



## **DRUG AND ALCOHOL POLICY For Students and Employees**

**(This policy applies to all students, employees and individuals that visit FEI.)**

Florida Education Institute (also referred to in this document as “FEI” or “Institution”) is committed to having a campus and workplace that are free of the illegal or abusive use of drugs and alcohol. The Institution is aware of the need to establish a drug and alcohol awareness program to educate faculty, staff and students about the dangers of drug and alcohol abuse. This policy is implemented in compliance with the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act of 1989.

The sale offer to sell, purchase, use, transfer, possession and/or manufacture of illegal drugs, including marijuana (medical or otherwise) and alcohol, are strictly prohibited on campus, including parking lots and other non-work related areas. Employees may not unlawfully possess, consume or be under the influence of alcohol while working, participating in FEI events unless in the proper education instruction of our hospitality program or when pre-authorized by senior management. When appropriate, the Institution will strictly enforce applicable state underage drinking laws.

Alcoholic beverages or drugs/medications (except when prescribed by a licensed physician) are not permitted to be used, possessed, sold, distributed on school premises or when participating in a school-related function or activity. Reporting to or remaining at work or school under the influence of or impaired by alcohol or illicit drugs is also prohibited. Student and/or employee that violates this policy may be terminated, suspended, or put on probation at the discretion of the administration. Referral to a rehabilitation facility and/or referral for criminal prosecution may occur where appropriate.

Students and employees are strongly encouraged to voluntarily come forward and notify the school of any substance abuse problem they may have. In such cases, FEI may assist the student or employee in seeking professional help.

Student and employees, please refer to the FEI website for the complete Policy. Employees must also refer to the Employee Manual for additional procedures of this Policy that apply to employees (Reference Forms: Forms 11-205 and 11-206). The complete Drug and Alcohol Policy can be found on the FEI website page: [www.fei.edu/consumer-information](http://www.fei.edu/consumer-information). (Reference: School Catalog and Employee Manual)

### **Counseling, Treatment, And Rehabilitation**

Drug and alcohol counseling, treatment, and rehabilitation programs for employees and students are available from a variety of community sources. Anyone who recognizes a personal drug or alcohol problem, who is concerned about a student or coworker, or who wishes to know more about drug and alcohol abuse may contact the Human Resources Department or



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[services@fei.edu](mailto:services@fei.edu) for more information, including community resources near a student or employee's residence.

Assistance may be sought at:

### **Addiction Treatment Program South Miami Hospital**

7401 SW 62nd Avenue

Miami FL, 33143

1-800-YES-HOPE or 786-662-8118

<http://baptisthealth.net/en/facilities/south-miami-hospital/addiction-treatment-recovery-center/pages/default.aspx>

Additional help for all members of the School community is available through Alcoholics Anonymous at 305-261-1221, 2215 SW 67 Avenue, Miami, FL 33155-1839 and Narcotics Anonymous at (305) 265-9555. Additional places where one can get treatment are listed in Google and the Miami-Dade telephone directory under the headings "Alcoholism Information and Treatment Centers" and "Drug Abuse and Addiction Information and Treatment."

### **National Resources**

FEI also encourages anyone dealing with substance abuse issues to contact the following national agencies for guidance and assistance in identifying counseling, treatment, or rehabilitation programs.

Alcohol/Drug Helpline: (800) 821-4357

Substance Abuse and Mental Health Services Administration (SAMHSA) Hotline: (800) 662-HELP

### **Employee Resources**

FEI provides an Employee Assistance Program (EAP) as a benefit to all employees regardless of if they opt in to other benefits through the School. This service provides referrals and treatment sessions as needed and can connect employees to additional outpatient or inpatient services that could be eligible for coverage through the employee healthcare plan. Information about contacting the EAP can be obtained through the Human Resources Department.

### **Health Risks**

There are definite health risks associated with the abuse of alcohol and drugs. Alcohol or any other drug used in excess over time can produce illness, disability, and death. The health consequences of substance abuse may be immediate and unpredictable, such as cardiac arrest with cocaine use, or more subtle and long term, such as liver deterioration associated with the



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prolonged use of alcohol. In addition to health-related problems, other concerns relating to substance abuse include the following:

- People who abuse alcohol and other drugs often have erratic lifestyles which interfere with sleep, nutrition, and exercise.
- Alcohol and substance use and abuse may lead to financial difficulties, domestic violence, deterioration of the family structure, motor vehicle accident injuries, and reduced job performance.
- Repeated abuse of alcohol can lead to dependence.

Various health risks are associated with the use of illicit drugs. Some of the more common risks are cited below and may be found at [www.justice.gov/dea/druginfo/factsheets.shtml](http://www.justice.gov/dea/druginfo/factsheets.shtml).

Drug	Health Risks
Narcotics (e.g., heroin, oxycodone, morphine)	Drowsiness, slow and shallow breathing, confusion, muscle weakness, nausea, convulsions, coma, death
Stimulants (e.g., crack/ cocaine, amphetamines, methamphetamine)	High fever, agitation, panic, headache, dizziness, tremors, convulsions, cardiac arrest, stroke, death
Depressants (e.g., Valium, Xanax, Rohypnol)	Loss of motor coordination, weakness, headache, blurred vision, dizziness, nausea, low blood pressure, slow breathing, coma, death
Hallucinogens (e.g., LSD,MDMA, PCP)	Seizures, muscle cramps, nausea, liver kidney and cardiovascular failure, coma, death
Inhalants	Muscle weakness, disorientation, nausea, nervous system and organ damage, asphyxiation, death
Marijuana	Unknown Moderate Dizziness, nausea, dry mouth, loss of motor-coordination, panic attacks

### Alcohol

For those students who choose to use alcohol, FEI encourages students to drink responsibly and following applicable rules and the law; and to never drink and drive. Consuming alcohol has many risk factors and can lead to dependency. With excessive use, liver, brain, heart, and stomach damage can occur without apparent warning signs. Alcohol is one of the leading causes of preventable deaths in the United States.



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### **Legal Sanctions**

Students must be aware that significant criminal penalties exist under state and federal laws for the unlawful possession or distribution of alcohol and illegal drugs.

Legal sanctions under local, state, and federal laws vary by location, but may include:

- Monetary fines
- Jail time
- Suspension, revocation, or denial of a driver's license
- Property seizure
- Loss of eligibility for federal benefits, including federal financial aid

State law prohibits the possession of alcoholic beverages by persons under age 21. Violation of this offense is punishable by a definite term of imprisonment of up to 60 days and/or a \$500 fine; a subsequent offense is punishable by a definite term of imprisonment of up to one year and a fine of \$1,000. Possession of alcoholic beverages by a person under age of 21 may also result in curtailment of driving privileges. No person may sell, give, serve or permit to be served alcoholic beverages to a person under 21, and it is unlawful for a person under 21 to misrepresent his age in order to obtain alcohol. Violation of either of these offenses is also punishable by a definite term of imprisonment of up to 60 days and a fine of \$500. Misrepresentation of age also will lead to the curtailment of driving privileges.

Under state law, it is a crime for any person to possess or distribute controlled substances/drugs as described in Section 893.03, Florida Statutes, except as authorized by law. Punishment for such crimes ranges from first-degree misdemeanors (up to one-year imprisonment and up to a \$1,000 fine) to first-degree felonies (up to 30 years imprisonment and up to a \$10,000 fine). Specifically, possession of fewer than 20 grams of marijuana is punishable with imprisonment of up to one year and a fine of up to \$1,000; possession of more than 20 grams of marijuana is a third-degree felony with imprisonment of up to five years and a fine of up to \$5,000. Trafficking (distributing specified large quantities of various controlled substances) is punishable by a term of imprisonment up to life and a fine of \$25,000 to \$500,000, depending on the particular illicit drug and the quantity involved. Thus, possession of fewer than 28 grams of cocaine is a third-degree felony, while possession of more than 28 grams of cocaine trafficking in cocaine is a first-degree felony, punishable with a fine of up to \$250,000 and imprisonment up to life without eligibility for early release. The death penalty may be imposed if a person has brought large quantities of the substances into the state knowing the result would be the death of any person. Individuals who have been convicted of a felony involving the sale of or trafficking in, or conspiracy to sell or traffic in, a controlled



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substance under certain circumstances may be disqualified from applying for state employment.

Federal penalties for drug trafficking may be found at [www.justice.gov/dea/druginfo/ftp3.shtml](http://www.justice.gov/dea/druginfo/ftp3.shtml).

Students who are concerned about specific circumstances should consult applicable local, state, and federal law and/or seek legal counsel.

### **Federal Student Aid Penalties for Drug Convictions**

A federal or state drug conviction (but not a local or municipal conviction) can disqualify a student from using federal student aid. Only convictions occurring during a period of enrollment in which the student was receiving federal student aid are counted against students for aid eligibility purposes, as indicated on the Free Application for Federal Student Aid (FAFSA).

The following chart indicates the suspension period for related offenses.

	<u><b>Possession of Illegal Drugs</b></u>	<u><b>Sale of Illegal Drugs</b></u>
1st Offense	1 year from date of conviction	2 years from date of conviction
2nd Offense	2 years from date of conviction	Indefinite Period
3rd + Offense	Indefinite Period	Indefinite Period

A student may regain eligibility prior to the end of the period of ineligibility if he/she successfully completes a qualified drug rehabilitation program that includes passing two unannounced drug tests if he/she passes two unannounced drug tests administered by such a program, or if the conviction is reversed, set aside, or otherwise rendered invalid. A rehabilitation program is considered qualified if it meets at least one of the following criteria:

- It is qualified to receive funds directly or indirectly from a federal, state, or local government program.
- It is qualified to receive payment directly or indirectly from a federally or state-licensed insurance company.
- It is administered or recognized by a federal, state, or local government agency or court.
- It is administered or recognized by a federally or state-licensed hospital, health clinic, or medical doctor.



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Please see the Frequently Asked Questions (FAQ) Sheet from the U.S. Department of Education's Office of National Drug Control Policy for more information at [www.whitehouse.gov/sites/default/files/ondcp/recovery/fafsa.pdf](http://www.whitehouse.gov/sites/default/files/ondcp/recovery/fafsa.pdf).

### **Biennial Review**

FEI conducts a biennial review of its program to determine the effectiveness of the program and implement changes as needed. This review also ensures that disciplinary sanctions are uniformly enforced.