

Drug-Free Schools and Campuses Act Policy

As part of Columbia College Chicago's compliance with the Drug Free Schools and Campuses Act, we provide the following information to employees:

1. Columbia College Chicago ("Columbia College" or "the College") prohibits the unlawful manufacture, distribution, possession or use of controlled substances and alcohol on college premises and off-campus functions sponsored by Columbia College. Any employee who violates this rule will be disciplined according to the severity of the violation. Such discipline may include termination of employment as well as referral for prosecution by the appropriate law enforcement agency.
2. Any employee convicted under a criminal drug statute for an offense *which occurred entirely or in part at the college or in a college activity*, whether on or off campus, must report that conviction. Faculty must report to the Vice President for Academic Affairs, and staff must report to the Associate Vice President for Human Resources. Reporting should take place within five days of the conviction. Failure to report such convictions may result in discipline, up to and including termination of employment. The conviction, when reported, will be reviewed and disciplinary action may be taken as/if appropriate.
3. Employees can seek assistance with drug or alcohol addiction or abuse through the Employee Assistance Program (EAP). Participation in EAP is confidential and will not be detrimental to employment. However, utilizing EAP will not preclude disciplinary action for violation of the College's policies relating to drug and alcohol use. For more information on EAP, please visit www.bdaeap-online.com.

LEGAL CONSEQUENCES OF SUBSTANCE ABUSE

Federal Laws that Apply to Drug Use:

Possession and delivery of a controlled substance is prohibited by the United States Code, Uniform Controlled Substance Act (21 U.S.C. 801 and following). Individuals can be sanctioned based on the quantity of controlled substances possessed, the type of controlled substances possessed, previous offenses by the individual, and whether the individual intends to manufacture, sell or use the controlled substance. See Appendix A for the U.S. Drug Enforcement Administration's summary of federal penalties for trafficking illegal drugs. For more information, please see www.dea.gov.

Illinois Laws that Apply to Drug and Alcohol Use:

The following is a summary of possible legal sanctions under Illinois law for unlawful possession, use, or distribution of controlled substances.

1. Possession of any substance containing cannabis ranges from a civil law violation punishable by a monetary fine of \$200 to \$500 for possession of less than 10 grams to a Class 1 felony, with a monetary fine of up to \$25,000 and imprisonment for 4 to 15 years for subsequent offenses

and/or possession of greater amounts of any substance containing cannabis. (Illinois Cannabis Control Act, 720 ILCS 550/)

2. Manufacture or delivery of less than 2.5 grams of cannabis can constitute a Class B misdemeanor punishable by a fine of \$1500 and imprisonment for up to six months. Subsequent offenses or offenses involving greater amounts of cannabis can raise the charge to a Class X felony punishable by a fine of up to \$200,000 and imprisonment for 6 to 30 years. (Illinois Cannabis Control Act, 720 ILCS 550/)
3. Possession of a controlled substance ranges from a Class 4 felony with a fine of up to \$25,000 and imprisonment of 1 to 3 years, to a Class 1 felony, with a fine of up to \$200,000 and imprisonment for 10 to 50 years, depending on the amount and type of substance involved. (Illinois Controlled Substances Act, 720 ILCS 570/)
4. Manufacture or delivery of a controlled substance ranges from a Class 3 felony with a fine of up to \$75,000 and imprisonment for 2 to 5 years to a Class X felony, with a fine of up to \$500,000 and imprisonment of 6 to 30 years, depending on the amount and type of substance involved. (Illinois Controlled Substances Act, 720 ILCS 570/) Penalties can be increased by factors such as if the sale of illegal drugs occur at or within 1,000 feet of any school. (Illinois Controlled Substances Act, 720 ILCS 570/4)

Each year in Illinois, there are hundreds of instances of driving under the influence of alcohol or drugs causing death, injury and property damage. Following are some of the consequences of driving under the influence in Illinois.

1. Driving under the influence of alcohol, drugs, intoxicating compounds, or any combination thereof is against Illinois law. Driving with a blood alcohol content of greater than .08 is a Class A misdemeanor with a fine of up to \$1000, imprisonment up to one year, and a one-year suspension of the driver's license. Additional offenses can increase the charge to a Class 4 felony with a fine of up to \$25,000 and imprisonment for up to 10 years. It can also result in an extended or permanent loss of the driver's license. (625 ILCS 5/11-501)
2. Under the Zero Tolerance law, drivers under the age of 21 who are convicted of driving under the influence of any level of alcohol will face harsher penalties than those listed above. (625 ILCS 5/11-501.8)
3. A driver under the influence involved in a crash that results in great bodily harm or permanent disfigurement may be charged with a Class 4 felony DUI. This is punishable by loss of full driving privileges for at least one year, imprisonment for one to three years, and a fine of up to \$10,000. (625 ILCS 5/11-501)
4. Refusal to submit to a chemical test to determine blood alcohol content may result in a six-month suspension of the driver's license for a first offense. Subsequent offenses may result in a 12-month suspension of the driver's license. (625 ILCS 5/11-501.1)

Below is a summary of other alcohol offenses employees should be aware of:

1. Illegal transportation of an alcoholic beverage carries a fine of up to \$500, and a point-assigned violation on the driving record. A second conviction in a 12-month period may result in a suspended driver's license. (625 ILCS 5/11-502)
2. Knowingly permitting a driver under the influence to operate a vehicle is punishable by imprisonment up to one year and a fine of up to \$1000.
3. Illegal possession of alcohol by someone under age 21 is a Class A misdemeanor punishable by a fine of \$2500 and imprisonment up to one year. (235 ILCS 5/6-20)
4. Distributing alcohol to anyone under 21 years of age is a Class A misdemeanor, by a fine of \$2500 and imprisonment up to one year. (235 ILCS 5/6-16)

City of Chicago Ordinances that Apply to Alcohol and Drug Use:

The Municipal Code of the City of Chicago ("MCC") prohibits anyone under age 21 to purchase, deliver, possess or consume alcohol or for anyone to sell, give or deliver alcohol to someone under age 21 and results in fines ranging from \$5 to \$100. (MCC 8-16-060) It is also unlawful to drink alcohol on the public way and the penalties range from fines of \$100 to \$500 and/or imprisonment for up to six months. (MCC 8-4-030)

Possession of up to 15 grams of any substance containing cannabis is unlawful and can result in fines ranging from \$200 to \$500. (MCC 7-24-099) Possession or delivery of drug paraphernalia is punishable by a fine of \$2000 and up to six months in prison. (MCC 7-24-091)

HEALTH RISKS RELATED TO THE USE OF DRUGS AND ALCOHOL

Alcohol:

The following information regarding the health risks related to alcohol abuse comes from *What Works: Schools Without Drugs*, U.S. Department of Education:

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 increase 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 uses 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 others of becoming alcoholics.

Drug Abuse:

The following information regarding the health risks related to drug abuse comes from the U.S. Drug Enforcement Administration, *Drugs of Abuse, A Resource Guide*, 2015 Edition. For more information, please see https://www.dea.gov/pr/multimedia-library/publications/drug_of_abuse.pdf.

Narcotics: Examples of narcotics include heroin, OxyContin, codeine, morphine, methadone, and fentanyl. Possible effects include euphoria, drowsiness, respiratory depression, constricted pupils and nausea. Effects of overdose include slow and shallow breathing, clammy skin, convulsions, coma, and possible death. Use of narcotics can create psychological dependence and chronic use can cause physical dependence. Withdrawal symptoms include watery eyes, runny nose, yawning, loss of appetite, irritability, tremors, panic, cramps, nausea, chills and sweating.

Stimulants: Examples of stimulants include cocaine, methamphetamine, amphetamines, and diet aids. Chronic, high-dose use can cause agitation, hostility, panic, aggression and suicidal or homicidal tendencies. Paranoia, sometimes accompanied by auditory and visual hallucinations, may also occur. Physical side effects of taking too large a dose at one time, or extended use of large doses, include dizziness, tremors, headache, flushed skin, chest pain with palpitations, excessive sweating, vomiting and abdominal cramps. Overdose effects include high fever, convulsions, cardio collapse, and possible death.

Depressants: Examples of depressants include benzodiazepines, sedative-hypnotic medications, and GHB. Possible effects on the mind include amnesia, reduction in reaction time, impairment of mental functioning and judgment, and confusion. Physical effects include slurred speech, loss of motor coordination, weakness, headache, lightheadedness, blurred vision, dizziness, nausea, vomiting, low blood pressure, and slowed breathing. High doses of depressants or use of them with alcohol or other drugs can slow heart rate and breathing enough to cause death.

Hallucinogens: Examples of hallucinogens include ecstasy, LSD, and mushrooms. Possible effects on the mind include perceptual distortions that vary with dose, setting, and mood. Psychic effects include distortions of thought associated with time and space. Flashbacks can occur weeks or months after some hallucinogens have been taken. Possible physical effects include elevated heart rate, increased blood pressure, and dilated pupils. Deaths from acute overdose of LSD, magic mushrooms, and mescaline are extremely rare. Deaths generally occur due to suicide, accidents, and dangerous behavior. A severe overdose of PCP and ketamine can result in respiratory depression, coma, convulsions, seizures, and death due to respiratory arrest.

Marijuana: Possible short term effects on the mind include problems with memory and learning, distorted perception, difficulty in thinking and problem solving, and loss of concentration. Short term physical effects include sedation, blood shot eyes, increased heart rate, coughing from lung irritation, increased appetite and decreased blood pressure. Long term, regular use can lead to physical dependence and withdrawal following discontinuation, as well as psychic addiction or dependence. Withdrawal symptoms include restlessness, irritability, sleep difficulties, and decreased appetite.

ALCOHOL USE ON CAMPUS

All employees are expected to abide by the Drug-Free Workplace Policy, the Code of Conduct, and the college's alcohol policy, all available on the IRIS site. Consequences for failure to abide by college policy may include discipline, up to and including termination of employment.

SUMMARY

All employees are encouraged to abide by the many laws governing alcohol and drug use, possession and distribution. Anyone who believes they have an addiction or other problem related to the abuse of alcohol or drugs is encouraged to seek diagnosis and treatment. All employees are expected to comply with the policies of Columbia College Chicago.

QUESTIONS

For questions related to this policy, please contact Norma De Jesus, Associate Vice President of Human Resources, at ndejesus@colum.edu.