

**Alcohol and Other Drug Programs  
Biennial Review  
September 1, 2021-August 31, 2022**

Approved by:

*Amer Qatanani*

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Dr. Amer Qatanani, DBA

8/22/2023

Date

## **Introduction**

There has been a growing recognition nationally that alcohol and drug abuse is a prevalent problem on College campuses. In compliance with the 1989 Drug Free Schools and communities Act, this document delineates the efforts on Methodist College campus to address student alcohol and other drug use during the years of 2021-2022. The Biennial Review was conducted to review effectiveness of the Alcohol and Other Drug (AOD) program and the consistency of policy enforcement. This document with detail the College policy regarding alcohol and drug use, disciplinary sanctions the College will impose for violations of this policy, statistics on violations of policies, and efforts to educate students and employees about alcohol and drug related issues.

It is the intent of the College to establish and clearly communicate a drug and a policy based upon a philosophy of Zero Tolerance, with the result that all students and employees be free of any chemical impairment. Questions concerning this policy and/or alcohol and other drug program interventions and policies may be directed to Jennifer White, HR Business Partner, for any employee questions and Andre Allen, Dean of Students, for student questions.

The College is committed to ongoing review and of its alcohol and drug prevention program. This document contains a description of these efforts and the outcomes achieved. The signed copy of the biennial review for 2021 2022 is located in the office the Director of Student Affairs and Human Resources.

## **Mission Statement**

Methodist College is committed to educating and preparing future health and human services professionals for careers that meet community and regional healthcare industry needs.

As an academic community, Methodist College is committed to providing an environment in which learning can flourish. The possession or use of illegal drugs, or the abuse of those which may otherwise be legally possessed, seriously effects the College environment, as well as the individual potential of our students and employees. The College enforces state laws and related College policies, including those prohibiting the following activities on campus:

- a. Providing alcoholic beverages to individuals under 21 or possession or consumption of alcoholic beverages by individuals under 21.
- b. Distribution, possession, or use of illegal drugs or controlled substances.
- c. Possession of firearms or other dangerous weapons.

The abuse of alcohol or other drugs by students, regardless of age and of location (on- campus or off-campus), is prohibited by the Student Code of Conduct (see appendix A).The College can, and will, impose disciplinary sanctions for violations.

The College strongly encourages students to voluntarily obtain assistance for dependency or abuse problem before such behavior results in an arrest and/or disciplinary referral which might result in their separation from the College. The use of, or addiction to, alcohol, marijuana, or controlled substances is not considered an excuse for violation of the Student Code of Conduct and will not be a mitigating factor in the application of appropriate disciplinary sanctions for such violation.

### **Zero Tolerance—Drug Free Policy**

#### **Policy—Alcohol and Other Drugs**

Students are prohibited from being under the influence of illegal drugs; non-prescribed, controlled drugs; alcohol; or inhalants while in the classroom, the clinical setting, on campus, or while participating in College sanctioned or sponsored activities. For the purpose of this policy, "campus" includes any and all sites associated in any way, either directly or indirectly, with the College and UnityPoint Health. Students taking any prescribed or over-the-counter medications which may alter their ability to function in a competent manner while in the classroom, the clinical setting or workplace must report their medication use to their respective instructor(s) or director/dean prior to entering the setting.

As a member of the College community, students and employees are subject to city ordinances and to state and federal laws. arrest and prosecution for alleged violations of criminal laws or city ordinances, may result from the same incident for which College imposes disciplinary sanctions.

### **PERTAINING TO STUDENTS**

#### **Testing**

Students may be requested to undergo an assessment/evaluation for drugs and/or alcohol if reasonable suspicion exists to indicate that the student is using or is under the influence of drugs and/or alcohol. The drug and/or alcohol screens will be performed using urine sample collected with a "chain-of-custody" process through the emergency room physician. All testing will include a review by a qualified Medical Review Officer (MRO).

#### **Refusal to Submit**

A student who refuses to submit to testing will be considered to be in violation of the College's drug free policy.

#### **Positive Results**

If positive results are obtained, the student will be immediately suspended from Methodist College by the Chancellor of the College and will be granted due process, through the Student Code of Conduct.

## **PERTAINING TO EMPLOYEES:**

### **Drug Free Workplace Policy**

Employees are prohibited from being under the influence of illegal drugs, non-prescribed controlled drugs, alcohol, or inhalants while in the classroom, the clinical setting, on campus, or while participating in this College sanctioned or sponsored activities. For the purpose of this policy, “campus” includes all sites associated in any actually or indirectly with Methodist College and UnityPoint Health.

### **Definition and Expectations**

The Drug Free Workplace policy defines employee responsibilities for reporting for work and performing job duties safely and appropriately without any adverse effects due to the use of drugs, including alcohol. Drug violations off campus also render an employee unfit.

### **The College Prohibits the Following:**

- Using, possessing, selling, manufacturing, dispensing, or distributing illegal drugs or unlawfully using, possessing, selling, manufacturing, dispensing, or distributing controlled substances including but not limited to amphetamines, cocaine, cocaine metabolites, barbiturates, marijuana, opiates, narcotics, and phencyclidine during working hours or on premises.
- Drinking, possessing, selling, or distributing alcoholic beverages during working hours or on premises.
- Reporting to work or working with any detectable level of an illegal or controlled substance or alcohol. Extrapolation techniques shall be used as appropriate to determine alcohol levels throughout the course of the workday.
- Theft of any drug or narcotics from UnityPoint Health.
- Alteration and/or dilution of a specimen during the assessment process.
- Abuse of a legal non-prescription drug or a prescription drug.

### **Refusal to Submit**

Refusal to cooperate with the College's policy prohibiting the use of drugs and alcohol will result in corrective action up to and including termination of employment.

### **Testing**

Directors/Deans through observation and/or a report of an employee who is performing in an unsafe manner and/or whose behaviors are suspect will follow protocol outlined in policy E- 42 (Appendix B), which includes a drug/alcohol screen, assessment and/or rehabilitation.

To ensure a drug free workplace, the College reserves the right to require employees to submit to drug/alcohol testing at any time. During normal business hours, IWIRC will conduct a drug/alcohol screen and Fit for Duty evaluation. After hours is through Emergency Department. The employee will remain off work on Administrative Leave until the Fit for Duty evaluation can be scheduled though IWIRC. In such cases, the

Human Resources Manager must be contacted immediately. A positive test will result in corrective action up to and including termination of employment.

Appendix C lists legal sanctions and Appendix D lists the health risks associated with alcohol and other drugs. This information is distributed to all faculty, staff, and students annually.

### **Statistics on Student Violations of the Drug Free Policy**

From September 2021 to August 2022, there were zero alcohol violations and zero drug violations addressed through the judicial processes in the Office of the Director of Student Affairs.

No fatalities occurred on campus related to the above-mentioned violations.

Within this same time frame, no students were selected for testing based on reasonable suspicion or post-incident/unusual occurrence.

### **Statistics On Violations of Drug Free Workplace Policy**

No policy violations occurred, and no testing was performed on employees.

### **Education**

The overall purpose of the policies and offerings of the College related to drug and alcohol prevention and education are to create an environment which promotes the health and wellness of students and employees and to provide safe and effective care to "customers" by students and employees who are drug and alcohol free.

The educational offerings at the College included an AlcoholEDU event in April of 2021. At these events, students participated in activities using drunk goggles that simulate the level of brain impairment when intoxicated. Another activity allowed students to gauge a serving size of alcohol, and handouts were distributed with information about safe drinking and contact numbers for services.

Drug and alcohol awareness and the related health and legal risks are a component of this training. The annual Security Report is distributed electronically annually to all faculty, staff and students and can be found on the College website at [www.methodistcol.edu](http://www.methodistcol.edu).

## **Counseling**

The College offers on-site counseling services. A counselor is on campus to assist students with personal and academic concerns. General office hours are 8:00 a.m. to 4:30 p.m., Monday through Friday. The phone number is (309) 671-2152. Employees of the College have access to the Employee Assistance Program (EAP) at no initial charge. The EAP provides counseling and related services designed to help employees, spouses, and dependent children under the age of 26 with a wide range of personal concerns 24 hours a day, 7 days a week at (800) 433-7916.

## **Community agencies that provide services include:**

- Trillium Place  
(309) 691-1055 or (888) 311-0321  
[www.trilliumplacehealth.org](http://www.trilliumplacehealth.org)
- Narcotics Anonymous  
800-539-0475
- Alcoholics Anonymous in Peoria  
[www.aapeoria.org](http://www.aapeoria.org)

## **Safety and Security**

The Director of Student Affairs is responsible for the enforcement of the College's alcohol and drug policy as it related to violations of the law (e.g. underage drinking). The following statistics relate to the incidence of alcohol and drug crime on the College campus for the period of January 2021-December 2022:

Liquor Law Violations (arrests): 0

Drug Law Violations (arrests): 0

## **Administrative Services**

The HR Manager is responsible for addressing alcohol and drug abuse issues with College employees. The Drug Free Workplace Policy is published in the Faculty and Employee Handbook and is maintained on the College intranet. It is also included in the new employee orientation. Employees who have an alcohol or substance abuse problem are eligible for assessment and assistance toward recovery within certain parameters.

## **Conclusions and Recommendations**

While the College meets the requirements and standards established by the Drug Free Schools and Communities Act, there are areas for improvement. The College has in place clear goals and objectives to support the ongoing effort of drug and alcohol awareness.

General recommendations for improvement to the College Alcohol and Other Drug Program (AODP) include a) enhanced campus communication regarding the AODP and b) continued evaluation of the current program and its effectiveness.

**2022/2023 Goals will include:**

- To promote a climate in which abstaining from alcohol and drug use is acceptable.
- To provide education regarding the use of alcohol emphasizing ways to reduce risks of negative consequences to self and others.
- To maintain prevention, education, intervention, and treatment policies and practices.
- To promote a stronger presence on the website pertaining to alcohol and drug prevention.

**2022/2023 Objectives will include:**

- Locate a webinar, if available, on AOD issues.
- Email students about counseling services provided by the counselor.
- Provide handouts and activities during the Alcohol Awareness Month to promote prevention and treatment awareness.
- For employees, promote Employee Assistance Program (EAP) via email and intranet.
- For students, via email, provide contact information for local alcohol services and contact information for the counselor on campus.
- Complete an assessment of our policies and handbook information.

## **APPENDIX A**

### **Student Alcohol and Drug-Free Policy**

Methodist College is committed to zero tolerance towards substance abuse. Substance abuse includes illegal or controlled substances, alcohol, prescription drugs and over-the-counter medications.

Methodist College is committed to assist in the prevention, identification and resolution of drug and alcohol related problems. As part of our commitment to a drug-free environment, students will be tested in the following circumstances:

- A. After admission to Methodist College
- B. When substance use is suspected

Methodist College has a zero-tolerance policy regarding substance abuse. Immediate dismissal will result if any student violates the Drug-Free Policy.

It is the responsibility of each student to report to Methodist College and perform assignments in a safe and appropriate manner. Students performing in an unsafe manner, and/or whose behaviors are suspect, may be subject to an assessment by a health care provider. For purposes of the policy, an assessment may include but not be limited to a drug or alcohol screen, medical or mental assessment, and/or rehabilitation.

Actions and/or patterns of a behavior that may warrant an assessment include without limitation:

1. Sudden changes in work performance
2. Violation of safety policies
3. Repeatedly not following work direction
4. Disorientation
5. Personality Changes
6. Behavior Problems
7. Drowsiness
8. Slurred Speech
9. Staggered gait
10. Glassy eyes
11. Unsafe practices
12. Smell of alcohol
13. Smell of marijuana
14. Frequent absences

Any faculty or staff member who identifies behavior similar or consistent with the examples given above has the responsibility to confront the student with their suspicions. If there is a suspected violation of the drug-free policy, the faculty or staff member will notify the Director of Student Affairs, if it occurs in the residence halls or in relation to student activities, or the appropriate academic Dean or Chair, if it occurs in a classroom, clinical or lab.

When notified of suspicion of a drug-free policy violation, the notified Dean or Chair shall investigate and determine if further evaluation is warranted. If warranted, the dean will coordinate with Campus Safety to arrange to transport the student to a Methodist Medical Center of Illinois (MMCI) Emergency Department (Methodist, Proctor or Pekin) if the student is on one of the MMCI or College campuses. If the student is at another clinical site, the Dean will coordinate with the appropriate clinical supervisor to arrange transportation to one of the MMCI Emergency departments.



The Emergency Department will conduct an assessment for substance abuse and may refer the student to his/her primary health care provider for further evaluation. The student is responsible for payment of any cost incurred.

Failure to participate in an assessment at the request of Methodist College faculty or staff may result in dismissal from the College.

If the substance abuse assessment returns a positive result, the student shall be processed for suspension under the Student Code of Conduct.

Students who are dismissed are not eligible for readmission to the program for a minimum of one year. For readmission, students must comply with all provisions of the readmission policy in force at the time readmission is requested.

The Drug-Free Policy applies to students anytime they are attending classes or utilizing facilities at Methodist College (i.e., Computer Lab use, Library, Simulation Center, Clinical Practice Center), MMCI or other clinical sites; or when participating in Methodist College sponsored activities.

Students attending College classes, clinical activities or other activities as described in the paragraph above shall not report under the influence of alcohol as alcohol is medically considered a drug.

Students who are using prescription medications, as prescribed by a licensed health care provider or over-the-counter medication, as directed on the packaging, for the medical conditions for which they are intended will not be in violation of this policy.

However, students who are using such substances in an abusive manner will be subject to this policy. Regardless, each student is requested to advise his/her instructor or clinical supervisors when he or she recognizes that the use of a non-prescription drug or a prescription drug may affect his or her ability to fulfill student responsibilities. The instructor or clinical supervisor shall decide whether the student can participate in the activity.



To follow the Drug Free Schools and Communities Act (DFCSA), this policy will be sent to all students annually.

The abuse of alcohol and drugs can have a dramatic impact on professional, academic, and family life. The College, therefore, encourages members of the community who may be having trouble with drugs or alcohol to seek help:

- A. Students: Counseling Services at (309) 671-2152
- B. Community Agency:
  - a. Trillium Place (formerly IL Institute for Addiction and Recovery)  
(309) 691-1055
  - b. Biennial Review

This policy will be updated and distributed to the students each year. All new students will sign the student responsibility statement stating that they are responsible for the information in the student handbook.

APPENDIX B

	Page # 1 of 4	Section: E	Policy #: E-42
	Approval:		Date: 1/12 Review by: 7/21
			
	Date Revised: 07/18		
Policy/Revision Submitted by: Executive Leadership Team			
SUBJECT: FIT FOR DUTY			

**I. POLICY:**

Methodist College is committed to providing a safe and healthy environment for its employees.

**II. GENERAL INFORMATION:**

It is the responsibility of the employee to report to work and perform the assigned job duties in a safe manner throughout the shift. Vice Chancellors/Senior Leadership Team/Manager through observation and/or a report of an employee who is performing in an unsafe manner and/or whose behaviors are suspect must follow the protocol outlined in this policy which includes a drug/alcohol screen, assessment, and/or rehabilitation.

Action and/or pattern of a behavior that warrant an assessment and/or drug/alcohol screen:

- sudden changes in work performance
- violation of safety policies
- repeatedly not following work direction
- disorientation
- personality changes
- behavior problems
- drowsiness
- post-accident/injury
- slurred speech
- staggered gate
- glassy eyes
- unsafe practices
- smell of alcohol
- smell of marijuana
- frequent absences from the work area
- frequent call ins or tardiness
- upon reasonable suspicion
- upon return to duty following a violation of this policy or Drug Free Workplace policy
- as part of the treatment plan outlined by the Work Life counselor
- any employee or group of employees required by law to be tested

- also refer to policy A-6.6 *Employee Return to Work*

During normal business hours, IWIRC will conduct a drug/alcohol screen and Fitness for Duty evaluation. After hours and on weekends the initial drug/alcohol testing will be done in the Emergency Department. The employee will remain off work on Administrative Leave, until the Fitness for Duty evaluation can be scheduled at IWIRC. Pending results of investigation will determine if employee will be paid. In cases where the employee is referred to their primary care physician by IWIRC, the employee will need a release to return to work from their primary care physician and by IWIRC before they can report to duty.

Normally, each screen will consist of a breath alcohol test and an 11 panel drug screen. Screening for additional substances is at the discretion of Methodist College. Any dilute specimen will be repeated by an observed/witnessed specimen.

Any positive drug screen result is confirmed by the testing lab and by the MRO (Medical Review Officer) at IWIRC. Additionally, the employee will be provided the opportunity to obtain a written explanation for the test results by the MRO.

Results of the assessment will be coordinated by Employee Health Services as part of an employee's health service records. Employee Health Services will notify the Methodist College HR Manager or Designee or designee of results that are pertinent to the employee's work status. Protected health information will be kept in the strictness of confidence.

Refusal to consent to a drug and/or alcohol test and/or evaluation by the employee's primary care physician or any alteration, substitution, or similar interference by an employee with any drug/alcohol test sample or specimen will result in termination.

A positive test will result in termination.

A negative test result will not preclude Methodist College from taking required corrective action when circumstances independently warrant action.

Failure of an employee to participate in the assessment process, a recognized drug and/or alcohol rehabilitation program at the request of Methodist College will result in termination.

Appropriate management will be notified of the test results. Information regarding test results/assessment will be internally divulged to others only on a need to know basis.

Each employee is requested to advise Employee Health Services and Methodist College HR if and whenever he or she feels that use of a non-prescription drug or a prescription drug may affect his or her job performance. The Vice Chancellor/Senior Leadership Team/Manager may send the employee home for the day, reassign him/her for the day or leave the employee in his/her current position.

Any Vice Chancellor/Senior Leadership Team/Manager who knowingly allows anyone under his or her responsibility to violate this policy will be subject to termination. Additionally, any employee who observes, or has knowledge of a violation of this policy (whether by an employee or others) is requested to report such violation to his/her immediate Vice Chancellor/Senior Leadership Team/Manager.

Employees who, in a timely manner, voluntarily request and who are approved for assistance in resolving problems may participate in a rehabilitation/treatment program. The Work/Life Program Coordinator and/or Methodist College HR are available to assist the employee with leave of absence and treatment/rehabilitation arrangements. Employees who volunteer to participate in treatment/rehabilitation are and remain subject to corrective action for violations of Methodist College policies.

An employee may, however, be permitted or, when appropriate, be required to take a leave of absence for the purpose of undergoing treatment/rehabilitation. Employees on leave are entitled to use Earned Time/ vacation and other benefits as outlined in Leave of Absence Policy.

Employees requesting to return to work will be required to present to the Work/Life Counselor evidence of a successful completion of treatment/rehabilitation from a recognized program and/or primary care physician. The Work/Life Counselor will work with Methodist College HR and develop a plan for a return to work. As part of the return to work the employee among other requirements may be required to pass a comprehensive drug and/or alcohol test, which will be conducted by Methodist and at Methodist College's expense. Also, Methodist College will require as a precondition to re-entry to the workforce the employee consent to random testing (conducted by IWIRC) if appropriate.

### **III. PROCEDURES:**

- When the employee's action, behavior, appearance, or hygiene are indicative of someone under the influence or unfit for duty, the Vice Chancellor/Senior Leadership Team/Manager and Methodist College HR Manager or Designee should meet with the employee in a confidential manner, express his or her concerns regarding the employee's personal conduct. The Methodist College HR Manager or Designee should ask the employee if he/she has consumed alcohol and/or prescription or non-prescription drugs on that particular day or any others in the recent past and inform the employee that he/she is being requested to submit to an assessment by the IWIRC physician.
- When an employee is asked to submit to an assessment, he/she should be informed that the request is pursuant to Methodist College's Fit for Duty/Drug Free Workplace Policy. With the employee present, the Methodist College HR should contact IWIRC (Monday – Friday 7:30 a.m. – 4:30 p.m). At other times Methodist Emergency Department will collect the samples and an assessment (at IWIRC) will be made for the next business day) and advise the Methodist College HR/Designee on duty that an assessment needs to be conducted on an employee. The Methodist College HR must escort the employee to IWIRC and remain with the employee until the completion of the process.
- If the employee refuses the assessment, he/she should be informed that refusal will result in termination. If the employee continues to refuse, the refusal should be documented in writing and the employee should sign the refusal. Upon the refusal, the employee should be placed on an Administrative Leave. (see policy on "Administrative Leave")
- If the employee consents to an alcohol/drug screen, he/she should do so in writing on the Methodist College "Consent and Release" form. These forms are the responsibility of IWIRC and are kept in Employee Health Services.
- A "Chain of Custody" form and "Consent and Release" form must be completed on all employees

tested. These forms must be completed at the time of specimen collection. The specimens will be obtained at IWIRC during business hours or the Emergency Department after hours and weekends.

- The employee should be placed on Administrative Leave. If appropriate, the Methodist College HR shall assist in arranging transportation, drive the employee home, or call him/her a taxi.
- If the IWIRC physician refers the employee for an assessment by his/her primary care physician, the recommendation of the primary care physician will be submitted to the Work/Life Counselor and/or IWIRC and the employee will need a release to return to work.
- If return to work is appropriate, the Work/Life Counselor will work with Methodist College HR to develop a return to work agreement for the employee.
- As soon as possible and regardless of the results of the test/assessment, the Director/Dean should document the incident. Whether or not unusual behavior or appearance is observed, this documentation should give as much detail as possible concerning any statements made by the employee and the employee's behavior and appearance, if relevant. The documentation should also contain a summary of any actions taken by any persons involved in the incident.
- Positive test results will be reviewed by the MRO at IWIRC and he/she will ascertain whether any use of a prescription drug and/or use of a non-prescription drug, or use of alcohol, or a controlled or illegal substance has occurred in violation of this policy. The MRO's conclusions will be communicated to Employee Health Services. Employee Health Services will notify the Methodist College HR Manager or Designee of the results.
- Methodist College HR Manager or Designee/designee will advise the Chancellor of the College of the test results. Methodist College HR will contact the employee of next steps.

## APPENDIX C FEDERAL TRAFFICKING PENALTIES

DRUG/SCHEDULE	QUANTITY	PENALTIES	QUANTITY	PENALTIES
Cocaine (Schedule I)	500-4990 grams mixture	<b>First Offense:</b> Not less than 5 yrs, and not more than 40 yrs if death or serious Injury, not less than 20 or more than life. fine of not	5 kgs or more mixture	<b>First Offense:</b> Not less than 10 yrs, and not more than life. If death or serious injury, not less than 20 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	
fentanyl (Schedule II)	40-399 grams mixture	more than \$5 million if an Individual \$25 million if not an individual. <b>Second Offense:</b> Not less than 10 yrs, and not more than life. if death or serious injury, life imprisonment. fine of not more than \$8 million if an individual, \$5 million if not an individual.	<300 grams or more mixture	<b>Second Offense:</b> Not less than 20 yrs, and not more than life. If death or serious injury, life Imprisonment. fine of not more than \$20 million if an Individual, \$75 million if not an individual. <b>2 or More Prior                      Offenses:</b> Life Imprisonment. Fine of
Fentanyl Analogue (Schedule I) heroin (Schedule I) LSD (Schedule I)	10-99 grams mixture		100 grams or more mixture	
Methamphetamine  (Schedule II)	100-999 grams mixture		1 kg or more mixture	
	1-9 grams mixture		10 grams or more mixture	
PCP (Schedule II)	5-49 grams pure or	50 grams or more pure or	500 grams or more mixture	
	50-499 grams mixture	500 grams or more mixture	100 gm or more pure or 1 kg or more mixture	
Other Schedule I, II, III, IV, V drugs (and any drug product containing Gamma hydroxybutyric Acid)	Any amount	<b>First Offense:</b> Not more than 20 yrs. If death or serious Injury, not less than 20 yrs, or more than life. fine \$1 million if an individual, \$5 million if not an individual. <b>Second Offense:</b> 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. <b>First Offense:</b> Not more than 10 years If death or serious Injury, not more than 15 yrs. Fine not more than \$500,000 if an Individual, \$2.5 million if not an Individual. <b>Second Offense:</b> 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. <b>First                      Offense:</b> Not more than 5 yrs. fine not more than \$250,000 if an Individual. \$1 million if not an Individual. <b>Second Offense:</b> Not more than 10 yrs. fine not more than \$500,000 if an individ- ual, \$2 million if other than an Individual.		
Fentanyl (Schedule II)	Any amount			
Other Schedule III drugs	Any amount			
All other Schedule IV drugs fentanyl (Schedule IV)	Any amount Other than 1 gram or more			
All Schedule V drugs	Any amount			<b>First Offense:</b> 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-

ual, \$500,000 If not an Individual.

## **Federal Penalties and Sanctions for Illegal Possession of a Controlled Substance**

### **21 U.S.C.844 (a)**

**1st conviction:** Up to 1 year imprisonment and fined at least \$1,000 but not more than \$100,000, or both.

**After 1 prior drug conviction:** At least 15 days in prison, not to exceed 2 years and fined at least \$2,500 but not more than \$250,000, or both.

**After 2 or more prior drug convictions:** At least 90 days in prison, not to exceed 3 years and fined at least \$5,000 but not more than \$250,000 or both.

**Special sentencing provision for possession of crack cocaine:** Mandatory at least 5 years in prison, not to exceed 20 years and fined up to \$250,000 or both if:

- (a) 1<sup>st</sup> conviction and the amount of crack possessed exceed 5 grams,
- (b) 2<sup>nd</sup> crack conviction and the amount of crack possessed exceed 3 grams.
- (c) 3<sup>rd</sup> or subsequent crack conviction and the amount of crack possessed exceeds 1 gram.

### **21 U.S.C.853(a)(2) and 881(a)(7)**

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 1 year imprisonment. (See special sentencing provisions re: crack).

### **21 U.S.C.881(a) (4)**

Forfeiture of vehicles, boats, aircraft or any other conveyance used to transport or conceal a controlled substance.

### **21 U.S.C.844 a**

Civil fine of up to \$10,000 (pending adoption of final regulations).

### **21 U.S.C.853a**

Denial of Federal benefits, such as student loans, grants, contracts, and professional and commercial licenses, up to 1 year for first offense, up to 5 years for second and subsequent offenses.

### **18 U.S.C.922(g)**

Ineligible to receive or purchase a firearm.

### **Miscellaneous**

Revocation of certain Federal licenses and benefits, e.g., pilot licenses, public housing tenancy, etc., are vested within the authorities of individual Federal agencies.

Note: These are only Federal penalties and sanctions. Additional State penalties and sanctions may apply.

<b>Federal Trafficking Penalties for Marijuana, Hashish and Hashish Oil, Schedule I Substances</b>	
<p>Marijuana 1,000 kilograms or more marijuana mixture or 1,000 or more marijuana plants</p>	<p><b>First Offense:</b> 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.</p> <p><b>Second Offense:</b> 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.</p>
<p>Marijuana 100 to 999 kilograms marijuana mixture or 100 to 999 marijuana plants</p>	<p><b>First Offense:</b> 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.</p> <p><b>Second Offense:</b> 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.</p>
<p>Marijuana 50 to 99 kilograms marijuana mixture, 50 to 99 marijuana plants</p>	<p><b>First Offense:</b> 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.</p>
<p>Hashish More than 10 kilograms</p>	<p><b>Second Offense:</b> 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.</p>
<p>Hashish Oil More than 1 kilogram</p>	<p><b>Second Offense:</b> 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.</p>
<p>Marijuana less than 50 kilograms marijuana (but does not include 50 or more marijuana plants regardless of weight)</p>	<p><b>First Offense:</b> Not more than 5 yrs. Fine not more than \$250,000, \$1 million if other than an individual.</p> <p><b>Second Offense:</b> Not more than 10 yrs. Fine \$500,000 if an individual, \$2 million if other than individual.</p>
<p>1 to 49 marijuana plants</p>	
<p>Hashish 10 kilograms or less</p>	
<p>Hashish Oil 1 kilogram or less</p>	



## APPENDIX D

### Health Risks Associated with the Use of Illicit Drugs and Alcohol

Drugs	Physical Dependence	Psychological Dependence	Possible Effects	Effects of Overdose	Withdrawal Syndrome
<b>Narcotics</b>					
Heroin	High	High			• Yawning
Morphine	High	High			• Loss of appetite
Codeine	Moderate	Moderate	• Euphoria	• Slow and shallow breathing	• Irritability
Hydrocodone	High	High	• Drowsiness	• Clammy skin	• Tremors
Hydro-morphone	High	High	• Respiratory depression	• Convulsions	• Panic • Cramps
Oxycodone	High	High	• Constricted pupils	• Coma	• Nausea
Methadone and LAAM	High	High	• Nausea	• Possible death	• Runny nose
Fentanyl and Analogs	High	High			• Chills and sweating
Other narcotics	High-low	High-low			• Watery eyes
<b>Depressants</b>					
Chloral Hydrate	Moderate	Moderate	• Slurred speech	• Shallow respirators	• Anxiety
Barbiturates	High-moderate	High-moderate	• Disorientation	• Clammy skin	• Insomnia
Benzo-diazepines	Low	Low	• Drunken behavior without odor of alcohol	• Dilated pupils • Weak and rapid pulse	• Tremors • Delirium
Glutethimide	High	Moderate		• Coma	• Convulsions
Other Depressants	Moderate	Moderate		• Possible death	• Possible death
<b>Stimulants</b>					
Cocaine	Possible	High	• Increased alertness	Agitation	Apathy
Amphetamine/Methamphetamine	Possible	High	• Euphoria • Increased pulse and blood pressure • Excitation	• Increased body temperature • Hallucinations • Convulsions	• Long periods of sleep • Irritability • Depression
Methylphenidate	Possible	High	• Insomnia	• Possible death	• Disorientation
Other stimulants	Possible	High	• Loss of appetite		
<b>Cannabis</b>					
Marijuana	Unknown	Moderate	• Euphoria • Relaxed inhibition	• Fatigue • Paranoia	• Occasional reports of insomnia
Tetrahydrocannabinol	Unknown	Moderate	• Disorientation		• Decreased appetite
<b>Hallucinogens</b>					

Mescaline and Peyote	None	Unknown	• Altered perception of time and distance	• More intense "trip" episodes	
Amphetamine Variants	Unknown	Unknown		• Psychosis	
Phencyclidine and Analogs	Unknown	High		• Possible death	
Other Hallucinogens	None	Unknown			
<b>Anabolic Steroids</b>					
Testosterone (Cypionate, Enanthate)	Unknown	Unknown	• Virilization • Acne	• Unknown	• Possible depression
Nandrolone (Decanoate, Phenpropionate)	Unknown	Unknown	• Testicular atrophy • Gynecomastia • Aggressive Behaviors		
Oxymetholone	Unknown	Unknown	• Edema		

### Alcohol Effects

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 alerting a person's ability to learn 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 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.