

# Cincinnati Christian University Drug Abuse Prevention Program

Cincinnati Christian University maintains that our bodies are created by God and should be used to glorify Him. The misuse or abuse of alcohol or drugs is considered by CCU to harm both the physical body and the Christian body of Christ by destroying the witness of a positive Christian lifestyle. Moreover, CCU's commitment to providing a safe work environment and campus community is jeopardized when any CCU employee or student illegally uses drugs or alcohol while at work, comes to campus (work) with these substances present in his or her body, or possesses, distributes, or sells drugs in the workplace. Substance abuse is a significant health problem which has a detrimental effect on the business and campus community in terms of productivity, absenteeism, accidents, medical costs, theft, and worker's compensation.

The primary purpose of the CCU Drug Abuse Prevention Program is to promote the safety and well-being of all students and employees. It would be inconsistent to promote a strong safety effort while allowing the use of drugs and alcohol to undermine the safer and effective performance of employees on the job and students in pursuit of their education. Therefore, CCU has established the following policy to assist us in meeting our obligations to our employees and student body.

In an effort to prevent drug and alcohol abuse CCU encourages its employees and students to:

- Avoid drinking, use of illicit drugs, or the misuse of prescription medications and, as needed, seek help from a clinician for substance abuse disorders.
- Safely store and properly dispose of prescription medications and not share prescription drugs with others.
- Avoid driving if drinking alcohol or after taking any drug (illicit, prescription, or over-the-counter) that can alter the ability to operate a motor vehicle.
- Support implementation and enforcement of alcohol and drug control policies.
- For all regular Employees- mandatory prescreening for new hires, for all regular employees and student workers, post-accident testing, and reasonable suspicion testing.
- Educate new students about the risks of drug abuse (including prescription misuse) and excessive drinking.
- Review CCU's policies of no alcohol or illegal drugs on campus.
- Encourage anyone who uses alcohol or other drugs in the workplace to seek help.

## Standards of Conduct for Employees & Students

It is a violation of University policy to use or be under the influence of alcohol and/or illegal drugs at anytime 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 or student 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 or students 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 and/or students are responsible for notifying the University within five days of any alcohol or drug-related conviction.

For Employees:

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

1<sup>st</sup> 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).

2<sup>nd</sup> Violation: Termination of employment.

## For Students:

A disciplinary contract may be instated with sanctions that can include:

- Behavior/Activity Restrictions
- Personal Confrontation
- Community Service
- Campusing
- Referral for Counseling
- Accountability Relationship
- Restitution/Reconciliation
- Monetary Fines

The above progression is used by the University solely as a guideline in administering the discipline process. The University, at its discretion, may elect to have one form of action precede another to include immediately terminating employment or expulsion for a student.

## Possible State and Federal Sanctions Imposed for Violations:

### State of Ohio Sanctions

1. Alcohol (Note: Ohio law includes wine in its definition of liquor or beer).
  - i. Driving under the influence (.08 alcohol content) : M-1
    - a. 1<sup>st</sup> offense – minimum fine of \$250, up to \$1,000 plus either 3 consecutive days in jail or an alcohol intervention program. Possible 90-day license suspension.
    - b. 2<sup>nd</sup> offense – minimum fine of \$300, to a maximum of \$1500 plus a minimum of 5 days in jail and a monitored House Arrest or jail for one full year.
  - ii. Using false ID or license to purchase beer or liquor:
    - a. 1<sup>st</sup> offense – minimum fine of \$250, up to \$1000 plus up to 6 months in jail M-1
    - b. 2<sup>nd</sup> offense – minimum fine of \$500, up to \$1000 plus up to 6 months in jail and possible license suspension up to 60 days.
  - iii. Selling to, or buying for, or furnishing to, a person under 21 any beer or liquor (exception made for parents giving to their children): up to 6 months in jail and \$500 - \$1000 fine.
  - iv. Consuming beer or liquor while in a motor vehicle; up to 30 days in jail and \$250 fine.
  - v. Purchase, share cost, order or consume beer or liquor by a person under 21: up to 6 months in jail and \$500 - \$1000 fine.
2. Drugs – The federal government determines if and how a drug should be controlled. Psychoactive (mind-altering chemicals are categorized according to Schedule I – V. The schedule designates if the drug can be prescribed by a physician and under what conditions. Factors considered in categorizing include a drug's known potential medical value, its potential for physical and psychological dependence, and risk, if any to public health. Penalties for illegal sale or distribution of a drug are established using the Schedule. If you have knowledge of a drug related felony you must report it to a law enforcement official.
  - i. Schedule I drugs - have a high potential for abuse with no medical use. Production of these drugs is controlled. (Examples are: heroin, methaqualone, all hallucinogens, marijuana and hashish).
  - ii. Schedule II drugs – have a high potential for abuse and some medical uses with severe restrictions. Production of these drugs is controlled. (Examples are: opium, morphine, codeine, some other narcotics, barbiturates, cocaine, amphetamine/methamphetamine and phencyclidine (PCP)).
  - iii. Federal and State of Ohio penalties for Schedule I and II drugs vary with the quantity of the drug.
    - a. 1<sup>st</sup> offense – depending on amount you possess, minimum fine of \$2,500 - \$20,000 or more plus 6 months in jail up to 11 years or more in prison. Felonies faced could be from fifth degree up to first degree.
  - iv. Schedule III, IV, and V drugs – would be categorized as “prescription drugs”. All Schedule III – V drugs have accepted medical uses and production is not controlled. Fines and penalties vary with amount of possession
  - v. Schedule III drugs have some potential for abuse, but less than I and II.
    - a. 1<sup>st</sup> offense – entails a maximum sentence of up to 60 days in jail, and up to \$1,000 fine with a first degree misdemeanor.

- b. 2<sup>nd</sup> and 3<sup>rd</sup> offenses – minimum 6 months up to a year in jail and up to \$2,500 in fines with a possible fifth degree felony.
- c. Base upon higher quantities in possession, minimum 6 months to eight years in jail with fines from \$5,000 to \$15,000. Felonies range from fourth degree to second degree.

## What is Drug/Alcohol Abuse?

Excessive alcohol use includes binge drinking (i.e., five or more drinks during a single occasion for men, four or more drinks during a single occasion for women), underage drinking, drinking while pregnant, and alcohol impaired driving. Drug abuse includes any inappropriate use of pharmaceuticals (both prescription and over-the-counter drugs) and any use of illicit drugs.

## Health Risk Associated with the Use of Illicit Drugs and Alcohol

Almost every system in your body can be negatively affected by chronic or excessive alcohol use

- Can cause cancer, liver disease, brain damage, and heart attacks
- Irregular heartbeat, high blood pressure, anxiety, depression
- Increases harmful, risk-taking behavior
- Impede judgment
- Death

Abusing illegal, over-the-counter or prescription drugs can negatively affect your health in many different ways. Medicine can have a negative and dangerous “side- effects” if it is not taken as prescribed.

- Overdose, accidental or deliberate
- Restlessness, anxiety, irritability, mood swings
- Heart attack, seizures, stroke, high blood pressure, respiratory failure, nausea, stomach pain, malnourishment, hallucinations, psychosis, paranoia
- Death

## Resources

If you have a drug or alcohol problem, CCU encourages you to seek any one or more of the available counseling, treatment, or rehabilitation programs listed below:

- **CCU's Counseling Center** located in the lower level of President's Hall – (513) 244-8119
- **CCU's Health Benefit Plan** – See your Health Plan Provider ID Card  
*Provides referrals to mental health and substance abuse treatment providers , general information about mental health and substance abuse benefits and treatments, emergency and urgent care information and assistance, professionals available 24 hours a day, 7 days a week.*
- **Family Services of Cincinnati** – (513) 345-8555  
*Conducts assessments to determine the extent of drug and alcohol problems and makes referrals when necessary to detoxification or more intensive levels of care.*
- **The Center for Chemical Addictions Treatment** – (513) 381-6672  
*Provides a wide range of treatment services for alcoholism and other chemical addictions to adults in the Greater Cincinnati area, regardless of their financial status.*
- **Talbert House** – (513) 751-7747  
*Offers accessible and affordable substance abuse assessments and outpatient counseling.*
- **1(800) ALCOHOL**  
*A nationwide information and referral hotline that provides information on alcohol and other drugs and referrals to alcohol/drug rehabilitations and counseling services.*

- AL-ANON – 1 (800) 356-9996  
*Provides information on alcohol to callers and offers support through local chapters to the family and friends of alcoholics.*

