



DRUGS AND ALCOHOL ABUSE PREVENTION POLICY

The unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance is prohibited in all locations on the property of, or as part of any of the activities of HCI College. We recognize the dangers of drug and alcohol abuse, and it is our policy to ensure that our campuses are free of drug and alcohol abuse. A pamphlet describing the health risks associated with the use of illicit drugs and the abuse of alcohol, including a description of the applicable legal sanctions for the unlawful possession or distribution of drugs or alcohol, is available to students and staff from the Academic Dean's office. The illicit possession, use, or distribution of drugs or alcohol by any of HCI College's students or staff on the college's premises or at any of its activities may result in the following sanctions:

- Immediate expulsion from school or termination of employment.
- Referral to a counseling agency.
- Referral for prosecution to the appropriate authorities.
- Reentry may be made only at the discretion of the Campus President.

The Federal Drug-Free Schools and Communities Act (DFSCA) of 1989 requires institutions of higher education to implement substance abuse prevention programs to all students and employees. In accordance with the requirements of the DFSCA, HCI's standards of conduct clearly prohibit the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on its property or as part of any of its activities. The possession, use, or distribution of illegal drugs is prohibited by federal law.

HCI College's drug and alcohol prevention policy is reviewed biennially to:

- Determine its effectiveness and implement changes to the program if needed.
- Ensure that the disciplinary sanctions are consistently enforced.

Sanctions Under Local, State, And Federal Law for Unlawful Possession, Use, Or Distribution of Illicit Drugs and Alcohol:

Florida State Penalties and Sanctions for Illegal Possession of a Controlled Substance

First Degree Misdemeanor Possession: Up to 20g marijuana (except for legally possessed medical marijuana). Misdemeanor offender with at least 4 priors is subject to enhanced penalties.

Penalties: Up to 1 yr. in jail, plus court costs; those with at least 4 prior convictions may be sentenced to 1 yr. in jail, mandatory treatment, or home detention of up to 1 yr.

Third Degree Felony Possession: More than 20 g marijuana (except for legally possessed medical marijuana); up to 28g cocaine; up to 10g MDMA/ecstasy; up to 1g LSD; up to 4g heroin/opiate.

Penalties: Up to 5 yr. in prison.

First Degree Felony Possession: More than 25lbs. marijuana; more than 28g cocaine; more than 10g MDMA/ecstasy; more than 1g LSD; more than 4g heroin/opiate

Penalties: First Degree Felony: Up to 30 yrs. in prison and up to \$250,000 in fines; mandatory minimums apply (depending on type of drug and amounts).

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 provisions 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) 1st conviction and the amount of crack possessed exceeds 5 grams.
- (b) 2nd crack conviction and the amount of crack possessed exceeds 3 grams.
- (c) 3rd 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. 844a

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.

Health Risks Associated with the Use of Illicit Drugs and Alcohol

There are a broad range of short and long-term health risks associated with the use of illicit drugs and alcohol. Health risks of illicit drug use and alcohol abuse increase with prolonged use.

Short-term effects on health may include the following:

- Changes in appetite
- Wakefulness
- Impaired ability to function
- Impaired coordination
- Decreased mental alertness
- Heart rate
- Blood pressure
- Mood
- Heart attack
- Stroke
- Psychosis
- Overdose
- Death

Long-term effects on health may include the following:

- Heart or lung disease
- Cancer
- Mental illness
- HIV/AIDS
- Hepatitis
- Addiction
- Others



Treatment and Resources

HCI College is dedicated to the health and safety of its students and employees. For additional resources, please contact the Academic Dean and/or Campus President. Help is available to those who seek it. Below you will find resources for drug prevention, counseling, treatment and rehabilitation programs, and hotlines.

Drug and alcohol treatment and rehabilitation centers:

West Palm Beach:

- Ambrosia Treatment Center West Palm Beach - (561) 838-7513
- The Palm Beach Institute - (561) 475-4613
- Beachway Therapy Center - (561) 713-6872
- Palm Beach Recovery Center - (561) 567-8252

Fort Lauderdale:

- Evolutions Treatment Center - (833) 818-3031
- Recovery Unplugged® - Drug & Alcohol Rehab - (954) 736-4388
- Florida Addiction and Recovery Center - (844) 923-3428
- Agape Treatment Center - (888) 981-9107

Hotlines:

- National Helpline: 1-800-662-4357
- Drug Addiction Hotline: 866-425-5431
- National Suicide Prevention: 1-800-273-8255

Websites:

- Alcoholic Anonymous: www.aa.org
- Narcotics Anonymous: www.na.org
- Substance Abuse and Mental Health Services Administration (SAMHSA): www.suicidepreventionlifeline.org

I understand and agree to adhere to the HCI College Drug and Alcohol Abuse Prevention Policy outlined above.

Employee/Student's Name

Employee/Student's Signature

Campus Location

Date