

DRUG POLICY – STAFF/FACULTY

Purpose

Ohio Business College is committed to protecting the safety, health, and well-being of its employees and students and recognizing that abuse of alcohol and other drugs compromises this dedication. The Drug Policy of Ohio Business College is based on the goal of assisting staff and students to benefit from an alcohol/drug free lifestyle. Although Ohio Business College does not employ counselors, each campus does provide employees and students with guidance in obtaining assistance with problems resulting from the use and abuse of substances.

Campus Responsibilities

- Annually, each campus provides all staff and students with Ohio Business College's Drug Policy.
- Each campus has available to all staff and students, brochures and pamphlets on the effects of drug and alcohol abuse.
- Each campus has available the Crimes and Penalties on Federal, State, and Local Drug & Alcohol Violations.
- Each campus has available local agencies in which to direct staff and students for assistance.

Procedures

- Should a student approach a staff or faculty member on problems they are having with drugs or alcohol, the student should be immediately referred to the Registrar. The Registrar will provide the student with the list of local agencies and their phone numbers. The Registrar should offer the student the use of their telephone to call the agency for assistance.
- Should a staff or faculty member approach another staff or faculty member on problems they are having with drugs or alcohol, the staff member should be immediately referred to the School Director. The School Director will provide the staff or faculty member with the list of local agencies and their phone numbers.

***NOTE: Drug testing, at the college's expense, will be required whenever a college personnel suspects or has reason to believe that a student might be engaging in the unlawful and/or inappropriate use of a controlled or illegal substance, or the inappropriate use or abuse of a prescription medication.

Student Code of Conduct and Dismissal from School

The following is an excerpt from the College section of Student Code of Conduct pertaining to the Drug Policy. Failure to comply with policy and procedure statements as outlined in this and other college publications may result in a student's dismissal from school. Each student who attends Ohio Business College is an adult and is expected to behave accordingly. Recommendations for employment through Career Services are based on scholastic records, attendance, and conduct.

Ohio Business College reserves the right to permanently dismiss any student for any of the following reasons or any other reason as determined by the Campus Director to protect the interest of all students, faculty, staff, and property:

- ◆ Use, possession, sale, or distribution of marijuana, alcohol, narcotics, or dangerous drugs, except as expressly permitted by law, on college property at any time. Drug testing, at the college's expense, will be required whenever a college personnel suspects or has reason to believe that a student might be engaging in the unlawful and/or inappropriate use of a controlled or illegal substance, or the inappropriate use or abuse of a prescription medication
- ◆ Drunken or disorderly behavior on college property or at functions sponsored or supervised by Ohio Business College.
- ◆ Conduct deemed unlawful by the criminal statutes of the State of Ohio or the United States of America and conduct that endangers or threatens the security of Ohio Business College or the community.

Biennial Review

The College conducts a biennial review of its drug and alcohol prevention program at the end of the 2021/2022 Award Year and determined that the program is adequate. There were no drug or alcohol related violations that occurred on the College's campuses or as part of any of the College's activities and therefore, there were no sanctions imposed.

Federal Drug Penalties

DRUG/SCHEDULE	QUANTITY	PENALTIES	QUANTITY	PENALTIES
Cocaine (Schedule II)	500 - 4999 gms mixture	First Offense: Not less than 5 yrs, and not more than 40 yrs. If death or serious injury, not less than 20 or more than life. Fine of not more than \$2 million if an individual, \$5 million if not an individual Second Offense: Not less than 10 yrs, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$4 million if an individual, \$10 million if not an individual	5 kgs or more mixture	First Offense: Not less than 10 yrs, and not more than life. If death or serious injury, not less than 20 or more than life. Fine of not more than \$4 million if an individual, \$10 million if not an individual. Second Offense: Not less than 20 yrs, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$8 million if an individual, \$20 million if not an individual. 2 or More Prior Offenses: Life imprisonment
Cocaine Base (Schedule II)	5-49 gms mixture		50 gms or more mixture	
Fentanyl (Schedule II)	40 - 399 gms mixture		400 gms or more mixture	
Fentanyl Analogue (Schedule I)	10 - 99 gms mixture		100 gms or more mixture	
Heroin (Schedule I)	100 - 999 gms mixture		1 kg or more mixture	
LSD (Schedule I)	1 - 9 gms mixture		10 gms or more mixture	
Methamphetamine (Schedule II)	5 - 49 gms pure or 50 - 499 gms mixture		50 gms or more pure or 500 gms or more mixture	
PCP (Schedule II)	10 - 99 gms pure or 100 - 999 gms mixture		100 gm or more pure or 1 kg or more mixture	

PENALTIES

Other Schedule I & II drugs (and any drug product containing Gamma Hydroxybutyric Acid)	Any amount	First Offense: Not more than 20 yrs. If death or serious injury, not less than 20 yrs, or more than life. Fine \$1 million if an individual, \$5 million if not an individual. Second Offense: Not more than 30 yrs. If death or serious injury, not less than life. Fine \$2 million if an individual, \$10 million if not an individual
Flunitrazepam (Schedule IV)	1 gm or more	First Offense: Not more than 5 years. Fine not more than \$250,000 if an individual, \$1 million if not an individual. Second Offense: Not more than 10 yrs. Fine not more than \$500,000 if an individual, \$2 million if not an individual
Other Schedule III drugs	Any amount	
Flunitrazepam (Schedule IV)	30 to 999 mgs	First Offense: Not more than 3 years. Fine not more than \$250,000 if an individual; \$1 million if not an individual. Second Offense: Not more than 6 yrs. Fine not more than \$500,000 if an individual, \$2 million if not an individual.
All other Schedule IV drugs	Any amount	
Flunitrazepam (Schedule IV)	Less than 30 mgs	First Offense: Not more than 1 yr. Fine not more than \$100,000 if an individual, \$250,000 if not an individual. Second Offense: Not more than 2 yrs. Fine not more than \$200,000 if an individual, \$500,000 if not an individual.
All Schedule V drugs	Any amount	

DRUG	QUANTITY	1 st OFFENSE	2 nd OFFENSE
Marijuana	1,000 kg or more mixture; or 1,000 or more plants	<ul style="list-style-type: none"> Not less than 10 years, not more than life If death or serious injury, not less than 20 years, not more than life Fine not more than \$4 million if an individual, \$10 million if other than an individual 	<ul style="list-style-type: none"> Not less than 20 years, not more than life If death or serious injury, mandatory life Fine not more than \$8 million if an individual, \$20 million if other than an individual
Marijuana	100 kg to 999 kg mixture; or 100 to 999 plants	<ul style="list-style-type: none"> Not less than 5 years, not more than 40 years If death or serious injury, not less than 20 years, not more than life Fine not more than \$2 million if an individual, \$5 million if other than an individual 	<ul style="list-style-type: none"> Not less than 10 years, not more than life If death or serious injury, mandatory life Fine not more than \$4 million if an individual, \$10 million if other than an individual
Marijuana	more than 10 kgs hashish; 50 to 99 kg mixture more than 1 kg of hashish oil; 50 to 99 plants	<ul style="list-style-type: none"> Not more than 20 years If death or serious injury, not less than 20 years, not more than life Fine \$1 million if an individual, \$5 million if other than an individual 	<ul style="list-style-type: none"> Not more than 30 years If death or serious injury, mandatory life Fine \$2 million if an individual, \$10 million if other than individual
Marijuana	1 to 49 plants; less than 50 kg mixture	<ul style="list-style-type: none"> Not more than 5 years Fine not more than \$250,000, \$1 million other than individual 	<ul style="list-style-type: none"> Not more than 10 years Fine \$500,000 if an individual, \$2 million if other than individual
Hashish	10 kg or less		
Hashish Oil	1 kg or less		

Federal Trafficking Penalties for Schedules I, II, III, IV, and V (except Marijuana)

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. or more than life. Second Offense: Not less than 10 yrs. and not more than life. If death or serious bodily injury, life imprisonment. Fine of not more than \$8 million if an individual, \$50 million if not an individual.	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 more than life. Fine of not more than \$10 million if an individual, \$50 million if not an individual. Second Offense: Not less than 20 yrs, and not more than life. If death or serious bodily injury, life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual. 2 or More Prior Offenses: Life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.
II	Cocaine Base 28-279 grams mixture		Cocaine Base 280 grams or more mixture	
IV	Fentanyl 40-399 grams mixture		Fentanyl 400 grams or more mixture	
I	Fentanyl Analogue 10-99 grams mixture		Fentanyl Analogue 100 grams or more mixture	
I	Heroin 100-999 grams mixture		Heroin 1 kilogram or more mixture	
I	LSD 1-9 grams mixture		LSD 10 grams or more mixture	
II	Methamphetamine 5-49 grams pure or 50-499 grams mixture		Methamphetamine 50 grams or more pure or 500 grams or more mixture	
II	PCP 10-99 grams pure or 100-999 grams mixture	PCP 100 grams or more pure or 1 kilogram or more mixture		
Substance/Quantity		Penalty		
Any Amount Of 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				
Any Amount Of Other Schedule III Drugs		First Offense: Not more than 10 yrs. 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. Second Offense: Not more than 20 yrs. If death or serious injury, not more than 30 yrs. Fine not more than \$1 million if an individual, \$5 million if not an individual.		
Any Amount Of All Other Schedule IV Drugs (other than one gram or more of Flunitrazepam)		First Offense: Not more than 5 yrs. Fine not more than \$250,000 if an individual, \$1 million if not an individual. Second Offense: Not more than 10 yrs. Fine not more than \$500,000 if an individual, \$2 million if other than an individual.		
Any Amount Of All Schedule V Drugs		First Offense: Not more than 1 yr. Fine not more than \$100,000 if an individual, \$250,000 if not an individual. Second Offense: Not more than 4 yrs. Fine not more than \$200,000 if an individual, \$500,000 if not an individual.		

Federal Trafficking Penalties for Marijuana, Hashish and Hashish Oil, Schedule I Substances

<p>Marijuana 1,000 kilograms or more marijuana mixture or 1,000 or more marijuana plants</p>	<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>
<p>Marijuana 100 to 999 kilograms marijuana mixture or 100 to 999 marijuana plants</p>	<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>
<p>Marijuana 50 to 99 kilograms marijuana mixture, 50 to 99 marijuana plants</p>	<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> <p>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.</p>
<p>Hashish More than 10 kilograms</p>	
<p>Hashish Oil More than 1 kilogram</p>	
<p>Marijuana less than 50 kilograms marijuana (but does not include 50 or more marijuana plants regardless of weight) 1 to 49 marijuana plants Hashish 10 kilograms or less Hashish Oil 1 kilogram or less</p>	<p>First Offense: Not more than 5 yrs. Fine not more than \$250,000, \$1 million if other than an individual.</p> <p>Second Offense: Not more than 10 yrs. Fine \$500,000 if an individual, \$2 million if other than individual.</p>

ABUSIVE SUBSTANCES

STIMULANTS (AMPHETAMINES,

SPEED, uppers, black beauties, white cross, ice)
Stimulants refer to many drugs that increase alertness and physical activity. They often are used to counteract the drowsiness or "down" feeling caused by sleeping pills or alcohol, or as a way to lose weight. Heavy use may keep an individual awake and active for extended periods of time, but will also make the user edgy, less coordinated and more likely to respond inefficiently to quick-response situations (i.e., driving).

Symptoms of Abuse

- ✓ Mood elevations
- ✓ Loss of appetite
- ✓ Disorientation
- ✓ Sleeplessness (wakefulness)
- ✓ Irritability, argumentativeness

Forms

Pills, capsules.

Dangers

Addiction, paranoia, depression, possible hallucinations, fatigue leading to exhaustion.

INHALANTS (aerosols, ames, rush,

correction fluid, glue, nitrates, gas tuelco, toluene)
Inhalant abuse involves primarily glues, toxic solvents or hydrocarbon (gasoline). These substances are dangerous not only because of their effects on users, but many also are highly combustible.

Symptoms of Abuse

- ✓ Odor of the substance on breath and clothes
- ✓ Excess nasal secretions, watery eyes
- ✓ Blue lips due to lack of oxygen
- ✓ Red irritation
- ✓ Slurred speech

Forms

Aerosols, liquids.

Dangers

Unconsciousness, suffocation, nausea and vomiting, brain and central nervous system damage, sudden death.

MARIJUANA (pot, dope, weed, grass, reefer, joint, hash, roach)

Marijuana, also a mind-altering drug, is made from the plant cannabis sativa. It affects many skills including safe driving techniques. The amount of the main mind-altering psychoactive ingredient, THC (delta-9-tetra-hydro-cannabinol), determines how strong its effect will be.

Symptoms of Abuse

- ✓ Rapid, loud talking, bursts of laughter
- ✓ Altered perceptions
- ✓ Red eyes
- ✓ Dry mouth
- ✓ Reduced concentration
- ✓ Increase heart rate

- ✓ Unusual appetite ("munchies")

Forms

Dried tops and leaves of marijuana plant ranging in color from grey-green to green-brown; smoked in hand-rolled cigarettes or special pipes.

Dangers

Addiction, impaired short-term memory, panic reaction, prolonged apathy.

HALLUCINOGENS (LSD, acid, PCP, mushrooms, peyote, mescaline)

Also called psychedelics, hallucinogens affect the user's perceptions, sensations, thinking process, self-awareness and emotions. Some hallucinogens, such as mescaline, come from natural sources. Others, like LSD, are manufactured synthetically.

Symptoms of Abuse

- ✓ Distorted senses of sight, hearing, touch, body image, and time
- ✓ Anxiety, panic
- ✓ Altered mood/behavior

Forms

Capsules, tablets, "micro-dots," blotter squares.

Dangers

Addiction, violent and unpredictable behavior, flashbacks (LSD), emotional instability, psychosis.

COCAINE (crack, coke, rock, base)

Cocaine is a white powdery substance that acts as a central nervous system stimulant. Cocaine, at one time used as a local anesthetic, is now prohibited under drug abuse laws. It is generally sniffed and absorbed through the mucous membrane of the nose. It also can be injected intravenously or smoked in "freebased" form called crack.

Symptoms of Abuse

- ✓ Brief, intense euphoria
- ✓ Elevated blood pressure and heart rate
- ✓ Feeling of well-being followed by depression
- ✓ Perceptual disturbances (hallucinations, delusions)
- ✓ Irritability, sleeplessness

Forms

White crystalline powder, rock-like chips that resemble whitish gravel.

Dangers

Addiction, seizures, heart attack, severe depression, paranoia, lung damage, sudden death.

DEPRESSANTS (barbiturates, sedatives, downers, ludes, Valium, alcohol)

Depressants affect the central nervous system and, in small amounts, are used to induce sleep, produce calmness or relax muscles, in high doses or when abused, many depressants can cause poor judgment and slow, uncertain reflexes. Large doses may cause unconsciousness or even death.

Symptoms of Abuse

- ✓ Depressed breathing and heart rate
- ✓ Uncoordinated movements
- ✓ Staggering, stumbling

Forms

Capsules, pills, alcoholic beverages (see Alcohol).

Dangers

Addiction, possible overdose, muscle rigidity, potentially fatal withdrawal.

NARCOTICS (heroin, smack, junk, morphine, Demerol, Dilaudid)

Narcotics, or opiates, are used medically to relieve pain but have high potential for abuse. Some opiates are derived from the Asian poppy, including opium, morphine, heroine, and codeine. Others such as meperidine (Demerol) are manufactured synthetically. Heroin accounts for approximately 90 percent of the opiate abuse in the United States.

Symptoms of Abuse

- ✓ Euphoria
- ✓ Constricted pupils (pinpoint)
- ✓ Needle marks on arms
- ✓ Watery eyes, runny nose
- ✓ Drowsiness

Forms

Powders, capsules mixed with liquid and injected.

Dangers

Addiction, weight loss, contamination from unsterile needles (hepatitis, AIDS), accidental overdose.

ALCOHOL (booze, beer, wine, liquor)

Alcohol, the most commonly abused mind-altering drug, is a sedative that can change the way a person acts and thinks. Because alcohol affects coordination and judgment, it is a factor in 50 percent of highway deaths in America.

Symptoms of Abuse

- ✓ Slurred speech
- ✓ Unsteady walk/impaired coordination
- ✓ Relaxed inhibitions
- ✓ Preoccupation with drinking
- ✓ Hidden bottles
- ✓ Alcohol odor on breath

Forms

Alcoholic beverages.

Dangers

Addiction, accident resulting from impaired ability, overdose when mixed with other depressants (see Depressants), liver damage, heart disease, potentially fatal withdrawal.

Links to Drug and Alcohol Abuse Information

Federal

Federal Sanctions and Penalties for Unlawful Possession or Distribution of Illicit Drugs

<https://www.dea.gov/drug-information/drug-policy>

State

State of Ohio Chapter – 3719 Controlled Substances – Ohio Revised Code / Title 37 Health-Safety-Morals

<https://codes.ohio.gov/ohio-revised-code/chapter-3719>

State

Ohio Revised Code Section 2925.11 Possession of controlled substances. Effective: October 3, 2023 Legislation: House Bill 33

<https://codes.ohio.gov/assets/laws/revised-code/authenticated/29/2925/2925.11/10-3-2023/2925.11-10-3-2023.pdf>

Federal

DEA (United States Drug Enforcement Administration) Drugs of Abuse

<https://www.dea.gov/documents/2022/2022-12/2022-12-02/drugs-abuse-2022>

Health Risks

Commonly Used Drug Charts and how they can lead to health risks

National Institutes of Health <https://nida.nih.gov/research-topics/commonly-used-drugs-charts>

Prevention

Ways to prevent substance abuse. <https://treatmentsolutions.com/blog/top-5-ways-to-prevent-substance-abuse/>