



Drug & Alcohol Abuse Prevention Policy

Under the Drug-Free Schools and Communities Act Amendment of 1989, California Healing Arts College is required to annually distribute its Drug and Alcohol Abuse Prevention Policy to faculty, staff and students. This policy prohibits the unlawful manufacture, distribution, dispensation, possession or use of illicit drugs or alcohol on College premises. An institution of higher education must also certify that it has adopted and implemented a program to prevent the unlawful possession, use or distribution of illicit drugs or alcohol by students and employees. California Healing Arts College's program is described in the attached policy. These requirements exist as a condition of receiving funds or any other form of financial assistance under any Federal program.

California Healing Arts College recognizes that substance abuse has become an increasingly serious problem affecting all aspects of society, including the workplace and academia. Substance abuse can seriously hamper productivity and efficiency; impair job and academic performance; jeopardize the safety of the abuser, other members of the California Healing Arts College community, and the public; threaten security; and pose serious physical and psychological health risks to the abuser.

The primary focus of the College's drug and alcohol abuse prevention program is education and counseling. As part of this program, the College will provide drug and alcohol literature for review and a listing of substance abuse centers. The literature will address the medical, health, psychological, social and legal ramifications of illicit drug and alcohol use.

On an annual basis, California Healing Arts College will distribute to all faculty, staff and students a copy of this policy. CHAC encourages a careful read of the attached Drug and Alcohol Abuse Prevention Policy. This policy applies to all members of the California Healing Arts College community consistent with the requirements of the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act Amendment of 1989. As a member of the California Healing Arts College community, you are expected to comply with all aspects of this policy.

If you have any questions regarding the policy or resources available, please feel free to contact Roberto Quinones, the CHAC Director of Financial Aid, who will be able to provide you with additional information.

POLICY ON A DRUG AND ALCOHOL FREE CAMPUS AND WORKPLACE

California Healing Arts College (CHAC) is committed to providing a safe, healthy and productive work and academic environment for all its employees and students. It is the policy of the College to maintain a work and academic environment free from drug and

alcohol abuse. (*Drug-Free Workplace Act, 1988; Drug-Free Schools and Communities Act Amendment, 1989. PL 101-226.*) The unlawful manufacture, distribution, dispensation, possession, sale, offer to sell, purchase, offer to purchase and/or unlawful use of controlled substances or alcohol on the CHAC campus or its offsite locations, or as any part of its activities, is prohibited. Controlled substances include, but are not limited to, marijuana, heroin, cocaine, LSD, and amphetamines (*"Controlled substances" as defined in the Controlled Substances Act, 21 U.S.C. 812*). In addition, employees are required to remain free from the influence of controlled substances or alcohol while on duty.

As a condition of employment, all employees of the California Healing Arts College (this includes faculty and staff) and students, are required to comply with this policy. CHAC employees or students who violate this policy will be subject to disciplinary action up to:

1. Letter of warning
2. Probation
3. Suspension
4. Termination or expulsion
5. Recommendation for professional counseling
6. Mandatory participation in, and satisfactory completion of a drug/alcohol abuse program, or rehabilitation program
7. Referral for prosecution

Employees with drug or alcohol problems that have not resulted in, and are not the immediate subject of, disciplinary action may request approval to take unpaid time off to participate in a rehabilitation or treatment program through CHAC's health insurance benefit coverage (Full-time employees only). Leave may be granted if the employee agrees to abstain from use of the problem substance; abides by all CHAC policies, rules and prohibition relating to conduct in the workplace; and if granting the leave will not cause CHAC any undue hardship.

An employee who is convicted (including a plea of nolo contendere [no contest]) of a criminal drug statute violation occurring in the workplace must, within five (5) calendar days after the conviction, notify CHAC of such conviction by informing the Director of the College or the Director of Financial Aid.

Persons who are not employees of the California Healing Arts College, but who perform work at CHAC for its benefit (such as temporary employees provided by agencies, visitors engaged in joint projects at CHAC, etc.) are required to comply with this policy. Violation of this policy is likely to result in being barred from the workplace even for a first offense.

Students determined through reasonable means to be intoxicated on CHAC premises will be suspended immediately pending investigation, and it is understood that CHAC may be required to report the intoxication to local authorities. CHAC students are required through signature to acknowledge receipt of this policy upon enrollment. Students agree to notify CHAC in writing of any criminal drug statute conviction for a violation occurring in the

workplace or on another school campus, no later than five (5) days after such conviction. Students in need of assistance related to substance abuse should contact the School Director, who will help the student contact local agencies that assist individuals with substance abuse problems. Students may be granted a temporary leave of absence during treatment periods in the discretion of CHAC.

If you have any questions regarding the policy or resources available, please feel free to contact Roberto Quinones, the CHAC Director of Financial Aid.

HEALTH RISKS ASSOCIATED WITH THE ABUSE OF ALCOHOL AND THE USE OF ILLICIT DRUGS

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 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 use of alcohol can lead to dependence. Sudden stopping 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.

Illicit Drugs: The harmful effects of illicit drugs vary from substance to substance. The following is a summary of the effects of a number of such substances by category:

1. **Narcotics:** Repeated use of narcotics, such as opium, morphine, and heroin, results in an increasing tolerance; the user must administer progressively larger doses to attain the desired effect, leading to dependence. Possible effects of the use of narcotics include euphoria, drowsiness, respiratory depression, constricted pupils, and nausea. Effects of overdose include: slow and shallow breathing, clammy skin, convulsions, coma, and possible death. Withdrawal may lead to watery eyes, runny nose, yawning, and loss of appetite, irritability, tremors, panic, cramps, nausea, chills, and sweating.

2. **Depressants:** Depressants, including barbiturates (e.g., Phenobarbital and Valium) and chloral hydrate have a potential for abuse associated with both physical and psychological dependence. The effect may vary from person to person and from time to time in the same individual. Low doses produce mild sedation. Higher doses, in so far as they relieve anxiety or stress, may produce a temporary sense of well being; they may also produce mood depression and apathy. Higher doses also result in impaired judgment, slurred speech, and loss of motor coordination, disorientation, and the potential for dependence. The effects of overdose include shallow respiration, clammy skin, dilated pupils, weak and rapid pulse, coma, and possible death. Withdrawal may lead to anxiety, insomnia, and possible death
3. **Stimulants:** Use of stimulants, such as cocaine, met amphetamine and amphetamines, may lead to a temporary sense of exhilaration, an excess of energy, hyperactivity, excessive wakefulness, and a loss of appetite. They may also lead to irritability, anxiety, and apprehension. These effects are greatly intensified with administration by intravenous injection, which may produce a sudden sensation known as a "flash" or "rush". The protracted use of stimulants is followed by a period of depression known as "crashing." Long term use can lead to brain damage. The effects of overdose include agitation, increase in body temperature, hallucinations, convulsions, and possible death. The effects of withdrawal include apathy, long periods of sleep, irritability, depression, and disorientation.
4. **Hallucinogens:** Hallucinogens, including LSD, peyote, and mescaline, distort the perception of objective reality. They induce a state of excitation of the central nervous system, shown by alterations of mood, usually euphoric, but sometimes seriously depressive. Other effects include hallucinations and poor perception of time and distance. Effects of overdose include longer, more intense "trip" episodes, psychosis, and possible death.
5. **Cannabis:** There are three drugs that come from cannabis, or hemp, that are distributed in the United States: Marijuana, hashish, and hashish oil. The effects vary from individual to individual. Marijuana is considered a "gateway" drug that may lead to the use of other illicit drugs. Low doses of these drugs tend to induce restlessness and an increasing sense of well being, followed by a dreamy state of relaxation, and often hunger. Changes in perception may lead to disorientation. Overdose may lead to fatigue, paranoia, and possible psychosis. Withdrawal may lead to insomnia, hyperactivity, and decreased apathy.¹

LEGAL SANCTIONS

FEDERAL, STATE AND LOCAL LAWS APPLICABLE TO DRUGS AND ALCOHOL

This is not intended to be a comprehensive list of all applicable laws. Moreover, laws may change over time. Individuals are expected to be aware of current federal, state, and local laws.

¹ Source: U.S. Department of Justice

1. Federal Laws

Under federal law, the manufacture, possession, sale or distribution of illicit drugs (e.g., cocaine, methamphetamines, heroin, PCP LSD, fentanyl, and mixtures containing such substances) is a felony with penalties that include imprisonment, or imprisonment and severe fines. Federal laws also prohibit the trafficking of any of the above drugs, including marijuana, hashish and mixtures containing such substances. Penalties include imprisonment and severe fines. Special provisions apply to the possession of crack cocaine, which include enhanced prison terms and fines.

Distribution or possession with the intent to distribute a controlled substance on College property requires sentencing enhancement of up to twice the prescribed sentence for the original offense, and at least twice the prescribed amount of parole time.

Persons convicted of possession or distribution of controlled substances can be barred from receiving benefits from any and all federal programs (except certain long-term drug treatment programs), including contracts, professional and commercial licenses, and student grants and loans. Health care providers are barred from receiving federal insurance program payments upon conviction of a criminal offense involving distributing or dispensing controlled substances. Property, including vehicles, vessels, aircraft, money, securities, or other things of value which are used in, intended for use in, or traceable to transactions that involve controlled substances in violation of federal law are subject to forfeiture to the government. Finally, aliens convicted of violating any state, federal, or foreign law or regulation are subject to deportation and exclusion from entry to the United States.²

2. California Laws

No person may sell, furnish, or give, or cause to be sold, furnished or given away, any alcoholic beverage to a person under age 21 or to any obviously intoxicated person. No person under age 21 may purchase alcoholic beverages or possess alcoholic beverages on any street or highway or in any place open to public view. It is illegal to sell alcohol without a valid liquor license or permit. It is unlawful for any person to drink while driving, to have an open container of alcohol in a moving vehicle, or for adults to drive with a blood alcohol content (BAC) of 0.08% or higher. Drivers under age 21 are prohibited from operating a motor vehicle if they have a BAC of 0.01% or greater. It is also illegal to operate a bicycle, water vessel, water ski or aquaplane while intoxicated.

² Drug and Enforcement Agency

Penalties for a first drunk-driving offense include attending a 3-month alcohol/drug program, fines up to \$1,000 plus administrative costs up to one year in jail, and driver's license suspension up to one year. Second offenses are punishable by fines up to \$5,000, imprisonment up to one year, driver's license revocation for three years, and a required drug/alcohol program of up to 30 months. Third and fourth offenses carry similar sanctions, plus three- to five-year revocations of driver's license. Driving privileges are suspended for one year for refusing to submit to a blood alcohol content test, for two years if there is a prior offense within seven years, and for three years with three or more offenses within seven years.

Under California law, first offenses involving the sale or possession for sale of amphetamines, barbiturates, codeine, cocaine, Demerol, heroin, LSD, Mescaline, Methadone, Methamphetamine, morphine, PCP peyote, Quaalude, psilocybin, or over one ounce of marijuana are felonies punished by imprisonment in the state prison. Marijuana of less than one ounce is a misdemeanor punishable by six months to one year in the county jail. Manufacture of illegal drugs will result in more severe prison terms and fines. Penalties are severe for offenses involving manufacture or distribution of illegal drugs by convicted felons and for distribution within 1,000 feet of a school or College, including distribution near recreational facilities, to anyone under 18, or to someone in jail or prison. Personal property used in drug transactions is subject to seizure. The mere possession of most of these drugs is a felony carrying severe prison sentences.

BIENNIAL REVIEW

Pursuant to the Drug Free School and Communities Amendments of 1989, these policies will be reviewed every two years for compliance. The materials developed pursuant to these policies and the results of the biennial review will be made available to the Secretary of Education if the College is chosen in a random selection by the Secretary for determination of compliance.

POSTING OF POLICIES

In addition to circulating these policies annually to all students and employees, these policies will be posted in areas of the College in compliance with the Drug-Free Workplace Act of 1988.

CERTIFICATION

The College has taken the appropriate steps to certify its compliance with the Secretary of Education of the United States pursuant to the Drug Free Schools and Communities Amendments of 1989 and to the appropriate granting agencies pursuant to the Drug-Free Workplace Act of 1988.