



TITLE: Substance Abuse Policy	ORIGINAL EFFECTIVE DATE: 08/01/2005	
	REVISION DATE: 10/11/2016	VERSION: 2

(This policy rescinds any previous publication covering the same material)

I. Purpose:

Aultman College is committed to a drug and alcohol-free environment and has adopted a substance abuse policy for the purposes outlined below:

- to establish and maintain a safe, healthy learning environment for students,
- to provide a safe, healthy environment for clients while providing care, and
- to preserve the reputation of the college and its employees within the community at large and within the healthcare community.

II. Policy:

The college opposes substance abuse and will enforce its rules regarding alcohol and illegal drugs. The college also supports and will cooperate at the local, state, and federal levels regarding regulation of alcohol and illegal drugs. The college will not protect a student/employee in violation of the law from prosecution under federal, state, or local law. The college will not provide protection from the law, nor are the students/employees immune from legal investigation or arrest by civil authorities.

The following rules represent the college’s policy concerning substance abuse:

- Students are prohibited from attending class, labs, clinicals of any nature, or college-related activities under the influence of alcohol or illegal drugs.
- All employees are prohibited from working under the influence of alcohol or illegal drugs.
- The manufacture, sale, possession, distribution, or use of illegal drugs on Aultman property or while engaged in official Aultman College educational activities is strictly prohibited and is cause for dismissal.

Student Testing

Pre-Admission: Upon acceptance to the college, all applicants/students must pass a drug and alcohol screening test as a condition for admission. Whether a student

passes is determined by the Medical Review Officer using federal guidelines in resulting.

Reasonable Cause: Students may be subject to drug and alcohol testing under reasonable cause when evidence indicates it is more likely than not that a student is under the influence of alcohol or illegal drugs in violation of college policy. Facts which could give rise to reasonable cause include but are not limited to

- observable phenomena, such as direct observation of drug use and/or physical symptoms or manifestations of being under the influence of a drug, including but not limited to erratic behavior, slurred speech, staggered gait, flushed face, dilated/pinpoint pupils, wide mood swings, or inappropriate responses to stimuli while the student is attending class, clinical, or any college related activities,
- information that a student has caused or contributed to an accident that resulted in injury requiring treatment by a licensed health care professional, or where a student shows signs of impairment after any accident or occurrence that results in a significant injury or damages while performing college activities,
- evidence that the student has tampered with a previous drug test, or
- arrest, conviction, or acceptance of responsibility for being in possession of or being found guilty of a drug, alcohol, or controlled substance related offense.

Students who test positive for drugs and/or alcohol will be dismissed from the college. Appeals may be made through the appeals process as defined in the Student Code of Conduct policy.

Readmission after a Positive Drug Test: A student who is dismissed from the college due to a positive drug test may be considered for readmission if the student submits to an evaluation for substance abuse by a college-approved evaluation or treatment agency, completes a prescribed treatment program, and submits to a drug test prior to readmission.

- A positive drug test will result in ineligibility for readmission.

Employee Testing and Procedure for Drug Testing

All college employees follow the policies and procedures as defined in the Aultman Employee Handbook.

Legal Sanctions for Use or Possession of Drugs & Alcohol

Various federal, state and local statutes make it unlawful to manufacture, distribute, dispense, deliver, sell, or possess with intent to manufacture, distribute, dispense, deliver, or sell controlled substances. The penalty imposed depends on several factors, which include the type and amount of controlled substance involved, the number of prior offenses, whether death or serious bodily injury resulted from the use of such substance, and whether any other crimes were committed in connection with the use of the controlled substance. Penalties for

violation of the law can include imprisonment up to a term of life imprisonment, and/or fines as much as \$4,000,000, supervised release, and/or a combination of such penalties.

Federal Penalties and Sanctions

21 U.S.C. 844(a)

1st conviction: Up to one year imprisonment and fined at least \$1,000, or both.

After one prior drug conviction: At least 15 days imprisonment, not to exceed two years, and fined at least \$2,500

After two or more prior drug convictions: At least 90 days imprisonment, not to exceed three years, and fined at least \$5,000.

Special sentencing provisions for possession of crack cocaine: At least five years imprisonment, not to exceed 20 years, and fined at least \$1,000, if:

- (a) First conviction and the amount of crack possessed exceeds five grams.
- (b) Second conviction and the amount of crack possessed exceeds three grams.
- (c) Third or subsequent conviction and the amount of crack possessed exceeds one gram.

21 U.S.C. 853(a)(2)

Forfeiture of personal property used, or intended to be used, in any manner or part, to commit, or to facilitate the possession of a controlled substance.

21 U.S.C. 881(a)(7)

Forfeiture of real property used, or intended to be used, in any manner or part, to commit, or to facilitate the possession of a controlled substance if that offense is punishable by more than one 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, or intended for use, to transport or conceal a controlled substance.

21 U.S.C. 844a

Civil fine of up to \$10,000.

21 U.S.C. 862(b) and (d)

Denial of federal benefits, such as student loans, grants, contracts, and professional and commercial licenses, up to five years for the first offense, up to 10 years for a second offense, and permanent ineligibility for third or 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.

State Laws

The relevant Ohio statutes are contained in the Ohio Revised Code Chapter 2925 (drug offenses); 4301.63 (purchase of alcohol by a person under the age of 21); Chapter 2929 (penalties and sentencing); and Chapter 4723 (regulations on the practice of nursing).

Section 2925.02

Prohibits by any means administering or furnishing to another or induce or cause another to use a controlled substance, and thereby cause serious physical harm to the other person, or cause the other person to become drug dependent.

Section 2925.11

No person shall obtain, possess, or use a controlled substance.

Section 2925.12

No person shall knowingly make, obtain, possess, or use any instrument, article, or thing for which the customary and primary purpose is administering or using dangerous drugs.

Section 2925.32

No person shall dispense or distribute harmful intoxicants such as nitrous oxide to a person under the age of 18 or older than 18 years of age.

Section 4301.631

No underage person shall order, pay for, share the cost of, or attempt to purchase any low-alcohol beverage.

Section 4301.63

No person under the age of 21 shall purchase beer or intoxicating liquor.

Section 4301.633

No person shall knowingly furnish any false information as to name, age, or other identification of any person under the age of 21 for the purpose of obtaining or with the intent to obtain, beer or intoxicating liquor for a person under 21 years of age by purchase, or as a gift.

Section 4301.636

No person shall manufacture, transfer, or distribute in any manner any identification card issued for the purpose of establishing a person's age that displays the great seal of the state of Ohio.

Ohio Criminal Sanctions:

The court may institute prison terms up to 10 years, financial sanctions, such as fees up to \$20,000, or both, depending on the offense.

Local Laws

Canton Ordinance 513.02 (marijuana offense—20 grams or less)

Violation of this section is a fourth degree misdemeanor for the first offense, and for any subsequent offense, it is a misdemeanor of the third degree.

Canton Ordinance 513.03 (drug abuse; controlled substance possession or use)

No person shall knowingly obtain, possess, or use controlled substances. Such an offense is punishable by sanctions, including the loss of the offender's driver's license for not less than 6 months or more than five years. (The drug and the amount of that drug determine the offense.)

Drug Convictions and Financial Aid Eligibility

Under the Higher Education Act, students become ineligible for federal student aid upon conviction during any period of enrollment of any offense involving the possession or sale of illegal drugs. Federal Aid includes Federal Direct Loans, Federal Direct PLUS Loans, Federal PELL Grants, Federal Supplemental Educational Opportunity Grants, Federal ACG Grants, Federal SMART Grants, Federal TEACH Grants, Federal Work Study, and Perkins Loans.

Free Application for Federal Student Aid (FAFSA)

Question 31 on the FAFSA form asks if the student has ever been convicted of a drug related offense. Failure to answer the question will automatically disqualify the student from receiving Federal aid. Answering this question falsely, if discovered, could result in fines up to \$20,000, imprisonment, or both.

Convictions During Enrollment

According to the United States Department of Education, if a student is convicted of a drug offense after receiving Federal aid, he or she must notify Financial Aid Services immediately and that student will be ineligible for further aid and required to pay back all aid received after the conviction.

Penalties for Drug Convictions

Possession of Illegal Drugs:

- First offense: One year from the date of conviction
- Second Offense: Two years from the date of conviction
- Third and Subsequent Offenses: Indefinite ineligibility from the date of conviction

Sale of Illegal Drugs:

- First Offense: Two years from the date of conviction
- Second and Subsequent Offenses: Indefinite ineligibility from the date of conviction

How to Regain Eligibility

If a student successfully completes a drug rehabilitation program, he or she can regain eligibility for federal student aid funds as of the day the student successfully completes the program.

To be sufficient to reinstate financial aid eligibility, the program must:

- Include at least two (2) unannounced drug tests
- AND
- Be recognized as a federal, state, or local government agency program.

Health risks associated with the use and abuse of alcohol and/or illegal drugs

The abuse of chemicals (alcohol and illegal drugs) adversely affects almost everybody's system. In many pathological conditions, chemical abuse is considered as either a contributing factor or a complicating factor. Excessive use of alcohol and/or drugs can produce numerous syndromes that are the result of damaging effects to the brain, liver, pancreas, gastrointestinal tract, heart, muscles, the endocrine system, the respiratory system, the reproductive system, and the psyche. Alcohol has been proven to affect an unborn fetus and may result in a variety of physical and/or developmental defects. Only small quantity dosages of alcohol and certain drugs are needed to produce mind-altering and mood-altering effects on individuals, causing an impairment of intellectual functioning and depression. Over a period of time, large quantities of alcohol and/or drugs can lead to physical and/or psychological dependence. A high rate of illness and death has been implicated with dependence upon the excessive use of alcohol and/or drugs when compared with the general population.

The following link provides access to a U.S. Department of Justice Drug Enforcement Administration (DEA) publication entitled *Drugs of Abuse, 2011 Edition, A DEA Resource Guide*. The publication is an educational tool that gives clear, scientific information about drugs and their effects.

http://www.dea.gov/docs/drugs_of_abuse_2011.pdf

The chart below lists effects of some drugs and alcohol, but the list is not all inclusive. The effects of drugs and alcohol can vary from individual to individual depending on quantity and situation.

Drug	Physical Dependence	Psychological Dependence	Possible Effects	Effects of Overdose
Alcohol	Yes with repeated use	Yes with repeated use	Impaired mental function, effects ability to learn, decreased judgment,	Respiration depression and death
Cocaine/Crack	Yes – High	Yes – High	Dilated pupils, increased heart rate, elevated blood pressure, runny nose, violent behavior	Cardiac arrest
Marijuana	Possible – long term	Yes - long term	Blood shot eyes, impaired short-term memory, altered sense of time, reduced ability to perform tasks	Capable of causing serious damage
Narcotics (Heroin, codeine, morphine)	Yes	Yes	Drowsiness, nausea, vomiting constricted pupils, watery eyes	Slow shallow breathing, convulsions, death
Amphetamines/ Other stimulants	Yes - possible	Yes	Increase heart rate, respiration rate dilated pupils, blurred vision, headache, sleeplessness,	Loss of coordination, stroke, irregular heartbeat, hallucinations
Barbiturates/ Other Depressants:	Yes – possible	Yes	Altered perception, staggering, restlessness	Respiration depression, convulsions
Hallucinogens (PCP, Angel Dust)	Yes	Yes	Unpredictable, Time and body movements are slowed, dulled senses	Violent behavior, convulsions, death
Lysergic acid (LSD, mescaline)	Yes	Yes	Dilated pupils, increased heart rate and respirations, loss of appetite	Bad psychological reactions
Inhalants (laughing gas, Whippets)	Yes	Yes	Nausea, sneezing, nosebleeds,	Unconscious, stop breathing

TREATMENT RESOURCES

The chart below lists a number of local substance abuse treatment resources available to people seeking assistance.

<p>Quest Recovery and Prevention Services 1341 Market North Canton, Ohio 44702 330-453-8252</p> <p>Crisis Intervention Center of Stark County Inc 2421 13th Street NW Canton, Ohio 44708 330-452-6000</p> <p>Neil Kennedy Recovery Clinic 2151 Rush Avenue Youngstown, Ohio 44507 1-800-228-8287</p> <p>ADM Crisis Center/Oriana House 15 Fredrick Avenue Akron, Ohio 44310 330-996-7730</p> <p>St. Thomas Ignatia Hall Detox Program 444 North Main Street Akron, Ohio 44310 330-379-5257</p> <p>Edwin Shaw Hospital for Rehabilitation Dobkin Center for Addiction Services 1621 Flickinger Road Akron, Ohio 44312 330-784-1271 ext. 5151</p>	<p>Tuscarawas County Alcohol and Drug Addiction Program 897 East Iron Avenue Extended Dover, Ohio 44622 330-343-5555 Ext. 183</p> <p>Community Health Center Community Drug Board Inc. 725 E. Market Street Akron Ohio 44305 330-434-4141</p> <p>Alcoholics Anonymous 330-588-5206</p> <p>Al-Anon 330-438-9511</p> <p>SUMMA Ignatia Hall of Canton Dependency Svc 3730 Whipple Ave NW #5 Canton, Ohio 44718 330-491-9215</p> <p>Quest Recovery and Prevention Services 245 2nd Street NW Carrollton, Ohio 44615 330-627-0087</p>
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ENFORCEMENT OF POLICY

Distribution. The college is committed to enforcing this policy and to making sure that students/employees understand its contents and requirements. For this reason, a summary of the policy is published annually in the college catalog, and the full policy is available on the college web site and in the Health Services offices. All college employees receive an annual notification of the policy.

Review. The college reviews its drug and alcohol abuse program and policy bi-annually, or as otherwise required, to determine its effectiveness, to implement any changes as needed, and to help ensure the disciplinary sanctions described in this policy are enforced consistently.

The Drug-Free and Campus Schools and Campuses Act (DFSCA), codified as Part 86 of EDGAR, requires that, as a condition of receiving funds or any form of financial assistance under any federal program, an institution of higher education (IHE) must certify that it has adopted and implemented a program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees. The DFSCA requires the IHE to review their policies and programs on a biennial basis.

Other Applicable Laws. All applicable laws pertaining to alcohol consumption, including laws relating to the sale of, purchase by, or use by underage persons of alcohol, will be enforced on the college campus. Similarly, all applicable federal, state, and local drug laws are enforced on the college campus.

III. **Definitions:**

Illegal drugs—Commonly used illegal drugs include but are not limited to marijuana, heroin, cocaine, amphetamines, methamphetamines, and club drugs. For the purpose of this policy, “illegal drugs” include any prescription drug for which the individual does not have a valid prescription. The employee/student must use the prescription drug only in the manner, combination, and quantity as prescribed.

IV. **Procedure:**

College Procedure

Biennial reviews are conducted in even numbered years and copies are kept in the college office.

- These reviews may be requested by the Secretary of Education for monitoring.

Student Procedure for Drug Testing

Drug testing prior to admission: Students selected for admission are notified of the procedure to follow for the drug test. Students are required to follow college established procedures and should not obtain a drug test prior to being notified.

Drug testing for reasonable cause: Students are asked to submit to drug testing upon reasonable cause as described above.

Drug testing: Testing will follow the guidelines used by Aultman Health Services. Tests will be conducted by a qualified laboratory using established methods and procedures. Confidentiality of the student, the integrity of testing procedure, and the results will be protected. A student will be requested to sign an informed consent to be tested before a specimen is collected. Students who refuse to submit to drug and alcohol testing if required to do so under this policy will be given a final dismissal.

Faculty/Staff Procedure for Suspicion of Alcohol and/or Illegal Drugs

If a faculty or staff member has reasonable suspicion to believe a student is using alcohol and/or illegal drugs while in the classroom, clinical setting, or at an Aultman College sponsored event, the faculty/staff member will:

- Follow the protocols of the clinical site
- Inform the appropriate program director of the suspicion
- Request the student to submit to alcohol/drug testing with Health Services or the Emergency Department after hours. (Security will escort the student

when at an Aultman facility. If off-site, contact Security to see if someone is available or utilize a taxi company).

- The student may not continue in class, clinical or Aultman College events during the investigatory process
- See Student Code of Conduct for additional information.

V. **Approvals:**
Administrative Council: 09/30/2016

VI. **Location:** [Please provide verbiage for the following required publications]

- **Catalog** – [entire policy]
- **Website** – [entire policy]
- **Faculty Handbook** – [entire policy]

Related References:

Student Code of Conduct Policy