

Cincinnati Christian University – Drug and Alcohol Prevention Program

Standards of Conduct for Employees & Students

Employees

It is a violation of University policy to use or be under the influence of alcohol and/or illegal drugs at any time during the workday, while on or using University property, conducting University business or otherwise representing the University. It is also a violation to use prescription drugs illegally. Employees are responsible for promptly notifying his/her supervisor if the prescribed medication will affect the employee's ability to perform any function of his/her job.

It is a violation of University policy for any employee to possess, sell, trade, or offer for sale or trade, illegal drugs or otherwise engage in illegal drug-related activity during the workday, while on University property, conducting University business or otherwise representing the University. Violations of this policy that involve the "trafficking" of drugs may result in an employee or student being referred for criminal prosecution.

Employees who are arrested for the off-the-job or off-campus drug activity or alcohol misuse may be considered in violation of this policy. In deciding what action to take, University administration will take into consideration the nature of the charges, the impact and facts of the arrest and underlying circumstances of the employee's/students arrest. Employees are responsible for notifying the University within five days of any alcohol or drug-related conviction.

Violations which do not lead to immediate dismissal may be dealt with in the following progressive manner:

1st Violation: Written warning and if employee, suspension without pay. Prior to reinstatement the employee must produce a return to work test (see CCU Drug-Free Workplace Policy).

2nd Violation: Termination of employment.

Students

Alcohol:

Cincinnati Christian University (CCU) is an alcohol-free campus. For purposes of this policy, "campus" refers to any properties that CCU owns and maintains for its educational and related purposes (e.g., housing residential students). CCU also prohibits alcohol at any off-property event sponsored by the university and/or led by university employees or in connection with university-sponsored student organizations. CCU also strongly discourages students from patronizing establishments whose principal purpose is the sale or consumption of alcohol. In addition, CCU students are not permitted to be intoxicated at any time. This policy reflects CCU's concerns for the well-being and safety of all students, and also the university's historical commitment to biblical values.

Students who choose to consume alcohol outside the venues noted above (i.e., in venues off campus and/or at events that are not sponsored by the university) are advised to note that Ohio law prohibits all of the following:

- i. The purchase, possession, or consumption of alcoholic beverages by any person under 21 years of age.
- ii. Being intoxicated in public to the degree that one poses a danger to him/herself or to others.
- iii. Furnishing alcohol to any person under 21 years of age.
- iv. Driving while intoxicated, where "intoxicated" is defined as a blood alcohol content of .08% for those over 21, and .02% for those under 21.

Please note that the above summary is for general reference only and is not intended to represent legal advice on the content or enforcement of the Ohio Revised Code.

Consequences for Violating the Alcohol Policy

Students who are found responsible for violating CCU's policy concerning the possession, consumption, or distribution of alcohol or related disturbances will be subject to a range and/or combination of the following sanctions: (1) fines ranging up to \$250; (2) completion of an alcohol education program, which may involve a \$50 to \$75 fee incurred by the student; (3) community service; (4) parental notification; (5) counseling; (6) disciplinary probation; (7) indefinite suspension; and (8) dismissal from the University.

This information is intended to give students a range of expected outcomes or consequences regarding violations of CCU's alcohol policy. Depending on the level of severity involved per violation, and at the discretion of the Director of Student Services or his/her designee, sanctions may vary from what is outlined above.

(CCU Student Handbook Pg 10)

Drugs & Controlled Substances:

The use of illegal drugs, the use of another's prescription drugs, and the abuse of prescription drugs (substances) in any form is prohibited for CCU students. Under no circumstances are the above to be used, possessed or distributed on or off campus.

Students in need of assistance in avoiding the use of drugs should contact the CCU Counseling Center or a Student Services Official. Appropriate measures will be taken to protect the student's privacy. If a student is suspected of illegal, unauthorized, or abusive drug use, he or she may be asked to submit to drug testing. Refusal of or attempts to evade testing will be interpreted as evidence of drug use in violation of this policy, and will result in disciplinary action.

Consequences for Violating the Drugs & Controlled Substances Policy

Students who are found guilty of violating CCU's policy concerning the possession, consumption, or distribution of drugs or controlled substances or related disturbances will be subject to a range and/or combination of the following sanctions: (1) fines ranging from \$100 to \$250; (2) completion of a drug addiction evaluation administered by a professional counselor at the student's expense. (3) community service; (4) parental

notification; (5) counseling; (6) disciplinary probation; (7) indefinite suspension; and (8) dismissal from the University.

(CCU Student Handbook Pg 13)

Legal Sanctions

In addition to any university sanction, the illegal possession or distribution of drugs or alcohol carry penalties under local, state, and federal law, including fines and possible incarceration. In such instances the university may refer the student to legal authorities for prosecution.

Ohio Revised Code (O.R.C.) Chapter 4301 regulates the manufacture, sale, purchase, transportation, possession or use of alcoholic beverages. (O.R.C. 4301 can be located in its entirety at <http://codes.ohio.gov/orc/4301>.)

Open Container: It is illegal to possess in public an open container of an alcoholic beverage. If convicted of this offense, the maximum penalty is a \$100 fine. Consumption of alcohol in a motor vehicle is a fourth degree misdemeanor with maximum penalties of 30 days imprisonment, a \$250 fine, or both.

Providing Alcohol to an Underage Person: A person who furnishes alcohol to an underage person is guilty of a first-degree misdemeanor. The maximum penalties associated with this offense are six months imprisonment, \$1,000 fine, or both. A social host, therefore, risks being fined and imprisoned when he or she furnishes alcohol to a person he or she knows or should know is under 21 years of age.

Underage Consumption, Purchase or Possession of Alcohol: The legal drinking age in Ohio for consumption of an alcoholic beverage is 21 years old. Anyone purchasing, possessing, or consuming alcohol prior to their twenty-first birthday is guilty of a first-degree misdemeanor. The maximum penalties associated with this offense are six months imprisonment, a \$1,000 fine, or both. A 20-year-old student, therefore, risks being imprisoned and fined when he or she decides to drink alcohol.

Drug abuse offenses are located in both the state and local laws. O.R.C. Chapter 2925 regulates the possession, sale, use, growth, manufacturing and making of narcotics. (O.R.C. Chapter 2925 can be located in its entirety at <http://codes.ohio.gov/orc/2925>.)

Further, the Cincinnati Municipal Code (CMC) regulates the possession of drug paraphernalia and drugs in Chapter 601 and 879. (A complete version of the CMC is located at https://www.municode.com/library/oh/cincinnati/codes/code_of_ordinances.)

Health Effects of Alcohol and Other Drugs

The use of alcohol and/or other drugs has many possible health effects. There are both short-term and long-term effects of drug and alcohol use. In addition, overdose and withdrawal from alcohol or other drugs can produce additional effects on a person's health.

Alcohol

The use of alcohol can lead to impaired judgment and coordination, problems with vision and hearing, respiratory depression, increased aggression, liver and heart disease, pancreatitis, and cancer of the mouth, throat, esophagus, or voice box. Overdosing on alcohol can cause staggering, loss of coordination, slurred speech, dilated pupils, and nerve and liver damage. In women, consuming alcohol while pregnant can lead to fetal alcohol syndrome in babies. Abruptly terminating heavy long-term usage can result in withdrawal symptoms that include sweating, tremors, altered perception, psychosis, fear, and auditory hallucinations.

Narcotics

The use of narcotics may result in drowsiness, confusion, nausea, constricted pupils, and respiratory depression. Effects of overdosing on narcotics include slow, shallow breathing, clammy skin, convulsions, coma, and possible death. Withdrawal symptoms of narcotics use include watery eyes, runny nose, yawning, cramps, loss of appetite, irritability, nausea, tremors, panic, chills, and sweating.

Depressants

The use of depressants can lead to slurred speech, difficulty concentrating, impaired judgment and coordination, and respiratory depression. Overdosing can produce effects such as shallow respiration, clammy skin, dilated pupils, weak and/ or rapid pulse, coma, and possible death. Withdrawal symptoms include anxiety, insomnia, muscle tremors, loss of appetite, convulsions, delirium, and death.

Stimulants

The use of stimulants may include anxiety, blurred vision, impaired coordination, decreased appetite, increased heart and respiratory rates, elevated blood pressure, and delusions. Overdosing can lead to agitation, increased body temperature, hallucinations, convulsions, and possible death. Withdrawal symptoms seen in stimulant users include apathy, long periods of sleep, irritability, depression, and disorientation.

Hallucinogens

The use of hallucinogens may lead to confusion, violent behavior, anxiety, hallucinations, illusions, depression, distorted perception of time, convulsions, psychosis, and flashbacks. Even after usage has ceased, ongoing effects can include heart and lung failure, irreversible brain damage, and coma. Overdosing on a hallucinogen can produce effects such as longer, more intense "trip" episodes, psychosis, coma, and death. There are no known withdrawal symptoms of hallucinogen use.

Cannabis

The use of cannabis may cause loss of appetite, impaired balance, coordination, memory and concentration, disoriented behavior, fluctuating emotions, increased risk of cancer, and psychosis. Overdosing on cannabis can lead to fatigue, lack of coordination, paranoia, and psychosis. Withdrawal symptoms include insomnia, hyperactivity, and decreased appetite.

Steroids

The use of steroids may result in weight and muscle gains and aggressive behavior. Effects of overdosing on steroids are quick weight and muscle gains, extremely aggressive behavior, severe skin rashes, impotence, and development of irreversible masculine traits (in females). Symptoms of withdrawal include significant weight loss, depression, behavior changes, or trembling.

Awareness Events and Training on Campus

Drug Awareness Week

A series of student engagement opportunities staged outside the Student Union. Each day a different challenge or message is presented by guest speakers or university staff to raise awareness regarding the dangers of drug and alcohol abuse.

First-Year Drug and Alcohol Awareness Module

A 50-minute module taught within the Strategies for College Success course. All incoming CCU freshmen must take this course. During this module students engage in a guided discussion about the pressure to use drugs, the risks involved including potential health hazards, and resources to assist in prevention and recovery.

Cincinnati Christian University will conduct biennial reviews of this program, with the next review being due in Summer 2017.