



DRUG AND ALCOHOL ABUSE PREVENTION PROGRAM

UEI, UEI College and Florida Career College are committed to maintaining an alcohol and drug-free environment for its students and a drug-free workplace for its employees. Our culture, driven by a commitment to excellence in all areas, simply has no room for, and is incompatible with, substance abuse in any form. Accordingly, as a matter of policy, our campuses and workplaces prohibit the following:

- Reporting to campus under the influence of alcohol or illegal drugs or substances, including illegally obtained prescription drugs.
- Reporting to campus under the influence of legal prescription or non-prescription drugs, including marijuana, if doing so could impair judgment or motor functions or place persons or property in jeopardy.
- The unlawful, manufacture, possession, distribution, dispensing or use of a controlled substance is prohibited on campus and in the workplace. The sale, transfer, purchase, or storage of alcoholic beverages or drugs on campus premises, or in automobiles or any other vehicle parked on campus premises is also prohibited.
- As a condition of employment, the employee will abide by the terms of the above statement and will notify the Campus President/Executive Director or direct supervisor if he or she is convicted of a criminal drug statute occurring in the workplace no more than five calendar days after such conviction.

Any violation of these policies will result in appropriate disciplinary action up to and including expulsion or termination, even for a first offense. Violations of the law will also be referred to the appropriate law enforcement authorities.

Attached to this policy is a discussion of the legal sanctions commonly imposed by local, state, and federal authorities for illegal use of drugs and alcohol. On an individual referral basis, students or employees convicted of any drug law or alcohol related violation or otherwise found to be engaged in substance abuse may be referred to abuse help centers or the services of the National Council on Alcoholism and Drug Abuse for counseling and rehabilitation. If such a referral is made, continued enrollment may be conditioned upon the successful completion of any prescribed counseling or treatment program.

Separate from any legal requirements, our campus is concerned with the health and well-being of our campus community. Students or employees may contact the Campus President/Executive Director or direct supervisor, in confidence, for referrals or information regarding available and appropriate substance abuse counseling, treatment, or rehabilitation programs. In addition, select information relating to substance abuse risks, counseling, treatment, or rehabilitation is attached to this Policy.

Finally, we ask for your help in keeping our campus free of substance abuse. Please notify campus/office management if you become aware of any alcohol or drug-related activity in violation of this *Policy*.



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LEGAL SANCTIONS RELATING TO SUBSTANCE ABUSE

Local, state, and federal laws make illegal use of drugs and alcohol serious crimes. State laws contain a variety of provisions governing the possession, use, and consumption of alcoholic beverages. In every state it is unlawful to sell, furnish or provide alcohol to a person under the age of 21. Also, the possession of alcohol by anyone less than 21 years of age in a public place or a place open to the public generally is illegal. Driving while intoxicated is also illegal, regardless of age. State laws also prohibit the unlawful possession, distribution, and use of controlled substances and drugs, as defined in each jurisdiction.

In addition to local and state laws, federal laws also prohibit the unlawful possession, distribution, and use of controlled substances and drugs. Among other things, federal laws make it a crime to possess drugs (including in your backpack, car, purse, or house), or to hold someone else's drugs.

Members of our campus community should be aware of the serious legal penalties applied for conviction in cases of drug or alcohol abuse. Such convictions can lead to imprisonment, fines, and assigned community service. Also, courts do not lift prison sentences in order for convicted persons to attend college or continue their jobs. An offense is classified as a misdemeanor or a felony, depending upon the type and the amount of the substance(s) involved. Specific legal sanctions under local, state, and federal laws may include:

- Suspension, revocation, or denial of a driver's license
- Property seizure
- Mandated community service
- Monetary fines
- Prison sentence

While recreational use of marijuana has been legalized in many states, possession or use of marijuana on the campus or in the workplace is a violation of our school and workplace policies. Any violation may result in disciplinary action being taken including dismissal from school or employment at UEI, UEI College or Florida Career College.

See Appendix A for more information on applicable penalties and legal sanctions that may be imposed upon drug abuse conviction that occur on campus or in the workplace under state and federal law.

PREVENTION OF SUBSTANCE ABUSE AND AVAILABLE RESOURCES

Drug and alcohol abuse education programs are offered by local community agencies. Our campus/office typically has information about such education programs.

While care must be taken to ensure that a person is not wrongly accused of drug or alcohol use, it is recommended that anyone who notes signs of substance abuse in another student or employee contact the Campus President/Executive Director or direct supervisor. If it is determined by the Campus President/Executive Director or direct supervisor that a student or employee is in need of assistance to overcome a drug or alcohol problem, he or she may be counseled to seek such assistance. Records of such counseling will remain confidential.

Students or employees also may voluntarily contact the Campus President/Executive Director or direct supervisor, in confidence, for referrals or information regarding available and appropriate substance abuse counseling, treatment, and rehabilitation programs. Organizations offering such programs include:

- The Alcoholism and Drug Abuse Hotline 1-800-ALCOHOL
- The Cocaine Hotline 1-800-NODRUGS
- The National Institute on Drug Abuse Treatment Referral Hotline 1-800-662-HELP
- Al Anon for Families of Alcoholics 1-800- 344-2666



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HEALTH RISKS AND DANGERS ASSOCIATED WITH SUBSTANCE ABUSE

Alcohol and drugs are toxic substances that affect the mind, body, and spirit. Excessive drinking can cause health risks which include damage to your body organs, impaired physiological responses, mental and emotional disorders, and in very high doses, respiratory depression and death. Drug abuse also is dangerous and can lead to psychosis, convulsions, coma, and death. Continuous use of drugs can lead to organ damage, mental illness, and malnutrition. The chart below sets out in more detail health risks associated with different forms of substance abuse.

Alcohol
Alcohol consumption causes a number of marked changes in behavior. Even small amounts of alcohol can significantly impair the judgment, reaction time and coordination needed to safely operate equipment or drive a car. Signs and symptoms of abuse include: dulled mental processes, lack of coordination, slowed reaction time, poor judgment and reduced inhibitions. Low to moderate doses of alcohol increase the incidence of a variety of aggressive acts. 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. 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.
Marijuana
All forms of marijuana have negative physical and mental effects. Research also shows that people do not retain knowledge when they are "high." Motivation and cognition may be altered, making the acquisition of new information difficult. Marijuana also can produce paranoia and psychosis. Because users often inhale the unfiltered smoke deeply and then hold it in their lungs as long as possible, marijuana is damaging to the lungs and pulmonary system. Marijuana smoke contains more cancer causing agents than tobacco smoke. Long-term users of marijuana may develop tolerance levels requiring more and more marijuana to achieve the same "high."
Inhalants
Inhalants are mood-altering substances that are voluntarily inhaled. Because they are common products, inhalants often are a young person's first attempt at "getting high." Inhaling solvents allows the substance to reach the bloodstream very quickly. The immediate negative effects of inhalants include: nausea, sneezing, coughing, nosebleeds, fatigue, poor coordination and loss of appetite. Deeply inhaling the vapors, or using large amounts over a short time, may result in disorientation, violent behavior, unconsciousness or death. High concentrations of inhalants can cause suffocation by displacing the oxygen in the lungs or depressing the central nervous system to the point that breathing stops.
Cocaine
Cocaine is the most potent stimulant of organic origin and the most widely used of the stimulants. Cocaine is a powerfully addictive drug leading to physical and psychological dependence. Signs and symptoms of use include: dilated pupils, increased pulse rate, elevated blood pressure, insomnia, loss of appetite, tactile hallucinations, paranoia, seizures, anxiety, mood swings and difficulty in concentration. The immediate effects include dilated pupils and elevated blood pressure, heart rate, respiratory rate and body temperature. In addition, cocaine use can lead to death by cardiac arrest or respiratory failure. Chronic use can ulcerate the mucous membrane of the nose. Using contaminated equipment to inject cocaine, or any other substance, can transmit HIV and cause HIV/AIDS, hepatitis and other diseases.



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Other Stimulants

Stimulants are drugs that stimulate the central nervous system and excite bodily activity. Methamphetamine or crank is one of the fastest growing drugs of abuse. These drugs create less intense and less expensive cocaine-like effects in the body. Signs and symptoms of use include: impaired concentration, impaired mental functioning and swings between apathy and alertness. In addition to the physical effects, users report feeling restless, anxious and moody. Higher doses intensify the effects. Persons who use large amounts of amphetamines over a long period of time can develop an amphetamine psychosis that includes hallucinations, delusions and paranoia. An amphetamine injection creates a sudden increase in blood pressure that can result in stroke, very high fever or heart failure. Also, injection using contaminated needles may result in needle-related diseases such as AIDS and hepatitis.

Depressants

A depressant is a drug that depresses the central nervous system, resulting in sedation and a decrease in bodily activity. Depressants, taken as prescribed by physicians, can be beneficial for the relief of anxiety, irritability, stress and tension. The effects of depressants are in many ways similar to the effects of alcohol. Small amounts can produce calmness and relaxed muscles, but somewhat larger doses can cause: slurred speech, staggered walk, altered perception, respiratory depression, coma and death. The combination of depressants and alcohol can multiply the effects of the drugs, thereby multiplying the risks. The use of depressants can cause both physical and psychological dependence. Regular use over time may result in a tolerance to the drug, leading the user to increase the quantity consumed. Depressants are known as: barbiturates, downers and tranquilizers, such as Valium, Librium, Equanil, Serax, Tranxene and Zanax.

Hallucinogens

Hallucinogenic drugs distort the senses and often produce hallucinations—experiences that depart from reality. Phencyclidine (PCP) interrupts the function of the neurocortex, the section of the brain that controls the intellect and keeps instincts in check, because the drug blocks pain receptors. Violent PCP episodes may result in self-inflicted injuries. Signs and symptoms of use include: impaired concentration, confusion and agitation, muscle rigidity and profuse sweating. Lysergic acid (LSD), mescaline and psilocybin also are hallucinogens that cause illusions and hallucinations. The physical effects may include dilated pupils, elevated body temperature, increased heart rate and blood pressure, loss of appetite, sleeplessness and tremors. It is common to have a bad psychological reaction to LSD, mescaline and psilocybin. The user may experience panic, confusion, suspicion, anxiety and loss of control. Delayed effects or flashbacks can occur even after use has ceased.

Narcotics

Narcotic analgesics are the most effective compounds used for pain relief. Narcotic analgesics include Opium, Opiates (morphine, codeine, percodan, heroin and dilaudid) and Opioids (synthetic substitutes such as vicodin, darvon, demerol and methadone). Narcotics initially produce a feeling of euphoria that is often followed by: drowsiness, nausea and vomiting, constricted pupils, watery eyes and itching, low and shallow breathing, clammy skin, impaired respiration, convulsions, coma, or possible death. Narcotics can be smoked or eaten, injected, taken orally or smoked, inhaled, injected or smoked, such as heroin. Tolerance to narcotics develops rapidly and addiction is likely. The use of contaminated syringes may result in diseases such as HIV/ AIDS, endocarditis and hepatitis. Addiction in pregnant women can lead to premature, stillborn, or addicted infants who experience severe withdrawal symptoms.



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Appendix A

Links to State Statues:

State	Link to State Statues
AZ	http://www.azleg.gov/arsDetail/?title=13
CA	http://leginfo.legislature.ca.gov/faces/codes_displayText.xhtml?lawCode=HSC&division=10.7.&title=&part=&chapter=&article
FL	http://leg.state.fl.us/statutes/
GA	http://www.lexisnexis.com/hottopics/gacode/Default.asp
TX	http://www.statutes.legis.state.tx.us/



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Federal Trafficking Penalties for Schedules I, II, III, IV, and V (except Marijuana)

Substance/Schedule	Quantity	Penalty	Quantity	Penalty
Cocaine (Schedule II)	500-4999 grams mixture	<p>First Offense: Not less than 5 yrs. and not more than 40 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine of not more than \$5 million if an individual, \$25 million if not an individual.</p> <p>Second Offense: Not less than 10 yrs. and not more than life. If death or serious bodily injury, life imprisonment. Fine of not more than \$8 million if an individual, \$50 million if not an individual.</p>	5 kilograms or more mixture	First Offense: Not less than 10 yrs. and not more than life. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine of not more than \$10 million if an individual, \$50 million if not an individual.
Cocaine Base (Schedule II)	28-279 grams mixture		280 grams or more mixture	Second Offense: Not less than 20 yrs. and not more than life. If death or serious bodily injury, life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.
Fentanyl (Schedule IV)	40-399 grams mixture		400 grams or more mixture	2 or More Prior Offenses: Life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.
Fentanyl Analogue (Schedule I)	10-99 grams mixture		100 grams or more mixture	
Heroin (Schedule I)	100-999 grams mixture		1 kilogram or more mixture	
LSD (Schedule I)	1-9 grams mixture		10 grams or more mixture	
Methamphetamine (Schedule II)	5-49 grams pure or 50-499 grams mixture		50 grams or more pure or 500 grams or more mixture	
PCP (Schedule II)	10-99 grams pure or 100-999 grams mixture	100 grams or more pure or 1 kilogram or more mixture		



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Substance/Quantity	Penalty
Any Amount Of Other Schedule I & II Substances	First Offense: Not more than 20 yrs. If death or serious bodily injury, not less than 20 yrs. or more than Life. Fine \$1 million if an individual, \$5 million if not an individual.
Any Drug Product Containing Gamma Hydroxybutyric Acid	Second Offense: Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if not an individual.
Flunitrazepam (Schedule IV) 1 Gram	
Any Amount Of Other Schedule III Drugs	First Offense: Not more than 10 yrs. If death or serious bodily injury, not more than 15 yrs. Fine not more than \$500,000 if an individual, \$2.5 million if not an individual. Second Offense: Not more than 20 yrs. If death or serious injury, not more than 30 yrs. Fine not more than \$1 million if an individual, \$5 million if not an individual.
Any Amount Of All Other Schedule IV Drugs (other than one gram or more of Flunitrazepam)	First Offense: Not more than 5 yrs. Fine not more than \$250,000 if an individual, \$1 million if not an individual. Second Offense: Not more than 10 yrs. Fine not more than \$500,000 if an individual, \$2 million if other than an individual.
Any Amount Of All Schedule V Drugs	First Offense: Not more than 1 yr. Fine not more than \$100,000 if an individual, \$250,000 if not an individual. Second Offense: Not more than 4 yrs. Fine not more than \$200,000 if an individual, \$500,000 if not an individual.



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Federal Trafficking Penalties for Marijuana, Hashish and Hashish Oil, Schedule I Substances

Drug	Quantity	First Offense:	Second Offense:
Marijuana	1,000 kilograms or more marijuana mixture or 1,000 or more marijuana plants	Not less than 10 yrs. or more than life. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine not more than \$10 million if an individual, \$50 million if other than an individual.	Not less than 20 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$20 million if an individual, \$75 million if other than an individual.
Marijuana	100 to 999 kilograms marijuana mixture or 100 to 999 marijuana plants	Not less than 5 yrs. or more than 40 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine not more than \$5 million if an individual, \$25 million if other than an individual.	Not less than 10 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$8 million if an individual, \$50million if other than an individual.
Marijuana	50 to 99 kilograms marijuana mixture, 50 to 99 marijuana plants	Not more than 20 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine \$1 million if an individual, \$5 million if other than an individual.	Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if other than an individual.
Hashish	More than 10 kilograms		
Hashish Oil	More than 1 kilogram		
Marijuana 1 to 49 marijuana plants	less than 50 kilograms marijuana (but does not include 50 or more marijuana plants regardless of weight) 1 to 49 marijuana plants	Not more than 5 yrs. Fine not more than \$250,000, \$1 million if other than an individual.	Not more than 10 yrs. Fine \$500,000 if an individual, \$2 million if other than individual.
Hashish	10 kilograms or less		
Hashish Oil	1 kilogram or less		