



Caris College Drug and Alcohol Abuse Prevention Program

The Drug Free Schools and Campuses Regulations (34 CFR Part 86) of the Drug-Free Schools and Communities Act (DFSCA) require an institution of higher education (IHE) such as Caris College to certify it has implemented programs to prevent the abuse of alcohol and use or distribution of illicit drugs by students and employees on its premises and as a part of any of its activities. The College is committed to maintaining a drug-free institution to create a safe and healthy learning and work environment and to assist its students and employees who may have problems with drugs or alcohol.

In compliance with the DFSCA, the College provides information to its community covering the following areas:

- Standards of conduct related to drugs and alcohol for students and employees
- Disciplinary and legal sanctions for students and employees in violation of policy
- Description of the health risks associated with illicit drug use and alcohol abuse
- Description of drug and alcohol programs that are available to students and employees

College Policy/Standards of Conduct

The College prohibits the unlawful manufacture, distribution, dispensing, possession, or use of controlled substances and alcohol by employees, students, and visitors on College premises or as part of any College activity. Areas where the use is prohibited include: student campus activities, classrooms, school parking lots, roadways, leisure activity areas, and all offices or work areas considered college property.

Reference Documents

- [Standard Operating Procedure: Administrative Procedure for Drug and Alcohol Abuse Prevention Program](#)
- [Employee Handbook](#)
- [School Catalog](#)

Report

- [Review and Biennial Report 17-19](#)

Workplace Policy

In compliance with federal regulations Caris College has taken steps to ensure a drug-free workplace. Should an employee be convicted of a violation occurring in the workplace, under any criminal drug statute violation, will be subject to disciplinary action. Employees convicted of any criminal drug statute violation occurring in the workplace must notify the employer no later than five days after the conviction. Those employees that wish to seek help for drug or alcohol related problems are encouraged to contact the Campus Director to seek referral assistance. Please reference the Employee Handbook for more information.

Disciplinary Sanctions

College Sanctions

The College responds to alcohol abuse and illegal drug activity by employees or students on a case-by-case basis and in accordance with its Standard Operating Procedure: Administrative Procedure for Drug Use and Abuse Prevention Program. Details of each case are taken into consideration along with the outcome of any legal action against the individual. In addition to any penalties under federal, state, or local laws, employees and students found to be in violation of this policy may be subject to disciplinary sanctions consistent with employment contracts or Caris College Student Code of Conduct. Sanctions imposed by the College can range from a warning or disciplinary action up to and including termination of employment or expulsion from school. Other potential sanctions may include referral for prosecution and may require participation in approved drug and/or alcohol abuse assistance or rehabilitation programs. Additionally, as required by law, the College will report to a federal agency any employee convicted of violating a criminal drug statute if the employee is involved in work supported by that federal agency.

Federal Student Aid Penalties

Students who are found in violation of the institution's drug and alcohol policy are also subject to the loss of Federal Student Aid. In ordinance with HEA 484(r)(2) of the HEA (20 U.S.C. 1091(r)(2)); Caris College will notify such students, in writing, the conditions surrounding their loss of aid eligibility and allow students to regain access to Federal Student Aid when appropriate sanctions are met. A student whose eligibility has been suspended may resume eligibility before the end of the ineligibility period if:

- The student satisfactorily completes a drug rehabilitation program that: includes at least two (2) unannounced drug tests, has received or is qualified to receive funds and insurance directly or indirectly under a Federal, State, or local government program, is administered or recognized by a Federal, State, or local government agency or court and by a Federally- or State-licensed hospital, health clinic, or medical doctor OR

- The conviction is reversed, set aside, or otherwise rendered nugatory.

State of Indiana Sanctions

Alcohol

Minor in Possession: Any attempt to purchase or be in possession of alcohol by a person under 21 years is a Class C misdemeanor. *Indiana Code Section 7.1-5-8-7-7, 7.1-5-5-1, 9-24-18-8*

For the purposes of the Indiana Driving Under the Influence of Intoxicants statutes, for a person under 21 years of age with a blood alcohol concentration (BAC) of .02% constitutes being under the influence of intoxicating liquor, and you will be charged with a Class C infraction. *Indiana Code Section 9-30-5-8.5*

Indiana penalties of Operating While Intoxicated (OWI) vary based on the circumstances of the case. An OWI conviction will stay on your record and count as a prior forever. An OWI becomes a felony if the offender has priors within the past five years. Anyone convicted of a felony OWI will be sentenced for 6 months to two and a half years imprisonment and up to \$10,000 in fines.

Here are what the potential sentences generally look like for a first, second and third misdemeanor OWI.

	1 st Offense	2 nd Offense	3 rd Offense
Jail	Up to 60 days (or up to 1 year with BAC of .15% or more)	Up to 60 days (or up to 1 year with BAC of .15% or more)	Up to 60 days (or up to 1 year with BAC of .15% or more)
Fines	Up to \$500 (or up to \$5,000 with BAC of .15% or more)	Up to \$500 (or up to \$5,000 with BAC of .15% or more)	Up to \$500 (or up to \$5,000 with BAC of .15% or more)
License Suspension	Typically, 180 days	At least 1 year	At least 1 year
Ignition Interlock Device (IID)	Up to 60 days (or up to 1 year with BAC of .15% or more)	Up to 60 days (or up to 1 year with BAC of .15% or more)	Up to 60 days (or up to 1 year with BAC of .15% or more)

Marijuana

Possession

It is illegal to knowingly or intentionally possess marijuana in Indiana. Someone who cultivates marijuana plants (or fails to destroy marijuana plants that the person knows are growing on the person's property) is also a violation of the possession law. Penalties vary according to the amount possessed. *35 In. Ann. Code § 35-48-4-11*

- Unlawful possession, including possession for personal use (up to 30 grams): Class A misdemeanor
- Unlawful possession (more than 30 grams), or prior convictions: Class D felony

Manufacture and Distribution

It is illegal to manufacture or distribute marijuana (or possess marijuana with the intent to do so) in Indiana. Penalties vary according to the amount manufactured or distributed *35 In. Ann. Code § 35-48-4-10*

- Up to 30 grams: Class A misdemeanor
- Between 30 grams and 10 pounds: Class D felony
- More than 10 pounds: Class D felony

Second and subsequent convictions will result in a Class D felony. Sale to a minor will result in a Class 3 felony, and sale within a school zone will result in a Class 2 felony.

Controlled Substances

Possession, use, distribution, or manufacture of controlled substances (drugs) illegally can result in arrest and conviction of a drug law violation. Penalties can range from a misdemeanor to a felony. The most important factors in penalties depend on the type of drug and total amount in possession. Some examples include:

Cocaine, Methamphetamine

- Less than 3 grams: Class D felony
- Less than 3 grams, but within 1000 feet of a school property: Class B felony
- More than 3 grams: Class C felony
- More than 3 grams, but within 1000 feet of a school property: Class A felony

Heroin, LSD, Ecstasy and other Schedule I Drugs

- Class D felony
- Less than 3 grams, but within 1000 feet of a school property: Class B felony
- More than 3 grams, but within 1000 feet of a school property: Class A felony

Statutes

- Cocaine: Indiana Code Section 35-48-4-6
- Methamphetamine: Indiana Code Section 35-42-4-6.1
- Marijuana: Indiana Code Section 35-48-4-11

Federal Sanctions

The federal system establishes sanctions for possession and distribution of a controlled substance, based on the schedule of the drug and the amount involved. In addition, the statutory sanctions for possession and distribution are subject to the “Sentencing Guidelines for U.S. Courts.” Imposition of the guidelines may lead to higher offense levels and, thus, stricter penalties than otherwise indicated. Courts must make adjustments in the offense level for victim-related considerations, the defendant’s role in the offense, multiple counts, obstruction, and acceptance of responsibility. The guidelines establish sentences for each offense based on the defendant’s criminal history. Federal penal sanctions range from manufacture, distribution, or trafficking of large amounts of heroin, cocaine, PCP, methamphetamine, Schedule I and II hallucinogens, marijuana, hashish, or any of their derivatives (30 years to life, regardless of the defendant’s criminal history) to possession of any Schedule III-V drug if the defendant has the lowest level of criminal history (0-4 months).

Further, if serious injury or death results from the crime, minimums of up to 10 years (serious injury) and 20 years (death) plus a fine of up to \$4 million may be added. These penalties may be doubled for defendants with past felony drug convictions. Finally, penal sanctions in the federal system are “real time” with reductions in sentences only for good behavior.

For a more detailed list of offenses and sanctions please visit, <https://www.deadiversion.usdoj.gov/21cfr/21usc/index.html>, Part D: Offenses and Penalties

Health Risks

Substance abuse may result in a wide array of serious health and behavioral problems. Alcohol and drugs are toxic to the human body. In addition to the problem of toxicity, contaminant poisonings often occur with illegal drug use. HIV infection with intravenous drug use is a prevalent hazard. Acute health problems may include heart attack, stroke, and sudden death, which can occur for first time cocaine users. Long lasting effects caused by drug and alcohol abuse can cause problems such as disruption of normal heart rhythm, high blood pressure, leaks of blood vessels in the brain, bleeding and destruction of brain cells, possible memory loss, infertility, impotency, immune system impairment, kidney failure, cirrhosis of the liver, and pulmonary damage. Drug use during pregnancy may result in fetal damage and birth defects causing hyperactivity, neurological abnormalities, and developmental difficulties.

Additional health risks can include:

Alcohol	toxic psychosis, physical dependence, neurological and liver damage, fetal alcohol syndrome, impaired judgment
Amphetamines and Methamphetamines	loss of appetite, delusions, hallucinations, heart problems,

(Adderall) uppers, speed, crank	hypertension, irritability, insomnia, toxic psychosis, rebound depression
Barbiturates barbs, bluebirds, blues	severe withdrawal symptoms, possible convulsions, toxic psychosis, depression, physical dependence, impaired judgment
Benzodiazepines (Valium, Xanax, Ativan, Dalmane, Rohypnol) benzos, downers, sleepers, tranqs, roofies	impaired judgment, sedation, panic reaction, seizures, psychological dependence, physical dependence
Cocaine & Cocaine freebase coke	loss of appetite, depression, weight loss, seizure, heart attack, stroke, hypertension, psychosis, chronic cough, nasal passage injury, hallucinations
Codeine	physical dependence, constipation, loss of appetite, lethargy, respiratory depression
Heroin H, junk, smack	physical dependence, constipation, loss of appetite, lethargy, respiratory depression
Inhalants ames, gas, laughing gas, poppers, snappers	psychological dependence, psychotic reactions, confusion, frozen airway, sudden death
LSD acid	may intensify existing psychosis, panic reactions, can interfere with psychological adjustment and social functioning, insomnia, flashbacks
MDA, MDMA, MOMA ecstasy, xtc	same as LSD, sleeplessness, nausea, confusion, increased blood pressure, sweating, paranoia
Marijuana (THC, cannabis) pot, grass, dope, weed, joints	bronchitis, conjunctivitis, mood swings, paranoia, lethargy, impaired concentration
Mescaline (peyote cactus) mesc, peyote	may intensify existing psychosis, hallucinations at high dose
Methaqualone	coma, convulsions

ludes	
Morphine M, morf	physical dependence, constipation, loss of appetite, lethargy
PCP crystal, tea, angel dust	psychotic behavior, violent acts, psychosis, hallucinations at high dose
Psilocybin magic mushrooms, shrooms	may intensify existing psychosis
Steroids roids, juice	cholesterol imbalance, acne, baldness, anger management problems, masculinization of women, breast enlargement in men, premature fusion of long bones preventing attainment of normal height, atrophy of reproductive organs, impotence, reduced fertility, stroke, hypertension, congestive heart failure, liver damage, depression

For more information on the effects of specific substances visit, <https://www.dea.gov/druginfo/factsheets.shtml> and/or <https://www.samhsa.gov/atod>

Drug and Alcohol Assistance and Resources

Prevention

In order to prevent drug and alcohol abuse, it is important to stay informed. Click on the links below to learn more about preventing substance abuse and warning signs that you or someone you know may have a problem. If you think you may have a problem, take one of the screenings below and talk to a professional about your concerns. Local and national resources are listed below.

- <https://www.samhsa.gov/prevention>
- <https://www.drugabuse.gov/drugs-abuse/commonly-abused-drugs-charts> - lists common drugs, health risks and effects and prevention information
- <https://www.recoveryconnection.com/prevent-drug-addiction/>
- <https://www.helpguide.org/articles/addiction/drug-abuse-and-addiction.htm>

Screening Resources

- www.Drugscreening.org
- www.Alcoholscreening.org

Students needing assistance for drug and alcohol related concerns are encouraged to consult with their Program Director, the Director of Education, the Campus Director or other trusted professional about their needs and possible referrals to agencies, counselors or programs in the community. Individuals may also directly contact one of the local or national resources listed below.

Employees may seek assistance by consulting with their supervisor, Campus Director and/or through their medical insurance plans, whichever is applicable and according to the employee's status. Requests for assistance are encouraged and will not be considered singularly as grounds for dismissal. Such requests will not, however, excuse violation of this policy or other conduct related to drug or alcohol abuse.

Local Resources

Organization	Phone
Alcoholics Anonymous	877.751.0887
Alcoholics Anonymous – Central Office, Louisville, KY	502.582.1849
Alcohol & Drug Helpline	1.800.923.4357
Clark Memorial Hospital	812.283.2718
Free Rehab Centers – Jeffersonville, IN	1.800.780.2294
Narcotics Anonymous	818.773.9999
Southern Indiana Comprehensive Treatment Center	812.669.0462
The Coleman Institute	877.773.3869
Turning Point Center	812.283.7116
Wellstone Regional Hospital Substance Abuse Treatment	812.284.8000

National Resources/Hotlines/Websites

Alcoholics Anonymous	877.751.0887	
Cocaine Anonymous	503.256.1666	www.caorwa.org

Crystal Meth Anonymous		www.crystalmeth.org
Marijuana Anonymous		www.marijuana-anonymous.org
Narcotics Anonymous	818.773.9999	www.na.org
National Alcohol and Drug Abuse Help Line	800.821.4357	
Alcohol Abuse 24 Hour Hotline	800.950.7226	
Drug Abuse Hotline	877.959.7812	
24 Hour Addiction Treatment Hotline	877.340.0184	
Al Anon and Alateen	888.425.2666	http://www.oregonal-anon.org/
SAMHSA	800.662.HELP (4357)	https://www.findtreatment.samhsa.gov/
SAMHSA	800.662.HELP (4357)	

Notification and Biennial Review

Annually on October 1st, employees and students are made aware of Caris College’s Drug and Alcohol Abuse Prevention Program via email. This email includes links to the Caris College webpage outlining the policy with additional links to reference documents, resources, prevention information, etc. In addition, new staff and faculty are informed of the program during their assigned new hire training modules and onboarding. Students are provided additional information at their mandatory New Student Orientation.

Caris College acknowledges its legal obligation to conduct a biennial review of compliance with the Drug-Free Schools and Communities Act to determine the effectiveness of the policy and implement any needed updates/changes. The Campus Director, Director of Education, and individual Program Directors are responsible for conducting the review and reporting on findings. This team will review for both compliance and effectiveness annually:

- Caris College’s SOP: Administrative Procedure for Drug Use and Alcohol Abuse Prevention Program and examples of other college’s similar policies
- Related current local, state, and federal mandates
- Findings and recommendations from prior biennial report

- Student Rights and Responsibilities, Student Code of Conduct, the school catalog and related policies related to drug and alcohol use and the sanctions imposed for failure to comply
- Related employee rights and responsibilities
- Resources available to students and employees regarding drug and alcohol abuse
- Frequency and types of incident reports resulting in violation of Caris College's drug and alcohol policy
- Administrative procedure

For more information about Caris College's Drug and Alcohol Prevention Program, please contact:

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