



DRUG AND ALCOHOL FREE COMMUNITIES NOTIFICATION

Statement of Policy

The Board of Trustees is committed to providing a drug-free workplace for its employees and students in accordance with the Drug Free Workplace Act of 1988 and the Safe and Drug Free Schools and Communities Act of 1994.

Disciplinary Sanctions

Consistent with federal, state and local law, City Colleges of Chicago will impose disciplinary sanctions upon students and employees who violate this policy. Violations of the federal, state and local laws and ordinances governing drug and alcohol abuse by employees or students may result in referral for criminal prosecution. Legal sanctions, including fines and/or imprisonment, may be imposed by the courts. Students in violation of the policy may be required by the City Colleges of Chicago to receive treatment, or to be suspended or expelled. Faculty and staff in violation of this policy may be required to receive treatment. The City Colleges of Chicago may exercise disciplinary actions against faculty and staff in violation of the policy, up to and including termination.

Legal Sanctions

Some drug/alcohol offenses are misdemeanors while others are felonies. In either case, the sentence may include imprisonment. Convictions for the unauthorized manufacture, delivery, trafficking and possession of a controlled substance range from a Class I felony to a Class X felony. The penalties depend on the type of substance, amount, number of previous offenses and the age of the person. Penalties range from probation or imprisonment and up to \$500,000 in fines.

Convictions for the manufacture, possession or delivery of cannabis range from a Class III misdemeanor to a Class III felony. The penalties associated with cannabis depend on the amount, number of previous offenses, and the age of the person and range from probation or imprisonment with fines up to \$100,000.

The Illinois Revised Statutes – Chapter 625 Article V; and Chapter 720 Sections 550, 570, 600 and 690 specifically identify each crime and the corresponding penalty. Copies are available from area law enforcement agencies and online at <http://www.ilga.gov/legislation/ilcs/ilcs.asp/>. The Illinois statutes are consistent with federal law, and local law is subject to state law.

Educational Impact

Certain academic programs require regular drug and alcohol screenings. For academic programs that require clinical or practicum field work, and/or that require a student's eligibility to sit for a licensure exam, regular and random drug and alcohol screening is required. In addition, the use, sale, or distribution of drugs and

alcohol, including the conviction of certain criminal offenses related to illicit drug and alcohol intoxication, may limit or adversely affect a student's ability to enter into and/or to continue in an academic program at any of the City Colleges. Such limitation could be a further detriment to a student's future pursuit of advanced academic credentials at external colleges, universities, and professional programs.

Health Risks Associated with Illicit Drugs and Alcohol Abuse

It is important to understand the extent of the health risks associated with alcohol and drug abuse. To assist our students and staff in regard to substance abuse, we provide the accompanying chart identifying selected substances with companion information about physical effects and dangers.

Illegal substances, drugs, alcohol	Physical effects/symptoms	Dangers
Alcohol	Absorbed directly into bloodstream, enters every organ of the body and depresses the central nervous system; results in intoxication, dizziness, slurred speech, unsteady walk, relaxation, relaxed inhibitions, impaired coordination and slowed reflexes.	Addiction: accidents, impaired ability, coordination and judgment; memory loss; vision disturbance; reduced ability to concentrate; heart and liver damage; nausea; vomiting; other physical damage; and death.
Cocaine (AKA: Crack)	Decreased appetite, increased heart rate/temperature/blood pressure, slowed breathing, brief intense euphoria, restlessness, excitement, and a feeling of well-being followed by depression.	Addiction: heart failure, ulcers in nose, seizures, lung damage, severe depression and sudden death.
Marijuana/Cannabis	Altered perceptions, increased heart rate, high blood pressure, reduced fertility, red eyes, dry mouth, reduced concentration and coordination, euphoria, laughing and hunger.	Panic reaction, impaired short-term memory, addiction, lack of motivation, anxiety/panic, impaired coordination and lung damage.
Hallucinogens (AKA: Acid, angel dust, buttons, cactus, hog, killer weed, magic mushrooms, microdot, PCP, LSD, red dragon, sugar cubes, white lightning)	Altered mood and perception, focus on details, anxiety, panic, nausea, synesthesia (ex. smell colors, see sounds), illusions, hallucinations, dilated pupils, elevated body temperature, and sleeplessness; repeated heavy use can lead to increased heart rate/blood pressure.	Unpredictable behavior, emotional instability, convulsions, coma, heart/lung failure, inability to feel pain, disorientation, flashbacks, ruptured blood vessels in the brain, tremors, violent behavior (with PCP), can cause the appearance of schizophrenic-like psychosis.
Inhalants (AKA: Aerosol sprays, bolt, climax, huff, laughing gas,	Nausea, dizziness, headache, lack of coordination and control, rapid pulse, loss	Unconscious, suffocation, nausea and vomiting, permanent damage to brain

locker room, poppers, snappers, solvents, whippets)	of appetite and involuntary passing of urine or feces.	and central nervous system, hepatitis or brain damage, electrolyte imbalance and muscle fatigue, violent behavior, suffocation and sudden death.
Narcotics (AKA: Big H, codeine, darvon, demerol, dolophine, heroin, horse, junk, lomotil, methadone, morphine, mud, opium, pectoral syrup, smack)	Euphoria, drowsiness, insensitivity to pain, nausea, vomiting, watery eyes, runny nose, slow shallow breathing, clammy skin and convulsions.	Addiction, lethargy, weight loss, contamination from utensils (hepatitis, AIDS), accidental overdose, coma, death, premature or stillborn infants and severe withdrawal.
Stimulants other than cocaine (AKA: Black beauties, crank, crystal meth, diet pills, ice, pep pills, speed, uppers)	Alertness, talkativeness, wakefulness, increased heart rate/blood pressure, loss of appetite, rapid breathing, headache, dizziness, dilated pupils, heavy sweating and shaky hands; repeated use can lead to brain damage/ulcers/malnutrition.	Fatigue leading to exhaustion, addiction, paranoia, depression, confusion, possibly hallucinations, anxiety/panic and violent behavior.
Depressants (AKA: Amytal, barbs, blue devils, downers, librium, ludes, miltown, nembutal, quaaludes, red devils, seconal, serax, valium, yellow jackets)	Depressed breathing, slow heartbeat, intoxication, drowsiness and uncoordinated movements	Possible overdose (combination with alcohol can multiply the effect), muscle rigidity and addiction; withdrawal and overdose require medical treatment; high doses can result in coma and death.

Treatment and Rehabilitative Services

Students or employees who are having difficulty with drug or alcohol use are urged to seek a confidential assessment from the City Colleges of Chicago Wellness Centers. Based upon the assessment, a Wellness Center counselor can provide referrals and linkage to treatment services at community-based agencies or within certain health insurance networks. Anyone who is aware of others (either students, faculty or staff) with possible drug or alcohol abuse problems should also seek guidance from the Wellness Centers to facilitate a referral to the Wellness Centers or an off-campus provider. Additional information regarding the Wellness Centers at each College can be found online at: <http://www.ccc.edu/departments/Pages/Wellness-Centers.aspx>.

Prevention and Education

City Colleges of Chicago will institute and maintain a drug awareness program to inform employees and students about:

- the dangers of drug and alcohol abuse
- the college’s policy of maintaining a drug and alcohol-free learning and working environment

any available drug counseling rehabilitation, student wellness resources through our Wellness Centers at each College which can be found online at:

<http://www.ccc.edu/departments/Pages/Wellness-Centers.aspx>

- employee assistance programs which can be found online at:
<http://www.ccc.edu/departments/Pages/Open-Enrollment-Fall-2013-EAP.aspx>.
- the penalties that might be imposed on employees and students for drug abuse and alcohol violations