250,000
15-99 gm	Class X	6-30 years	Up to \$500,000
100-399 gm	Class X	9-40 years	Up to greater of \$500,000 or full street value
400-899 gm	Class X	12-50 years	Up to greater of \$500,000 or full street value
900+ gm	Class X	15-60 years	Up to greater of \$500,000 or full street value

Any substance containing MORPHINE or analog thereof

<b>Amount</b>	<b>Felony status</b>	<b>Prison Term</b>	<b>Fine</b>
10-14 gm	Class 1	4-15 years	Up to \$250,000
15-99 gm	Class X	6-30 years	Up to \$500,000
100-399 gm	Class X	9-40 years	Up to greater of \$500,000 or full street value
400-899 gm	Class X	12-50 years	Up to greater of \$500,000 or full street value
900+ gm	Class X	15-60 years	Up to greater of \$500,000 or full street value

Any substance containing PEYOTE or analog thereof

<b>Amount</b>	<b>Felony status</b>	<b>Prison Term</b>	<b>Fine</b>
50-199 gm	Class 1	4-15 years	Up to \$250,000
200+ gm	Class X	6-30 years	Up to \$500,000



Any substance containing BARBITURIC ACID or analog thereof

Amount	Felony status	Prison Term	Fine
50-199 gm	Class 1	4-15 years	Up to \$250,000
200+ gm	Class X	6-30 years	Up to \$500,000

Any substance containing AMPHETAMINE or analog thereof

Amount	Felony status	Prison Term	Fine
50-199 gm	Class 1	4-15 years	Up to \$250,000
200+ gm	Class X	6-30 years	Up to \$500,000

Any substance containing LSD or analog thereof

Amount	Felony status	Prison Term	Fine
5-14 gm or >10 but <15 objects / parts	Class 1	4-15 years	Up to \$250,000
15-99 gm or 15-199 objects / parts	Class X	6-30 years	Up to \$500,000
100-399 gm or 200-599 objects / parts	Class X	9-40 years	Up to greater of \$500,000 or full street value
400-899 gm or 600-1,499 objects / parts	Class X	12-50 years	Up to greater of \$500,000 or full street value
900+ gm or 1,500+ objects / parts	Class X	15-60 years	Up to greater of \$500,000 or full street value

Any substance containing PENTAZOCINE, KETAMINE, MATHEQUALONE, or PCP or analog thereof

Amount	Felony status	Prison Term	Fine
10-29 gm	Class 1	4-15 years	Up to \$250,000
30+ gm	Class X	6-30 years	Up to \$500,000

Any substance containing a substance classified in Schedule I or II, but not listed here

Amount	Felony status	Prison Term	Fine
50-199 gm	Class 1	4-15 years	Up to \$250,000
200+ gm	Class X	6-30 years	Up to \$500,000

Any substance or analog classified in Schedule I or II that is a narcotic drug

Amount	Felony status	Prison Term	Fine
Any amount not listed above	Class 2	3-7 years	Up to \$200,000

Any substance or analog classified in Schedule I or II that is not a narcotic drug

Amount	Felony status	Prison Term	Fine
Any amount not listed above	Class 3	2-5 years	Up to \$150,000

Any substance classified in Schedule III

Amount	Felony status	Prison Term	Fine
Any amount not listed above	Class 3	2-5 years	Up to \$125,000

Any substance classified in Schedule IV

Amount	Felony status	Prison Term	Fine
Any amount not listed above	Class 3	2-5 years	Up to \$100,000

Any substance classified in Schedule V

Amount	Felony status	Prison Term	Fine
Any amount not listed above	Class 3	2-5 years	Up to \$75,000

Schedules I-V may be found in 720 ILCS §§ 570/204, 570/208, and 570/212 (1992).

Illinois Penalties for Marijuana Trafficking (includes Hashish)

Amount	Classification	Prison Term	Fine
Up to 2.5 gm	Class B Misdemeanor	Up to 6 months	\$1,500
2.6-10.0 gm	Class A Misdemeanor	Less than 1 year	\$2,500
10.1-30.0 gm	Class 4 Felony	1-3 years	\$25,000
30.1-500.0 gm	Class 3 Felony	2-5 years	Up to \$50,000
500.1-2,000.0 gm	Class 2 Felony	3-7 years	Up to \$100,000
2,000.1-5,000.0 gm	Class 1 Felony	4-15 years	Up to \$150,000
More than 5,000 gm	Class X Felony	6-30 years	Up to \$200,000

**FLORIDA**

**Trafficking Penalties - Controlled Substances**

The maximum penalty for trafficking specified amounts of cocaine or any mixture containing cocaine including, but not limited to crack, under Florida law is a first-degree felony punishable by death.

Based on the quantity involved, penalties for trafficking in illegal drugs including, but not limited to, the narcotics morphine, opium and heroin, range from mandatory minimum imprisonment of three years and a \$50,000 fine to 25 years and a \$500,000 fine.

Based on the quantity involved, other penalties for trafficking in illegal drugs including, but not limited to, marijuana, inhalants, depressants and other stimulants, range from five years imprisonment and a \$5,000 fine to 30 years imprisonment and a \$15,000 fine.

**Table D**

**Health Risks Associated with the Use of Illicit Drugs**

**Narcotics**

Drugs	Physical Dependence	Psychological Dependence
Heroin	High	High
Morphine	High	High
Codeine	Moderate	Moderate
Hydrocodone	High	High
Hydromorphone	High	High
Oxycodone	High	High

Methadone and LAAM	High	High
Fentanyl and Analogues	High	High
Other Narcotics	High-Low	High-Low

**POSSIBLE EFFECTS**

Euphoria, drowsiness, respiratory depression, constricted pupils, nausea

**EFFECTS OF OVERDOSE**

Slow and shallow breathing, clammy skin, convulsions, coma, possible death

**WITHDRAWAL SYMPTOMS**

Yawning, loss of appetite, irritability, tremors, panic, cramps, nausea, runny nose, chills and sweating, watery eyes

**Depressants**

<b>Drugs</b>	<b>Physical Dependence</b>	<b>Psychological Dependence</b>
Chloral Hydrate	Moderate	Moderate
Barbiturates	High-Moderate	High-Moderate
Benzodiazepines	Low	Low
Glutethimide	High	Moderate
Other Depressants	Moderate	Moderate

**POSSIBLE EFFECTS**

Slurred speech, disorientation, drunken behavior without odor of alcohol

**EFFECTS OF OVERDOSE**

Shallow respiration, clammy skin, dilated pupils, weak and rapid pulse, coma, possible death

**WITHDRAWAL SYMPTOMS**

Anxiety, insomnia, tremors, delirium, convulsions, possible death

**Stimulants**

<b>Drugs</b>	<b>Physical Dependence</b>	<b>Psychological Dependence</b>
Cocaine	Possible	High
Amphetamine / Methamphetamine	Possible	High
Methylphenidate	Possible	High
Other Stimulants	Possible	High

**POSSIBLE EFFECTS**

Increased alertness, euphoria, increased pulse rate and blood pressure, excitation, insomnia, loss of appetite

**EFFECTS OF OVERDOSE**

Agitation, increased body temperature, hallucinations, convulsions, possible death

**WITHDRAWAL SYMPTOMS**

Apathy, long periods of sleep, irritability, depression, disorientation

**Cannabis**

<b>Drugs</b>	<b>Physical Dependence</b>	<b>Psychological Dependence</b>
Marijuana	Unknown	Moderate
Tetrahydrocannabinol	Unknown	Moderate
Hashish and Hashish Oil	Unknown	Moderate

**POSSIBLE EFFECTS**

Euphoria, relaxed inhibitions, increased appetite, disorientation

**EFFECTS OF OVERDOSE**

Fatigue, paranoia, possible psychosis

**WITHDRAWAL SYMPTOMS**

Occasional reports of insomnia, hyperactivity, decreased appetite

**Hallucinogens**

<b>Drugs</b>	<b>Physical Dependence</b>	<b>Psychological Dependence</b>
LSD	None	Unknown
Mescaline and Peyote	None	Unknown
Amphetamine Variants	Unknown	Unknown
Phencyclidines and Analogues	Unknown	High
Other Hallucinogens	None	Unknown

**POSSIBLE EFFECTS**

Illusions and hallucinations, altered perception of time and distance

**EFFECTS OF OVERDOSE**

Longer, more intense "trip" episodes, psychosis, possible death

**WITHDRAWAL SYMPTOMS**

Unknown

**Anabolic Steroids**

<b>Drugs</b>	<b>Physical Dependence</b>	<b>Psychological Dependence</b>
Testosterone (Cypionate, Enanthate)	Unknown	Unknown
Nandrolone (Decanoate, Phenpropionate)	Unknown	Unknown
Oxymethalone	Unknown	Unknown

**POSSIBLE EFFECTS**

Virilization, acne, testicular atrophy, gynecomastia, aggressive behavior, edema

**EFFECTS OF OVERDOSE**

Unknown

**WITHDRAWAL SYMPTOMS**

Possible depression

Policy reviewed on November 1, 2016 for accuracy and compliance with relevant laws.