



Drug and Alcohol Policy

Purpose

As required by the Drug-Free Schools and Communities Act Amendment of 1989, Public Law 101.226. Sec. 22, Drug-Free Schools and Campuses, this policy has been prepared and is published and distributed to all students and employees in compliance with title 34 of the code of Federal Regulations Part 86.

Compass Career College strives to provide a safe, productive, healthy and supportive environment for students, faculty, staff, and guests. Recognizing that the abuse of alcohol and illegal drug use is a major societal concern and health problem, Compass sets forth this policy to guide community members in making knowledgeable choices, which foster ethical, healthy, and responsible behaviors. It is the purpose of this policy to establish a comprehensive program to address these issues.

Policy

Compass Career College is committed to maintaining a campus free of illegal drugs and alcohol. Students should be aware the Student Code of Conduct prohibits the unauthorized manufacture, sale, possession, use or distribution of illicit drugs and alcohol on campus. For this reason, Compass Career College reserves the right to conduct random drug and alcohol testing on all students, staff and faculty. CCC also reserves the right to periodically conduct unannounced canine drug searches in on-campus spaces, including lockers and motor vehicles parked on campus property, to identify the presence of illicit drugs. As requested by the Director of the College, testing may occur as immediate on-site or at a designated off-site lab within 24 hours. All costs/expenses related to this testing will be the sole responsibility of the student, staff or faculty member. *Refusal to submit to a drug test within the required time frame is considered automatic admission of drug use and is grounds for expulsion or dismissal immediately. Positive results on a drug test are grounds for immediate expulsion or dismissal, where the student will not be eligible to re-enter the school for two full years.*

The following Student Code of Conduct shall be enforced with respect to both on-campus conduct and conduct at all campus related activities or contracted clinical agencies and are applicable regardless of the status of violation in any courts. Violations of the Code of Conduct are grounds for disciplinary action up to and including permanent dismissal from Compass Career College. Federal and state laws provide additional penalties for such unlawful activities, including fines and imprisonment. Compass Career College is bound to take all appropriate actions against violators.

Drug and Alcohol Code of Conduct

- A. This policy will apply to all Compass students, employees, and guests both on campus grounds as well as any affiliated off-site location.

- B. All students, employees, and guests are strictly prohibited from the unlawful possession, manufacture, use, or distribution of illicit drugs and alcohol.

C. The following conduct is prohibited:

1. The use, consumption, possession, manufacture, furnishing, sale and/or distribution of illicit drugs, narcotics, or other controlled substances, including marijuana.
2. The use, possession, manufacture, purchase, sale, furnishing, and/or distribution of drug paraphernalia.
3. The use, consumption, possession, manufacture, purchase, sale, furnishing, and/or distribution of alcoholic beverages (any beverage containing 1% or more alcohol by volume) on Compass property.
4. The use, consumption, possession and/or purchase of alcoholic beverages by persons under 21 years of age.
5. Operating or attempting to operate a motor vehicle while intoxicated.
6. Public intoxication on Compass property.
7. Furnishing, serving, and/or otherwise providing alcoholic beverages to persons under 21 years of age.
8. Reporting to class or clinical sites while under the influence of and impaired by illegal drugs or alcohol.

D. Students and employees who violate the provisions of this policy will be subject to sanctions which could include, but are not limited to, criminal prosecution, suspension, termination and/or expulsion.

E. Louisiana Uniform Controlled Dangerous Substance Law LA RS 40:966 Manufacture; Distribution:

Schedule I LA.RS 40:966

1. For narcotic drugs; life imprisonment at hard labor. Maximum fine of \$15,000.
2. For other drugs in Schedule I: 5 to 30 years at hard labor. Maximum fine of \$15,000.

Schedule II LA.RS 40:967

1. For narcotic drugs, amphetamines or methamphetamines: 5 to 30 years at hard labor. Maximum fine of \$15,000.
2. For pentazocine: 7 to 10 years at hard labor. Maximum fine of \$15,000.
3. For production of amphetamines, methamphetamines, or cocaine: 20 to 50 years at hard labor. Maximum fine of \$500,000.
4. Other Schedule II drugs: Maximum of 10 years at hard labor. Maximum fine of \$15,000.

Schedules III & IV LA. RS 40:968-969

Maximum of 10 years at hard labor. Maximum fine of \$15,000.

NOTE: For second or subsequent offenses, the penalties are twice those applicable for first offenses.

Distribution to person under age of 18 (LA. RS 40:980)

1. Persons over 25 to person under 18: For distribution of narcotic drugs in Schedule I and II the sentence is life at hard labor.

2. Persons at least 18 to persons under 18 and at least 3 years their junior: For distribution of narcotic drugs in Schedules I and II the penalty is imprisonment for up to twice that authorized in RS 40:966-967 or not more than twice the fine, or both.
3. Person at least 18 to persons under 18 and at least 3 years their junior. For distribution of any other controlled substance in Schedule 1-IV, the penalty is imprisonment for up to twice that authorized in RS 40:966-967, or not more than twice the fine, or both.

Distribution to a student (LA.RS 40:981.1)

Distributing any drug in Schedules I-V will be punished by a term of imprisonment of not more than twice that authorized in RS 40:966-970, or by payment of not more than twice the fine, or both.

Violation of Controlled Dangerous Substance Law on or near school property (LA. RS 40:981.3)

Any person who violates a felony provision of RS 40:966-970 on or within 1,000 feet of school property, or on a school bus shall be punished as follows:

First conviction – Maximum fine and not less than half nor more than the maximum term of punishment in RS 40:966-970.

Second conviction – Maximum fine and maximum term of imprisonment in RS 40:966-970.

Possession LA. RS 40:966

1. For narcotic drugs: four to 10 years at hard labor. Maximum fine of \$5,000.
2. For phencyclidine: for to 20 years with or without hard labor. Maximum fine of \$5,000.
3. Other drugs in Schedule I except marijuana: Maximum of five years at hard labor. Maximum fine of \$5,000.
4. Possession of Marijuana Under 60 pounds:
 - a. First conviction: Fine of not more than \$500, imprisonment of not more than six months, or both.
 - b. Second conviction: Fine of not more than \$2,000, imprisonment with or without hard labor of not more than five years, or both.
 - c. Third or subsequent conviction: Imprisonment with or without hard labor for not over 20 years.
5. Possession of Marijuana over 60 pounds:
 - a. For 60 pounds or more but less than 2,000 pounds: Imprisonment at hard labor for not less than five years, nor more than 15 years and a fine of not less than \$25,000 nor more than \$50,000.
 - b. For 2,000 pounds or more but less than 10,000 pounds: Imprisonment at hard labor for not less than 10 years, nor more than 40 years and a fine of not less than \$50,000 nor more than \$200,000.
 - c. For 10,000 pounds or more: Imprisonment at hard labor for not less than 25 years, nor more than 40 years and a fine of not less than \$200,000 nor more than \$500,000.

Schedule II LA. RS 40-967

1. For pentazocine: two to five years with or without hard labor. Maximum fine of \$5,000.

2. For cocaine, amphetamines and methamphetamines:
 - a. 28-199 grams: 5 to 30 years at hard labor. Fine of \$50,000-\$150,000.
 - b. 200-399 grams: 10 to 30 years at hard labor. Fine of \$100,000 - \$250,000.
 - c. 400 or more grams: 15 to 30 years at hard labor. Fine of \$250,000-\$600,000.
3. For other drugs in Schedule II: Maximum of five years with or without hard labor. Maximum fine of \$5,000.

Schedule III, IV, V LA. RS 968-970

Maximum fine of five years with or without hard labor. Maximum fine of \$5,000.

Note: Except as otherwise stated, penalties for second or subsequent convictions are twice those for a first conviction.

Prevention

Compass Career College, its students, faculty, and staff, have adopted the follow Drug Free School Policy (DFSP) in an effort to decrease school liabilities and provide a safer learning and working environment:

1. No distribution, possession, or use of illegal drugs is allowed while attending school.
2. Intoxication from alcohol or alcohol use is not allowed on the College premises and/or any campus affiliated sites.
3. Students are not to report intoxicated or possess alcohol while on campus, clinical, or externship sites.
4. No alcohol consumption within 8 hours of reporting to campus, clinical or externship site.
5. No drug paraphernalia or possession of any illegal drugs is allowed.
6. Use of a prescription drug that is not specifically prescribed to you is prohibited.
7. Prescription drug use is allowed only after informing administration and by presenting the Rx. bottle with the student's name on it to administration.
8. Student, faculty and staff are subject to drug and alcohol testing at any time.
9. New students may be required to have a pre-enrollment drug screen prior to acceptance into the College.
10. Students that are habitually tardy and/or have frequent absences may be subject to drug and alcohol testing at any time.
11. Students that exhibit aggressive behavior may be subject to drug and alcohol testing at any time.
12. Students that exhibit extreme behavioral changes may be subject to drug and alcohol testing at any time.
13. Students will be tested by an independent drug-screening agency.
14. Drug testing may be conducted at any time for any reason deemed necessary by Faculty and/or Administration.
15. Drug testing will be conducted immediately preceding any accident or injury.

16. Failure to comply with any of the above, refusal to submit to a requested drug and alcohol screening, or failure of a drug and alcohol screening will be grounds for immediate termination.
17. If testing positive on a drug and alcohol screening (i.e. failure) students, faculty, and staff may be subjected to the loss of campus benefits, workman's comp. insurance or other benefits.

Intervention

Compass Career College will take the following actions to ensure its students, faculty, staff, and facilities are in compliance with the Drug and Alcohol Code of Conduct:

1. Conduct drug and alcohol testing on students, faculty and/or staff on a random basis.
 - a. Students may be required to submit to drug and alcohol screenings as part of the admissions process.
 - b. All drug and alcohol screenings will be conducted by an independent agency.
 - c. Drug and Alcohol screenings may consist of breath alcohol test, urine analysis, hair follicle sample, saliva sample, or any other method chosen by the administrating agency.
2. Conduct random canine searches on campus property, including (but not limited to) all buildings, parking areas, break rooms, and lockers.

Education

Health Risks Associated with Alcohol and Substance Abuse

The use of alcohol and substance abuse has been proven to be destructive to higher mental function, especially to education and learning. Long term use of alcohol can cause permanent damage to vital body organs. Mothers who drink during pregnancy can give birth to infants with fetal alcohol syndrome. These infants have irreversibly physical and mental disabilities. Use of controlled substances also has the potential to cause psychological and physical dependence.

Controlled Substances – Uses and Effects

Narcotics

Possible effects: euphoria, drowsiness, depression of respiratory system, GI upset, constricted pupils

Effects of overdose: Slow shallow respirations, clammy skin, convulsions, coma, and possible death.

Drugs: Opium, Morphine, Codeine, Heroin, Methadone, Meperidine, Hydromorphone

Depressants

Possible effects: slurred speech, disorientation, drunken behavior with or without alcohol odor.

Overdose: Depressed respiratory system, clammy skin, pupils dilated, rapid weak pulse, coma, and possible death

Drugs: Chloral hydrate, Barbiturates, Benzodiazepines, Quaaludes.

Stimulants

Possible effects: Increased alertness, inability to sleep, decreased appetite, euphoria, rapid pulse rate and increased blood pressure

Overdose: Agitation, increase in body temperature, hallucinations, convulsions, possible death

Drugs: Cocaine, Amphetamines, Phenmetrazine, Methylphenidate

Hallucinogens

Possible Effects: Poor perception to time and distance, illusions and hallucinations

Overdose: Longer more intense episodes of euphoria, psychosis, possible death

Drugs: LSD, Mescaline , Peyote, PCP, Amphetamine variants

Cannabis

Possible effects: Euphoria, disorientation, increased appetite, relaxed inhibitions

Overdose: Fatigue, paranoia, possible psychosis

Drugs: Marijuana, Hashish, Hashish oil

Rehabilitation

Compass Career College will make the appropriate referrals to community agencies to students or employees with drug and/or alcohol related problems. Students and employees may also contact the Center for Substance Abuse Treatment and Referral Hotline for information and referrals to local treatment centers at 1-800-662-HELP. The College encourages students to adopt and maintain healthy lifestyles. The following is a list of area agencies:

1. SAMSHA Drug and Alcohol Rehab Programs, Albany, LA (225) 567-6886
2. Amite Substance Abuse Clinic, (985)748-5406
3. Children Youth and Family Services, Amite, LA(985) 748-2001
4. Hammond Addictive Disorders Clinic, Hammond, LA(985)543-4070
5. Catholic Community Services, Hammond, LA (985)542-5455
6. Journey Home, Denham Springs, LA, (225)667-3933
7. Addiction Recovery Resources Baton Rouge, LA (225)267-4209
8. Baton Rouge Area Alcohol and Drug Center, (225)389-3325
9. Pride of St. Tammany, (985)893-5247
10. Alcoholics Anonymous, Mandeville, LA, (985)626-8311
11. Alcohol and Drug Treatment Unit, Mandeville, LA (985)624-4495

Students and employees should refer to the following for additional information:

1. Student Handbook
2. Drug-Free Schools and Community Act Amendment of 1989.
3. State and Federal Drug-Free Workplace Policies.

J. This policy will be reviewed to:

1. Determine effectiveness and implement changes to the program if they are needed; and
2. Ensure that the sanctions described are consistently enforced.