



DRUG AND ALCOHOL ABUSE PREVENTION PROGRAM

Sullivan and Cogliano Training Centers, Inc. is committed to providing a safe working and learning environment. Maintaining a safe working and learning environment for the community requires the cooperation of all members of the Training Centers community. Included in these policies is information pertaining to campus drug and alcohol prevention. Under federal law Sullivan and Cogliano must publish annually and distribute to all employees and students each year, information pertaining to the institution’s drug and alcohol prevention program. In compliance with this requirement, the Drug and Alcohol Prevention Program is provided to each student at Orientation, and a copy of the Drug and Alcohol Prevention Program is distributed to each employee and active student in October of each year, at the same time the Annual Crime Report is submitted. If you have any questions or comments regarding the information provided in the document, please contact the Campus Director.

DRUG-FREE CAMPUS POLICY

Sullivan and Cogliano Training Centers, Inc. prohibit the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees as part of any of Sullivan and Cogliano activity or on Sullivan and Cogliano property.

LEGAL SANCTIONS

Federal law requires that we inform you of a description of the applicable legal sanctions under local, state or federal law for the unlawful possession or distribution of illicit drugs and the abuse of alcohol. Federal Penalties and sanctions for illegal possession of a controlled substance are as follows:

Federal Trafficking Penalties

Federal Trafficking Penalties for Schedules I, II, III, IV, and V (except Marijuana, Hashish, Hashish Oil)				
Schedule	Substance/Quantity	Penalty	Substance/Quantity	Penalty
II	Cocaine 500-4999 grams mixture	First Offense: Not less than 5 yrs. and not more than 40 yrs. If death or serious bodily injury, not less than 20 yrs.	Cocaine 5 kilograms or more mixture	First Offense: Not less than 10 yrs. and not more than life. If death or serious bodily injury, not less than 20 yrs. or
II	Cocaine base 28-279 grams mixture		Cocaine Base 280 grams or more mixture	

IV	Fentanyl 40-399 grams mixture	or more than life. Fine of not more than \$5 million if an individual, \$25 million if not an individual.	Fentanyl 400 grams or more mixture	more than life. Fine of not more than \$10 million if an individual, \$50 million if not an individual.
I	Fentanyl Analogue 10-99 grams mixture		Fentanyl Analogue 100 grams or more mixture	Second Offense:
I	Heroin 100-999 grams mixture	Second Offense: Not less than 10 yrs. and not more than life. If death or serious bodily injury, life imprisonment.	Heroin 1 kilogram or more mixture	Not less than 20 yrs. and not more than life. If death or serious bodily injury, life imprisonment.
I	LSD 1-9 grams mixture		LSD 10 grams or more mixture	Fine of not more than \$20 million if an individual, \$75 million if not an individual.
II	Methamphetamine 5-49 grams pure or 50-499 grams mixture	Fine of not more than \$8 million if an individual, \$50 million if not an individual.	Methamphetamine 50 grams or more pure or 500 grams or more mixture	
I	PCP 10-99 grams pure or 100-999 grams mixture		PCP 100 grams or more pure or 1 kilogram or more mixture	2 or More Prior Offenses: Life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.
Substance/Quantity				
Substance/Quantity		Penalty		
Any Amount Of Any Other Schedule I & II Substances		First Offense: Not more than 20 yrs. If death or serious bodily injury, not less than 20 yrs. or more than Life. Fine \$1 million if an individual, \$5 million if not an individual.		
Any Drug Product Containing Gamma Hydroxybutyric Acid		Second Offense: Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if not an individual.		
Flunitrazepam (Schedule IV) 1 Gram Or More				

Any Amount Of Other Schedule III Drugs	<p>First Offense: Not more than 10 years. If death or serious bodily injury, not more than 15 yrs. Fine not more than \$500,000 if an individual, \$2.5 million if not an individual.</p> <p>Second Offense: Not more than 20 yrs. If death or serious bodily injury, not more than 30 yrs. Fine not more than \$1 million if an individual, \$5 million if not an individual.</p>
Any Amount Of All Other Schedule IV Drugs (Except 1 Gram Or More Of Flunitrazepam)	<p>First Offense: Not more than 5 years. Fine not more than \$250,000 if an individual, \$1 million if not an individual.</p> <p>Second Offense: Not more than 10 years. Fine not more than \$500,000 if an individual, \$2 million if other than an individual.</p>
Any Amount Of All Schedule V Drugs	<p>First Offense: Not more than 1 yr. Fine not more than \$100,000 if an individual, \$250,000 if not an individual.</p> <p>Second Offense: Not more than 4 yrs. Fine not more than \$200,000 if an individual, \$500,000 if not an individual.</p>
Federal Trafficking Penalties for Marijuana, Hashish and Hashish Oil, Schedule I Substances	
Marijuana 1,000 kilograms or more marijuana mixture or 1,000 or more marijuana plants	<p>First Offense: Not less than 10 yrs. or more than life. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine not more than \$10 million if an individual, \$50 million if other than an individual.</p> <p>Second Offense: Not less than 20 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$20 million if an individual, \$75 million if other than an individual.</p>
Marijuana 100 to 999 kilogram marijuana mixture or 100 to 999 marijuana plants	<p>First Offense: Not less than 5 yrs. or more than 40 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine not more than \$5 million if an individual, \$25 million if other than an individual.</p> <p>Second Offense: Not less than 10 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$8 million if an individual, \$50million if other than an individual.</p>
Marijuana 50 to 99 kilograms marijuana mixture or 50 to 99 marijuana plants	<p>First Offense: Not more than 20 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine \$1 million if an individual, \$5 million if other than an individual.</p>

Hashish More than 10 kilograms	Second Offense: Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if other than an individual.
Hashish Oil More than 1 kilogram	
Marijuana Less than 50 kilograms marijuana (but does not include 50 or more marijuana plants regardless of weight)	First Offense: Not more than 5 yrs. Fine not more than \$250,000, \$1 million if other than an individual. Second Offense: Not more than 10 yrs. Fine \$500,000 if an individual, \$2 million if other than an individual.
1 to 49 marijuana plants	
Hashish 10 kilograms or less	
Hashish Oil 1 kilogram or less	

*The minimum sentence for a violation after two or more prior convictions for a felony drug offense have become final is a mandatory term of life imprisonment without release and a fine up to \$8 million if an individual and \$20 million if other than an individual.

** http://www.justice.gov/dea_old/agency/penalties.html

HEALTH RISKS ASSOCIATED WITH THE USE OF ILLICIT DRUGS AND THE ABUSE OF ALCOHOL

1. **Alcohol**

Although alcohol is “legal”, it is the most commonly abused substance in school environments and in the workplace. It can lead to:

- poor judgment and coordination
- drowsiness and mood swings
- liver damage and heart disease

2. **Cigarettes and other Nicotine Products**

In 1989, the U.S. Surgeon General issued a report that concluded that cigarettes and other forms of tobacco, such as cigars, pipe tobacco and chewing tobacco, are addictive and that nicotine is the drug in tobacco that causes addiction. Nicotine is both a stimulant and a sedative to the central nervous system. It is readily absorbed from tobacco smoke in the lungs and it does not matter whether the tobacco smoke is from cigarettes, cigars or pipes. Nicotine is also absorbed readily when tobacco is chewed.

- Major cause of stroke
- Third leading cause of death in the US
- Increases the chance of cardiovascular diseases
- Higher expectancy rate of lung cancer, emphysema, and bronchial disorders

3. **Marijuana**

Recent studies suggest that marijuana is addictive. In addition, marijuana is much stronger than it was twenty years ago. It can cause:

- impaired short term memory
- slowed reaction time
- lung disease and infertility

4. **Prescription Drugs**

Prescription drugs are not safe unless they are taken as prescribed. If abused they can lead to:

- sluggishness or hyperactivity
- impaired reflexes
- addiction and brain damage

5. **Cocaine and Crack**

Highly addictive, cocaine and crack can speed up performance but the effect is short lived. More long lasting effects are:

- shortened attention span
- irritability and depression
- seizure and heart attack

6. **Barbiturates**

In small doses, barbiturates produce calmness, relaxed muscles, and lowered anxiety. Larger doses cause slurred speech, staggering gait, and altered perception. Very large doses or doses taken in combination with other central nervous system depressants (e.g., alcohol) may cause:

- Respiratory depression, coma and even death
- Poor muscle control
- May appear drowsy or drunk
- Become confused, irritable, or inattentive
- Or have slowed reactions

7. **Amphetamines**

Amphetamines, methamphetamines, or other stimulants can cause increased heart rate and respiratory rates, elevated blood pressure, and dilated pupils. Larger doses cause:

- Rapid or irregular heartbeat
- Tremors and physical collapse

An individual using amphetamines might begin to lose weight, have the sweats, and appear restless, anxious, moody, and unable to focus. Extended use may produce psychosis, including hallucinations, delusions and paranoia.

8. **Hallucinogens**

PCP, or angel dust, interrupts the part of the brain that controls the intellect and keeps instincts in check. PCP blocks pain receptors.

- Violent episodes, including self-inflicted injuries
- Memory loss and speech difficulty
- Convulsions, coma and heart failure
- Sleeplessness, confusion, anxiety, and panic

9. **Steroids (anabolic)**

Anabolic steroids are human-made substances related to male sex hormones. Some athletes abuse anabolic steroids to enhance performance. Abuse of anabolic steroids can lead to:

- Serious health problems, some of which are irreversible
- depression, hallucinations, paranoia
- severe mood swings and aggressive behavior
- liver tumors and cancer
- jaundice, high blood pressure, kidney tumors, severe acne and trembling

In males side effects may include shrinking of the testicles and breast development. In females, side effects may include growth of facial hair, menstrual changes and deepened voice. In teenagers, growth may be halted prematurely and permanently.

10. **Narcotics**

Because narcotics are generally injected, the use of contaminated needles may result in the contraction of many different diseases, including AIDS and hepatitis. Symptoms of overdose include shallow breathing, clammy skin, convulsions, and coma and may result in death. Some signs of narcotic use are euphoria, drowsiness, constricted pupils, and nausea. Other symptoms include:

- Itchy skin
- Needle or “track” marks on the arms and legs
- Nodding
- Lack of sex drive and appetite
- Sweating

HELP IS AVAILABLE

Breaking free of the cycle of abuse is a difficult move for the drug user or alcoholic. But help is nearby – within Sullivan and Cogliano and within your community. When the user reaches out for help, everyone benefits from better relationships, health and safety, and the ability to work together as a team.

- **Within Sullivan and Cogliano**

All faculty, students and staff are invited to use the confidential resources of the Student Services Office. The Office of Student Services will act as a resource to refer individuals to private and public sources of assistance.

- **Within the Community**

Most communities offer a wide variety of resources. They include groups such as Alcoholics Anonymous, Narcotics Anonymous, hospitals, mental health centers, social service agencies, and private therapists. Some provide free services. Most of these groups are listed in your telephone book.

Some other sources of assistance are:

National Institute on Drug Abuse Hotline

1-800-662-HELP

National Cocaine Hotline

1-800-COCAINE

National Council on Alcoholism

1800-NCA-CALL

DISCIPLINARY SANCTIONS FOR VIOLATIONS

Illegal drug or alcohol possession, use, or distribution on campus is subject to action by local, state and federal law enforcement agencies. Under Public Law 101-226, Sullivan and Cogliano is now required to report convictions under local and state law to the federal government.

Any student or school employee who is convicted of unlawful possession, use, or distribution of illegal drugs or alcohol on school property or as part of any Sullivan and Cogliano activity will be encouraged to complete an appropriate rehabilitation program at a public or private facility.

Conviction of criminal offenses of illegal drug possession, use or distribution on campus may also result in expulsion from school for a student and termination of employment for an employee. Decisions concerning such actions will be rendered after a hearing, if such a hearing is requested, with a Disciplinary Committee convened to consider such matters. At this hearing, extenuating and mitigating circumstances will be considered.

The Drug-Free Workplace Act of 1988 requires that we notify the Department of Education for infractions of the policy.

As a condition of employment, employee will abide by the terms of the DFWP policy, and will notify the employer (Director) of any criminal drug statute conviction for a violation occurring in the workplace no later than five days after such conviction; Sullivan and Cogliano will notify the agency within ten days after receiving notice from an employee or otherwise receiving actual notice of such conviction.

Sullivan and Cogliano will take one of the following actions, within thirty days of receiving notice with respect to any employee who is so convicted: 1) take appropriate personnel action against such an employee, up to and including termination; or 2) require such employee to participate satisfactorily in a drug abuse assistance or rehabilitation program approved for such purposes by a federal, state or local health, law enforcement or other appropriate agency.

DRUG OR ALCOHOL ABUSE EDUCATION PROGRAMS

Sullivan and Cogliano Training Centers, Inc. does not provide substance abuse counseling or educational programs to students. Students are encouraged to seek assistance from community agencies that provide these services. Below is a listing of various Hotlines/Helplines Nationwide that students can contact for more information.

In addition to these agencies, **employees** may seek services through Sullivan and Cogliano Employee Assistance Program, which is outlined in the Employee Guidebook.

National Hotlines & Helplines

Partnership for a Drug Free America:	http://www.drugfree.org
Switchboard of Miami (Drug & Mental Health 24 hours):	305-358-4357
Drug & Alcohol Treatment Referral National Hotline:	1-800-662-4357
Narcotics Anonymous, World Service Line:	(818) 773-9999
National Alcoholics Anonymous:	212-870-3400

Sullivan and Cogliano Training Centers, Inc. conducts a biennial review of the Drug and Alcohol Prevention Program's effectiveness, implements changes, if needed, and ensures that the disciplinary sanctions are consistently enforced. The biennial review takes place in June in years ending with an even number (i.e., 2012, 2014, 2016, etc.) The school solicits feedback or suggestions from students, employees and Advisory Committee members may have to increase the effectiveness of this program.

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I have received a copy of the Drug and Alcohol Abuse Prevention Program. I understand that if I am a drug or alcohol offender, I will be subject to the disciplinary sanctions stated therein.

Print Name

Date

Signature