



DRUG AND ALCOHOL ABUSE PREVENTION PROGRAM

The Higher Education Amendments of 1998 (HEA98) requires that institutions annually distribute in writing to each student and each employee:

- Standards of conduct that clearly prohibit the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on the school's property or as part of any of the school's activities
- Descriptions of applicable legal sanctions under state, local, and federal law
- Description of health risks
- Description of available counseling, treatment, rehabilitation, or re-entry programs
- Clear statement that the school will impose sanctions for violation of standards of conduct and a description of sanctions

Policy

Hondros College of Nursing (the "College") is committed to providing a safe, healthy, and productive working and learning environment for all students, faculty and staff. The College prohibits the unlawful possession, use, sale, consumption, purchase, manufacture, and/or distribution of illicit drugs or alcohol by students, faculty or staff on College property, at a Clinical facility utilized by the College, or at a College activity or event. Prohibited conduct is subject to the sanctions and rights contained in this policy and other College policies and procedures. This policy applies to all students and employees of the College.

The Chief Executive Officer may approve the consumption of alcohol at College activities and events. At a College sponsored activity or event, individuals consuming alcohol are expected to behave in accordance with usual business standards, applicable codes of conduct, company policies, and applicable law, including laws related to the minimum age for consumption of alcohol. Failure to adhere to these expectations may result in disciplinary action and sanctions.

Sanctions

As applicable, and consistent with local, state and federal law, any violation of this policy may result in College disciplinary action up to and including termination of employment (if College faculty or staff member) or up to and including expulsion (if a student), and referral to law enforcement. The College may impose one or more disciplinary actions and sanctions, including required participation in a substance abuse rehabilitation or treatment program at the cost of the individual, as a condition to

continue employment or enrollment. The College will abide by its Student Code of Conduct in evaluating any cases of a student's noncompliance with this policy.

In addition, violators of this policy may be subject to criminal prosecution under local, state and federal law. Controlled substance and misuse of alcohol laws vary by state and locality and may apply based on where the violation occurred. Ohio and Indiana laws include criminal provisions regarding the unlawful possession, use and distribution of drugs, intoxicating liquors and beer. Under Ohio law, a felony conviction may result in imprisonment, fines, or both. The maximum prison term for these types of offenses is 11 years. The fine for a first degree felony in Ohio is a basic fine of not more than \$20,000. A misdemeanor conviction may lead to imprisonment for up to 6 months and/or a fine of up to \$1,000. Convictions for some offenses carry mandatory penalties, including the suspension of a driver's or commercial driver's license for a period ranging from 6 months to 5 years. Additional details are provided in the [Ohio Revised Code](#). Under Indiana law, drug and alcohol related felonies can carry fines of up to \$10,000 and imprisonment of up to 30 years. Additional details are provided in the Indiana Code. The College also requires students to abide by any local ordinances regarding drug and alcohol abuse. Federal criminal penalties may include, but are not limited to, penalties under the Controlled Substances Act (21 U.S.C. §§ 801 *et seq.*) and its implementing regulations, which can include fines, forfeitures and imprisonment. Additional information is available from the U.S. Drug Enforcement Administration: <https://www.deadiversion.usdoj.gov/>.

Health Risks

Alcohol and other drug abuse is a significant public health problem and has a detrimental effect on the community in terms of increased medical and workers compensation claims, medical disability costs, decreased productivity, theft, and absenteeism. Additionally, alcohol and other drug abuse pose significant health risks to individuals including addiction, permanent injury, and death.

Specific health risks include:

1. **Alcohol.** Alcohol consumption causes a number of marked changes in behavior. Even low doses impair judgment and coordination and increase the incidence of aggressive behavior. Very high doses can cause respiratory depression and death. Alcohol intoxication is equivalent to a drug overdose. Repeated use of alcohol can lead to a change in tolerance and dependence. Cessation of alcohol intake, among individuals suffering from addiction, can produce withdrawal symptoms, including tremors, hallucinations, convulsions, and death. Long-term consumption of large quantities of alcohol can lead to permanent damage to vital organs such as the brain and the liver. Women who drink even small amounts of alcohol during pregnancy may give birth to infants with fetal alcohol syndrome. Children of alcoholic parents have a 40 percent greater risk of developing alcoholism than those children of nonalcoholic parents.
2. **Marijuana.** The mood-altering effects of marijuana are the result of a chemical delta9 tetrahydrocannabinol (THC). THC is fat-soluble and remains in the body up to four weeks after smoking one marijuana cigarette. Consequently, even the occasional user can be detected

through urinalysis. Research indicates that regular use may have long-term effects on the user's brain, heart, and reproductive organs. The numerous carcinogenic chemicals found in marijuana smoke make it particularly harmful to the lungs.

3. **Depressants.** The use of depressants can result in a change in tolerance and physical as well as psychological dependency. The combining of multiple depressants (e.g. Xanax and alcohol) will intensify the depressant effects, exacerbating the health risk. Withdrawal symptoms include anxiety, vomiting, acute psychotic episodes, seizures, coma and death.
4. **Stimulants.** High doses of stimulant drugs result in intense personality disturbances, including visual and auditory hallucinations, delusions, and paranoia. Tolerance develops rapidly. Cross-tolerance does develop among stimulant drugs (e.g. methamphetamines and cocaine). The use of cocaine can cause death by cardiac arrest or respiratory failure. Stimulants are addictive and withdraw from them may cause depression and suicidal ideation with some individuals.
5. **Narcotics.** Tolerance, especially to the euphoric effects of narcotics, and physical dependence develop rapidly. In order to avoid intense drug cravings, the addict becomes preoccupied with acquiring the drug. Withdrawal symptoms are extremely uncomfortable; however, they are seldom life-threatening.
6. **Hallucinogens.** Large doses of Phencyclidine (PCP) may result in convulsive seizure, coma, and death. Mood disorders occur and the user may become violent, irrational, and potentially harmful to self and others. Lysergic acid (LSD), mescaline, and psilocybin cause sensations and feelings to change rapidly. The user may experience panic, confusion, anxiety, and depersonalization; spontaneous reappearance e.g., flashback of the drug experience after use has ceased may occur.
7. **Anabolic-androgenic steroids.** Steroid users can experience serious cardiovascular, liver, central nervous system, gastrointestinal, and reproductive disorders. In males, use can result in testicular atrophy, sterility, impotence and arrested growth. Irreversible masculinization and sterility can result when women use steroids. Psychological impairments include mood swings, depression, and very aggressive behavior.

Prevention and Support Resources

We encourage anyone who needs information related to alcohol or drug abuse to use directory information, online searches, the telephone book, or referrals from friends and/or professionals. The following local agencies may be able to assist in providing support:

- Akron: United Way of Summit and Medina (330) 762-7601
- Fairborn/Dayton: United Way of Greater Dayton (800) 917-3224
- Independence/Cleveland: United Way of Greater Cleveland (216) 436-2100
- Indianapolis: United Way of Central Indiana (317) 923-1466
- Maumee/Toledo: United Way of Toledo (419) 248-2424
- West Chester/Cincinnati: United Way of Greater Cincinnati (513) 732-7100

- Westerville/Columbus: Hands-On Central Ohio (614) 221-6766

At a national level, there are also organizations dedicated to providing information and support:

- Substance Abuse and Mental Health Services Administration (SAMHSA) - An agency of the US Department of Health & Human Services providing information online regarding alcohol, drugs, and treatment programs.
General Address: www.samhsa.gov
Specific Address for Treatment Programs: findtreatment.samhsa.gov
1-800-729-6686
- The National Clearinghouse for Alcohol and Drug Information – Part of US Department of Health and Human Services & SAMSHA’s Clearinghouse <http://www.samhsa.gov/>
1-(800) 729-6686
- About.com Substance Abuse - Explore the complicated disease of addiction. Information on basic questions concerning drugs and addiction.
- National Institute on Drug Abuse - General Link/Address: www.nida.nih.gov
Specific Link/Address on Club Drugs: <https://www.drugabuse.gov/drug-topics/club-drugs>,
1-310-443-1124

Policy Review

The College will review this policy and any disciplinary action taken hereunder at least every two (2) years (i.e., in each even-numbered year) to determine the policy’s effectiveness, to identify and implement any necessary changes, and to ensure sanctions are consistently and fairly enforced.

As part of its biennial review, the College will determine and document:

- The number of violations and fatalities that occur on College property or as part of any College activity or event, and that are reported to College officials; and
- Of those reported violations and fatalities, the number and type of sanctions imposed by the College.

The College will make available upon request the results of the biennial review as well as the data and methods supporting its conclusions.

The policy review process will be completed by the Drug and Alcohol Biennial Review Task Force (“Task Force”), which will include representatives from Accreditation & Compliance, Campus Operations, Academics, Human Resources, and Financial Aid. The members of the Task Force will solicit data from Human Resources, Campus Operations, and Academics to determine the number of policy violations that occurred during the review period. The Task Force will also collect information regarding the sanctions that were imposed for any reported violations. In addition to tracking the number of violations and sanctions, the Task Force will assess whether sanctions have been applied consistently. Additionally,

the Task Force will solicit feedback from Human Resources, Campus Operations, and Academics to determine whether students or employees have requested drug or alcohol counseling from the College. The Task Force may also issue a campus climate survey for students and staff to provide anonymous, aggregated data regarding drug and alcohol abuse on campus. The Task Force may interview College staff members and students as needed.

After the initial information collection stage, the Task Force will prepare a written report which may cover the following issues:

1. A description of drug and alcohol abuse prevention program elements at the College. This section may describe any educational programs, trainings, or initiatives taken to address drug and alcohol abuse. This section can also describe the departments on campus that provide access to drug and alcohol abuse prevention resources.
2. A statement of the program goals. This goal may be the same year to year or may change depending on the current campus climate.
3. Summaries of the program's strengths and weaknesses. This section should include the information related to numbers of violations, fatalities, and sanctions. The section should address whether sanctions have been effective in minimizing occurrence of future violations. The section should also analyze how consistently sanctions have been applied. Additionally, this section should assess whether students and employees seem to be aware of prevention resources that are available to them.
4. A description of the annual notification process and whether it was implemented effectively.
5. Recommendations for revising the College's drug and alcohol abuse prevention program or related policies. This section may address whether increased resources may be necessary if the Task Force determines that the program has been ineffective. This section may also address changes that may be necessary for other policies across the institution.

The CEO will review and approve the final report. The Task Force should then seek to implement any recommendations included in the report, including relevant revisions to this policy.

Annual Notification

The College will annually distribute this policy to students, faculty and staff. In addition, during the year, the College will also provide a copy of the policy to students who enroll and employees who are hired after the initial distribution for the year. Students who have lost Title IV eligibility due to drug convictions will be provided with an additional notice regarding how to regain eligibility.