

ALCOHOL AND ILLEGAL DRUG USE ON CAMPUS

POLICY

The College maintains a no tolerance policy towards substance abuse. Therefore, the College requires an initial urine drug test and conducts random drug testing throughout the year as well as for any fitness for duty/ work place injury occurrences.

Substance abuse at or away from work or school can seriously endanger standards of safety. Therefore, the College is committed to preventing the use and/or presence of these substances in the academic setting for the general welfare of patients, employees, students, volunteers, customers and visitors.

This policy applies to all students when on the premises of all agencies which includes but not limited to the College and Blessing Hospital campuses. The policy also applies to students who are in clinical experiences at other agencies, participating in College-sponsored events whether these events are on or off the College's premises, and working for the College as student assistants. Students are expected to be "fit for duty" when in the role of nursing student or employee.

The College expects and requires all students performing work in the role of a nursing student or employee to report for work "fit for duty" and to perform their duties free from the effects of illegal drugs, alcohol, or any other drugs that may impair job performance to comply with the "Drug-free Workplace Act of 1988."

The College recognizes alcoholism, drug abuse, and psychological adjustment problems as treatable conditions. Students voluntarily seeking support through the College's Student Office, their work supervisor, or appropriate authority to deal with drug and alcohol abuse and other problems will be encouraged to use the Student Assistance Program (SAP). Other various local agencies are also available to assist you such as Recovery Resources, Addicts Victorious and Transitions. A full list is available from the Student Services Officer or the Counselor's office. Students voluntarily seeking such help will not be subject to punitive actions, though entrance into an assistance program will not excuse a failed drug test under this policy.

Any student or employee who is found to have alcohol or illegal drugs and/or drug paraphernalia in his/her locker, desk, clothing, person, personal belongings, or work area will be subject to immediate disciplinary action, up to and including dismissal from the College/termination of employee.

Standards of Conduct

The unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance, illegal drug, misuse of a legal or prescription drug for an unintended purpose, or alcohol on College owned property, or while conducting business off premises, or driving company owned vehicles, is absolutely prohibited. Violations of the policy are considered "serious" offenses under College policy and may result in counseling and disciplinary action up to and including termination of College employment; dismissal from the College; a search of personal property, and when appropriate, be referred to the local law enforcement agency for investigation.

Students are expected to comply with rules of conduct, which are, by their nature, conditions of a good learning environment. The following are examples of behaviors which are considered inappropriate conduct that are grounds for termination of employment/dismissal from the College. These examples are illustrative but are not the only inappropriate conduct that may subject a student to the disciplinary process, according to the student code of conduct, which could include suspension, termination, or dismissal and possibly local, state or federal charges.

- Using, possessing, or selling any alcoholic beverages, controlled substance or illegal drugs, other substances being used inappropriately or for unintended purposes, or misuse of prescription drugs on any property owned by BCS, or its entities (the College), including vehicles and parking lots.

- Reporting for work/class/clinical/College event or continuing to work/remain in class/clinical/College event in a condition unfit for duty or failing to follow College fitness for duty policy and procedures.
- Refusing to comply and/or tampering with or providing fraudulent testing specimens. Based on the circumstance, and initial findings, the student may be placed on indefinite suspension from work or class and clinical until sufficient testing and investigation is completed by the college.

Legal Sanctions

The following is a summary of federal, state, and local laws and legal sanctions related to illegal drug and alcohol use.

Federal Law

- Federal law prohibits, among other things, the manufacturing, distributing, selling and possession of controlled substances as outlined in 21 United States Code, Sections 801 through 971. Depending on the amount, first offense maximum penalties for trafficking marijuana range from up to five years' imprisonment and a fine of up to \$250,000 to imprisonment for life and a fine of \$4 million. Depending on the amount, first offense maximum penalties for trafficking other controlled substances (e.g., methamphetamine, heroin, cocaine, cocaine base, and PCP, LSD, fentanyl and fentanyl analogue) range from five years to life imprisonment and fines range from \$2 to \$4 million. First offense penalties and sanctions for the illegal possession of small amounts of controlled substances, including marijuana, range from up to one year in prison or a fine of at least \$1,000. Penalties are more severe for subsequent offenses.
- Convictions for federal drug offenses can also result in the loss of eligibility for federal financial aid.

Illinois State Law

- Illinois statutes cover a wide range of drug offenses, including cannabis (720 ILCS 550/1 et seq.) and other controlled substances (720 ILCS 570/401 et seq.). Penalties for the possession and delivery of illegal drugs vary widely by the type of drug, amount confiscated, the number of previous offenses by the individual, and whether the individual intended to manufacture, sell, or use the drug. Trafficking controlled substances will result in more severe penalties.
- A non-exhaustive list of sanctions for possessing certain drugs under Illinois law is as follows:
 - Marijuana and hashish: Possessing up to 2.5 grams can result in up to 30 days in prison and a fine up to \$1,500. Possessing between 2.5 and 10 grams can result in up to 6 months in prison and a fine up to \$1,500. Possessing between 10 grams and 30 grams can result in up to 1 year in prison and a fine up to \$2,500 for a first offense and 1-3 years in prison and a \$25,000 fine for subsequent offenses. Depending on the exact amount, possessing over 30 grams can result in 1-15 years in prison and a fine of \$25,000 for a first offense.

- Possessing LSD, cocaine, heroin, morphine, or other controlled substances can result in a minimum of 4 years in prison and a fine up to \$200,000 or the full street value of the amount of the drug possessed.
- Possessing anabolic steroids can result in a prison term of up to 30 days and a fine up to \$1,500 for a first offense. Subsequent offenses can result in a prison term of up to 6 months and a fine up to \$1,500. Illinois law as it relates to alcohol use is as follows:
 - The possession and consumption of alcohol by any person under 21 years of age is illegal. The penalty is up to 1 year in prison and up to a \$2,500 fine. Community service and completion of an alcohol abuse prevention program may also be required.
 - It is against the law for anyone to permit a gathering at their residence at which one or more persons under 21 possess or consume alcohol. The penalty is up to 1 year in prison and up to a \$2,500 fine.
 - It is illegal to sell or deliver alcohol to anyone under 21. The penalty is up to 1 year in prison and up to a \$2,500 fine.
 - It is illegal for a person under 21 to present false identification in an attempt to purchase alcohol. The penalty is up to 1 year in prison and up to a \$2,500 fine.
 - Driving while under the influence of alcohol is prohibited. Substantial penalties exist for individuals driving or physically controlling a motor vehicle with a blood or breath alcohol concentration of .08 or greater. Arrests are also possible at lower alcohol level if driving is impaired. The penalty for a first offense is up to 1 year in prison and up to a \$2,500 fine. Community service and completion of an alcohol abuse prevention program may also be required, as well as the revocation of driving privileges. Increased penalties and mandatory minimum sentences will occur for subsequent offenses. Similar penalties are available if a person is found to be driving while impaired by drugs.

Local Laws (Quincy, IL)

- Under the Municipal Code of Quincy, IL:
 - It is unlawful for a person under 21 years of age to drink, purchase or possess alcohol, or to misrepresent his or her age for the purpose of purchasing or obtaining alcohol. A first offense will result in a fine of \$100-\$300 and/or education and public service at the discretion of the court. Subsequent offenses will result in a fine of \$300-\$500 and may also result in required attendance in an alcohol education program and public service.
 - It is unlawful to sell, give, or deliver alcohol to any person under 21 years of age or to permit any persons under 21 years of age to consume alcohol. Fines range from \$300 to \$2,500.
 - It is unlawful for any person to consume alcohol while on any public street, public alley, public sidewalk or public parking lot.
 - It is unlawful for any person to possess alcohol that is not in its unopened or uncapped package while on any public street, public alley, public sidewalk or public parking lot.
 - Minors under the age of 21 are prohibited from entering an establishment that is licensed to sell or furnish alcohol after 12:30 a.m., though minors may be admitted to nightclubs if accompanied by a parent or legal guardian. Notwithstanding the previous sentence, an establishment that is licensed to sell or furnish alcohol may prohibit anyone under the age of 21 from entering.
 - It is unlawful for someone under the age of 21 to solicit someone over the age of 21 to obtain or purchase alcohol.
 - There cannot be any alcohol beverages in the passenger area of a motor vehicle that is not in the original container with the seal unbroken. The minimum fine for a violation is \$150.
 - It is unlawful for any intoxicated person, or any person under the influence of alcohol or drugs, to operate or attempt to operate any motor vehicle on any street.
 - It is unlawful for any person to knowingly possess any substance containing cannabis (including marijuana, hashish, and the seeds and derivatives thereof). Possessing less than 2.5 grams can result in a fine of \$100-\$500. Possessing between 2.5 grams and 10 grams can result in a fine of \$200-\$750. Possessing between 10 grams and 30 grams can result in a fine of \$300-\$1,000. Possessing over 30 grams is addressed pursuant to Illinois state law.

- It is unlawful for any person to knowingly possess an item of drug paraphernalia with the intent to use it in ingesting, inhaling, or otherwise introducing cannabis or a non-prescribed controlled substance into the body, or in preparing cannabis or a non-prescribed controlled substance for that use. A first offense can result in a fine of \$350-\$500 and attendance at a substance abuse education program. Subsequent offenses can result in a fine of \$500-\$1,000 and attendance at a substance abuse education program. All drug paraphernalia will be forfeited to the City of Quincy.

Health Risks

There are a vast array of health risks associated with chronic drug and alcohol use including but not limited to:

- Depression
- Liver and kidney disease
- Psychosis and impaired thinking
- Heart attack
- Seizures
- Strokes
- High blood pressure
- Violent outbursts
- Paranoia
- Anxiety
- Increased risk of birth defects and developmental issues during and after pregnancy.

DRUG TESTING

Pre-Enrollment Drug Testing

After having been accepted to the College, a student will be required to undergo a mandatory drug test prior to enrollment in accordance with the College's admissions policy. A pre-enrollment drug screen that is positive (or failure to submit to the drug test) will result in the student's admission to the program being revoked.

Conditions for Drug Testing Current Students

Current students will be tested by urinalysis and/or other appropriate tests as indicated by, but not limited to, the following situations.

- For cause/reasonable suspicion of not being "fit for duty."
- Random testing in accordance with this policy.
- When required by contract with a federal or state agency.
- Following a work-related injury when required by this policy.
- Pursuant to conditions or procedures established in the Student Assistance Program.

The student is not responsible for the cost of the drug testing in the first four situations listed above. The student may be responsible for the cost in the last situation.

Student Responsibilities

Each student is individually responsible for:

- Reporting to class/clinical/College event/work fit for duty - free from the effects of drugs (legal or otherwise) or alcohol which may impair judgment or job performance.
- Reporting to the Student Services Officer any drug or alcohol ticket, arrest, charges or conviction; or drug-related activity that occurred in the workplace within and no later than five (5) days of the event.

- Reporting to the instructor, immediate supervisor, or a member of the College's administration any student behavior that raises a doubt as to the fitness for work of that individual.
- Complying with a fitness for duty evaluation upon notification by the instructor, immediate supervisor, or a member of the College's administration.
- Reporting to the instructor or immediate supervisor the use of any prescribed, over-the-counter, or other drugs that may adversely affect ability to perform job duties satisfactorily and safely if taken before or during a scheduled class, clinical, College event, or work shift.

Faculty, Staff, Administration Responsibilities

Students need to be aware that faculty, staff, and administration have the following responsibilities:

- Directing students to the Employee Health Nurse or House Supervisor immediately following a classroom/clinical related injury for a drug test.
- Directing students to BPS Sports and Occupational Medicine upon notification of selection for random testing as soon as possible within the same day of notification.
- Faculty and staff will report to their Dean any students who have been criminally convicted for drug-related activity whether it occurred in or out of the workplace. College administration will report to all clinical agency human resources or administration.
- Observing students' behavior in class and clinical, on campus, at College-sponsored events, and on the job so as to determine those who are unfit for duty.
- Contacting another member of the College team to verify his/her observations of a student's behavior, if possible, when that student is suspected of being unfit for duty.
- Escorting students to BPS Sports and Occupational Medicine when they are suspected of being unfit for duty.

Fitness for Duty Testing Procedures

Any student who displays behaviors that indicate unfitness for duty will be required to undergo a drug screening and will not be allowed back into the clinical area until the drug screen results have been received and verified as being negative.

When a "fitness for duty" situation is identified as being associated with the use of a substance, the student will be informed of the concern by College faculty and staff. The student must then submit to an examination by a BPS Sports and Occupational Medicine physician to determine whether or not the individual may continue to work or be in class and clinical. When BPS is closed, the student is examined by a Blessing Hospital emergency room physician.

If the results of the drug screen are negative, the College will be notified and the student will be able to resume class and clinical immediately. See below for the consequences of a positive result.

Behaviors Indicating Unfit for Duty

Reasonable suspicion of drug or alcohol use may include, but is not limited to, the following behaviors.

- Drowsiness and/or sleepiness.
- Odor of alcohol and/or residual odor from a possible chemically controlled substance.
- Slurred /incoherent /pressured speech
- Unexplained and/or frequent absenteeism.
- Unexplained work errors.
- Unexplained changes in mood.
- Lack of manual dexterity.
- Personality changes or disorientation.
- Unexplained work-related occurrences, accidents or injuries.
- Lack of coordination.

Random Drug Testing Procedures

The College performs random drug testing and does so in the following manner:

1. Student identification numbers are used to produce a monthly computer-generated lottery to determine which current students will be tested.
2. Each month the Student Services Officer receives for each lottery pool, a computer generated list of randomly selected student identification numbers. All active student identification numbers have an equal opportunity to be selected on the lottery each month.
3. Upon selection of students' identification numbers, the appropriate member of the College team notifies these students of their selection and these students are required to report immediately to the Blessing Physician Services, Sports, and Rehabilitation Services Office for drug screening.
4. Failure to report for this screening within the required time frame of 24 hours will be deemed equivalent to testing positive.

Consequences for a Positive Drug Screening

If a drug screen comes back positive, the student is barred from class, clinical, College-sponsored events, and work until he/she has met with and been cleared by a Student Assistance Program counselor. Failure to meet with and follow the counselor's program may result in immediate dismissal from the College/termination of employment.

Confidentiality

Information received by the College and its entities through any testing program shall be maintained as confidential except as otherwise indicated by law or subpoena. Test results will be kept separate from academic records, personnel, and employee health records.

Student Assistance Program (SAP) Referral

SAP appointments are made by calling Blessing Behavioral Center.

The purpose of this program is to assist all students whose performance or behavior is affected adversely by certain personal/non-work-related problems. The intent of SAP is to help students deal with problems, not to take punitive action against students. SAP is further described under the catalog/handbook section, *Student Services*.

Students are encouraged to voluntarily seek assistance from SAP, outside agencies or a College counselor if they are experiencing problems such as drug addiction, alcoholism, and/or other problems dealing with personal issues that may affect performance. The College may request students to seek assistance from SAP based on observations and documentation of their deteriorating performance in class, clinical, or at work; or of suspicious or actual behavior.

Students will be asked to sign a consent form for "Authorization of Release of Medical Information" so the counselors can share initial assessments and discuss students' needs with the appropriate College staff or administrator.