

Alcohol and Substance Abuse Policy and Regulations

It is the policy of Harper College to provide a drug and alcohol free environment and work place as defined by the Drug Free Workplace Act of 1988 and the Safe and Drug Free Schools and Communities Act of 1994.

The College prohibits the possession, use, distribution, dispensing, manufacture and sale of alcohol, cannabis, illegal drugs or controlled substances, as defined under federal law, by students and employees while on College property, in College-owned vehicles, or while participating in any College activity.

Students who violate this policy will be governed by the College's Student Conduct Code and subject to disciplinary action up to and including suspension, expulsion and referral for prosecution. Employees who violate this policy will be subject to disciplinary action in accordance with their appropriate employee group regulations up to and including suspension, termination of employment and referral for prosecution.

Students, employees and visitors are subject to local, state and federal laws. Criminal penalties for such violations may include assigned community service, fines and imprisonment. Property used in connection with illegal drugs may be confiscated, Federal student loans, grants and contracts may be denied, and driving privileges may be revoked.

In addition, all employees directly engaged in performance of work pursuant to the provisions of a federal grant or federal contract in excess of \$25,000 and students who are Pell Grant recipients must notify the College within five days of any criminal drug statute conviction for a violation occurring on or off College premises while conducting College business or activities. The College shall, within 10 days of receiving such notice, inform the federal agency providing the grant of such conviction.

Within 30 days following such notification of conviction, appropriate disciplinary action shall be taken against such employee or student and/or the employee or student may be required, at his or her own expense, to participate satisfactorily in a substance abuse assistance or rehabilitation program. With the intent to provide a drug and alcohol free educational and work environment, Harper College is committed to providing proactive drug and alcohol abuse prevention programs, confidential counseling, intervention and referral for its students and employees. An Employee Assistance Program is available for employees and their immediate family members.

Harper College shall conduct a biennial review of the drug and alcohol abuse programs to determine their effectiveness and implement appropriate changes.

Marijuana Statement for Illinois

As of January 1, 2020, Illinois state law allows that individuals 21 years of age and older and residents of Illinois may legally possess up to 30.0 grams of marijuana, up to 500 mg of THC in a marijuana-infused product, or up to 5 grams of marijuana concentrate in the State of Illinois. *Possession of marijuana or marijuana products by persons under 21 years of age is unlawful regardless of the amount.* These lawful possession limit for marijuana of up to 30.0 grams of marijuana, up to 500 mg of THC in a marijuana-infused product, or up to 5 grams of marijuana concentrate applies to Illinois residents only. The lawful possession limit for nonresidents of Illinois who are 21 years of age or older is 15.0 grams, up to 250 mg of THC in a marijuana-infused product, or up to 2.5 grams of marijuana concentrate. Possession in excess of these limits may be subject to criminal penalties, including potentially fines and/or imprisonment.

Medical Marijuana" means marijuana used by registered patients with debilitating medical conditions who area engaged in the medical use of marijuana in compliance with the Illinois Compassionate Use of Medical Cannabis Pilot Program (410 ILCS 130/1, *et. seq.*)

Use of Medical Marijuana is allowed in Illinois under the Compassionate Use of Medical Cannabis Pilot Program Act.

However, pursuant to the federal Drug Free Workplace Act of 1988 and the Safe and Drug Free Schools and Communities Act of 1994, no person shall use, sell, possess, manufacture, or distribute marijuana while on any college property or while participating in any college sponsored programs or events, whether on or off campus.

The College respects the rights of our students and employees who engage in the use of marijuana in compliance with applicable laws. However, students and employees may not be impaired while on any college property or while participating in any college sponsored programs or events,

or in the course of performing their job duties, whether on or off campus. The College may consider a person who engages in the use of marijuana to be impaired when that person manifests specific, articulable symptoms that decrease or lessen his or her performance of the duties or tasks including those of his or her position, including but not limited to: noticeable changes and symptoms of the employee's speech, physical dexterity, agility, coordination, demeanor, irrational or unusual behavior, negligence or carelessness in operating equipment or machinery, disregard for the safety of the employee, student, or others, or involvement in an accident that results in serious damage to equipment or property, disruption of a production or manufacturing process, or carelessness that results in any injury to the employee, student, or others.

In all cases, an employee who engages in the use Medical Marijuana, cannabis or marijuana products, or of illegal substances in a manner that does not adhere to these established regulations may be subject to all of the College's normal drug testing requirements, personnel policies, and disciplinary penalties for policy violations.

Health Risks of Alcohol and Drug Consumption

The consumption of alcohol and drugs may have serious health risks and changes in behavior including: impaired judgment and coordination required to drive a car safely, increased incidences of a variety of aggressive acts, impairment in higher mental functions, risk of dependence, and in high doses, respiratory depression and death. Long-term use can lead to permanent damage to vital organs. Mothers who drink during pregnancy may give birth to infants with fetal alcohol syndrome.

Description of Health Risks Associated with the Use and/or Abuse of Drugs and Alcohol**Classification: ALCOHOL****Drug Name:** Ethanol**Common or Brand:** Beer, Wine, Distilled Liquor**Physical Dependence:** High**Potential Psychological:** High**Acute Effects:** Lowered Inhibitions, Impaired judgment, Loss of motor skills, Coordination, Slurred speech**Health Risks and Effects of Long-term Use:** Hypertension, Liver damage, Cardiovascular disease, Toxic psychosis, Neurologic damage, Addiction with severe withdrawal**Overdose Effects:** Coma, Possible death**Classification: STIMULANTS****Drug Name:** Cocaine, Amphetamine**Common or Brand:** Cocaine Desoxyn, Bennies, Adderall, Dexedrine**Physical Dependence:** Possible**Potential Psychological:** High**Acute Effects:** Feeling of well-being, Excitation, Euphoria, Increased alertness, Increased blood pressure and pulse, Insomnia, Appetite loss**Health Risks and Effects of Long-term Use:** Delusions, Hallucinations (Toxic Psychosis), Possible organ/tissue damage**Overdose Effects:** Agitation, Temperature Increase, Hallucinations, Convulsions, Heart Attack, Stroke High blood pressure, Loss of consciousness, Seizures**Classification: STIMULANTS****Drug Name:** Methylphenidate**Common or Brand:** Ritalin**Physical Dependence:** Possible**Potential Psychological:** High**Acute Effects:** Feeling of well-being, Excitation, Euphoria, Increased alertness, Increased blood pressure and pulse, Insomnia, Appetite loss**Health Risks and Effects of Long-term Use:** Delusions, Hallucinations (Toxic Psychosis), Possible organ/tissue damage**Overdose Effects:** Agitation, Temperature Increase, Hallucinations, Convulsions, Heart Attack, Stroke High blood pressure, Loss of consciousness, Seizures**Classification: STIMULANTS****Drug Name:** Methylenedioxymethamphetamine**Common or Brand:** Ecstasy, MDMA**Physical Dependence:** Low**Potential Psychological:** High**Acute Effects:** Feeling of well-being, Excitation, Euphoria, Increased alertness, Increased blood pressure and pulse, Insomnia, Appetite loss**Health Risks and Effects of Long-term Use:** Delusions, Hallucinations (Toxic Psychosis), Possible organ/tissue damage**Overdose Effects:**

Agitation, Temperature Increase, Hallucinations, Convulsions, Heart Attack, Stroke High blood pressure, Loss of consciousness, Seizures

Classification: CANNABIS**Drug Name:** Marijuana, Hashish, Hash oil**Common or Brand:** Grass, Pot, Weed Dope, Hash**Physical Dependence:** Low**Potential Psychological:** Moderate**Acute Effects:** Tachycardia, Reddened eyes, Euphoria, Profound humor, Altered time/space perception, Short term memory loss, Increased appetite**Health Risks and Effects of Long-term Use:** Cardiovascular Damage as with smoking tobacco**Overdose Effects:** Insomnia, Hyperactivity, Panic attacks, Paranoia, Possible toxic reaction if treated with other chemicals**Classification: OPIOIDS****Drug Name:** Heroin, Fentanyl, oxycodone, hydrocodone, codeine, morphine, pain relievers**Common or Brand:** OxyContin, Vicodin, Opana, Kadian, Avinza**Physical Dependence:** High**Potential Psychological:** High**Acute Effects:** Drowsiness, confusion, nausea, constipation, euphoria, slowed breathing, relieve pain, and relaxation.**Health Risks and Effects of Long-term Use:** Decision making abilities, ability to regulate behavior and responses to stressful situations, addiction, withdrawal symptoms occur if use is reduced or stopped. These include restlessness, muscle and bone pain, insomnia, diarrhea, vomiting, and cold flashes with goose bumps ("cold turkey").**Overdose Effects:** Coma, Permanent brain damage and death.

Adapted from www.drugabuse.gov Retrieved on 3/5/2020.

Federal and State Legal Sanctions for the Unlawful Possession or Distribution of Illicit Drugs and Alcohol

Federal Drug Laws

The possession, use, or distribution of illicit drugs, including any form of marijuana or cannabis, is prohibited by federal law. As per the Federal Drug Free Workplace Act, the Drug Free Schools and Campuses Act, until otherwise classified or scheduled, all forms of marijuana use, including use of medicinal marijuana, are to be considered illegal on all campus property, and during all official college sponsored events and activities. Strict penalties are enforced for drug convictions, including mandatory prison terms for many offenses. The following information, although not complete, is an overview of federal penalties for first and second convictions.

Federal Drug Trafficking Penalties (21 USC 841)

Penalties for federal drug trafficking convictions vary according to the quantity of the controlled substance involved in the transaction. The following list is a sample of the range and severity of federal penalties imposed for first and second convictions.

21 USC § 841(a)(1) – Distribution/Manufacturing/Possession with intent to Distribute

Statutory maximum generally is 20 years

Five year mandatory minimum and maximum 40 years (21 USC 841(b)(1)(B)) if:

5 grams or more of actual meth	28 grams or more of crack
50 grams or more of a mixture containing meth	40 grams or more of fentanyl
100 grams or more of heroin	10 grams or more of PCP
500 grams or more of cocaine	1 gram or more of LSD
100 kilogram or more of marijuana (or 100 or more plants)	

Ten year mandatory minimum and maximum life (21 USC 841(b)(1)(A)) if:

50 grams or more of actual meth	280 grams or more of crack
500 grams or more of a mixture containing meth	400 grams or more of fentanyl
1 kilogram or more of heroin	100 grams or more of PCP
5 kilograms or more of cocaine	10 grams or more of LSD
1000 kilogram or more of marijuana (or 1,000 or more plants)	

Penalties also can be increased if defendant has a prior felony drug conviction or is a career offender (two or more felony drug offense or crimes of violence).

Twenty year mandatory minimum if death or serious bodily injury results from use of the drug.

The full list as provided by the Drug Enforcement Agency can be found here:

[United States Controlled Substance Act - Control & Enforcement - §841. Prohibited acts](#) Anoopener

Resources

The following is a list of resources available to employees and students for drug and alcohol information and treatment options:

Harper Wellness: Provides consultations on alcohol and other drug use. No judgment consultations are available with the Harper Wellness Manager for any questions you may have or issues you may be experiencing. Call **847.925.6963** or email erippberg@harpercollege.edu to schedule a consultation.

- **Addiction Center:** Free and confidential assistance (24/7) with drug and alcohol rehab treatment options, resources and information. <https://www.addictioncenter.com/>
- **Al-Anon Family Groups:** Al-Anon members and meetings are for people who are worried about someone with a drinking problem. You can find a meeting near you by visiting the Al-Anon website. <https://al-anon.org/>
- **College Alcohol Intervention Matrix (AIM):** CollegeAIM is a resource to help schools address harmful and underage student drinking. Developed with leading college alcohol researchers and staff, it is an easy-to-use and comprehensive tool to identify effective alcohol interventions. <https://www.collegedrinkingprevention.gov/collegeaim/>
- **Collegiate Recovery Communities:** Information and resources for college students in recovery. <https://www.drugrehab.com/college/>
- **National Institute of Alcohol Abuse and Alcoholism:** NIAAA supports and conducts research on the impact of alcohol use on human health and well-being. It is the largest funder of alcohol research in the world. <https://www.niaaa.nih.gov/>
- **Opioid Help:** News, Information and resources about Opioids. <https://www.opioidhelp.com/about-us/>

- **Palatine Club AA Meetings:** Palatine meetings for Alcoholics Anonymous, Alanon, Alateen, and other twelve-step groups. <https://palatineclub.org/>
 - **Students in Recovery Guide:** A guide to help assist students who are seeking alcohol and/or drug treatment and recovery during college. <https://www.drugrehab.com/wp-content/themes/dr/pdf/students-in-recovery.pdf>
 - **Substance Abuse and Mental Health Services Administration:** SAMHSA is the agency within the U.S. Department of Health and Human Services that leads public health efforts to advance the behavioral health of the nation. SAMHSA's mission is to reduce the impact of substance abuse and mental illness on America's communities. <https://www.samhsa.gov/>
 - **Treatment Navigator:** Alcohol treatment options. <https://alcoholtreatment.niaaa.nih.gov/>
- Additional local resources:**

Name	Phone
Kenneth Young Center (Elk Grove Village)	847.524.8800
Alexian Brothers – Northwest Mental Health Clinic (Hoffman Estates)	847.952.7460
Harper College Employee Assistance Program	800.327.5071