

Drug & Alcohol Abuse Policy

Concorde Career College ("Concorde") supports and endorses the Federal Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act amendments of 1989.

The unlawful manufacturing, distribution, dispensation, possession, or use of alcohol, marijuana, or any controlled substance by an employee or student on Concorde's property or as part of any Concorde activity is prohibited. Any student or employee of Concorde found to be using, possessing, manufacturing, or distributing alcohol, marijuana, or any controlled substances in violation of the law on Concorde property or at Concorde events shall be subject to disciplinary action. For employees, the school will take appropriate personnel action for such infractions, up to and including dismissal. Students who violate this policy will be dismissed and are not eligible for readmission.

For purposes of this policy, "conviction" means a finding of guilt (including a plea of nolo contendere) or imposition of sentence or both by any judicial body charged with the responsibility of the federal or state criminal drug statutes.

Health Risks

Abuse of alcohol and use of drugs is harmful to one's physical, mental, and social well-being. With excessive drug use, life becomes centered on drugs to the exclusion of health, work, school, family, and general well-being. Accidents and injuries are more likely to occur if alcohol and drugs are used. Alcohol and drug users can lose resistance to disease and destroy one's health. Increasing tolerance developed by the user complicates the effects of drug use. This tolerance may be psychological, physiological, or both and may lead to greater danger of overdose.

Alcoholism takes a toll on personal finances, health, social relationships, and families. Abuse of alcohol or use of drugs may cause an individual driving a motor vehicle to injure himself or herself or others and may subject the person to criminal prosecution.

The following summarizes the effects and dangers of the major categories of drugs:

Amphetamines: Physical dependency, heart problems, infections, malnutrition, and death may result from continued high doses of amphetamines.

Narcotics: Chronic use of narcotics can cause lung damage, convulsions, respiratory paralysis, and death.

Depressants: These drugs, such as tranquilizers and alcohol, can produce slowed reactions, slowed heart rate, damage to liver and heart, respiratory arrest, convulsions, and accidental overdoses.

Hallucinogens: These drugs may cause psychosis, convulsions, coma, and psychological dependency.

Counseling, Treatment, or Rehabilitation Programs

The administration of Concorde maintains a list of hospital and community agencies available to assist employees and students seeking alcohol and drug counseling and treatment.

Employees and students who have a substance-dependency problem are strongly encouraged to obtain counseling and treatment. Anyone seeking additional information about health problems and treatment related to alcohol and drug problems can contact the Campus President or Human Resources. Requests for assistance will be held in complete confidentiality and will be provided on a need-to-know basis only.

Penalties

A student suspected of the possession, sale, manufacture, use, or distribution of a controlled substance, may be suspended from the student's program of study during the investigation and may become ineligible for continued

participation in the Higher Education Act (HEA), Title IV Student Assistance Programs. If convicted, the student's relationship with Concorde will be terminated, and the student may lose the ability to participate in the HEA, Title IV Student Assistance Programs.

A student who violates any provision of this policy shall be subject to appropriate disciplinary action to include dismissal from Concorde. A student who is dismissed is not eligible for readmission.

In addition, any student or employee who violates the standards of conduct as set forth in this policy may be subject to referral for prosecution.

State-Specific Sanctions

Students and employees are reminded that unlawful possession, distribution or use of illicit drugs or alcohol may subject individuals to criminal prosecution. Concorde will refer violations of prescribed conduct to appropriate authorities for prosecution.

Federal and state sanctions for illegal possession of controlled substances range from up to four years' imprisonment and up to \$20,000 in fines for each offense. Under federal laws, possession of drugs such as heroin or cocaine may result in sanctions of not less than five years and up to life imprisonment for a first offense involving 100 grams or more. Offenses involving lesser amounts, 10-99 grams, may result in sanctions up to and including 20 years' imprisonment and a fine of up to \$4 million. Please note that the possession or use of marijuana is illegal under federal law, notwithstanding the provisions of the Colorado Medical Marijuana Code or Proposition 64. A physician's recommendation under that Code has no legal effect under federal law. A positive drug test result for metabolites of marijuana will result in your dismissal from school.

Under Colorado laws, possession of not more than two ounces of marijuana shall be punished by a fine of not more than \$100. Any person possessing more than two ounces, but not less than six ounces, of marijuana may be punished by up to three months' imprisonment and/or a fine of not more than \$250. Any person who possesses more than six ounces, but not more than 12 ounces, of marijuana or not more than three ounces of marijuana concentrate, may be punished by not less than six months and up to eighteen months' imprisonment and/or a fine no less than \$500 and no more than \$5,000. Any person who possesses more than 12 ounces of marijuana or more than three ounces of marijuana concentrate may be punished by at least one year and up to two years' imprisonment and a fine of not less than \$1,000 and not more than \$100,000.

Any person who possesses 225 grams or more of any controlled substance, such as cocaine, shall be incarcerated for at least the minimum term under the guidelines, eight years, and shall be fined no less than \$5,000 and no more than \$1,000,000.

The state of Colorado may impose a wide range of sanctions for alcohol-related offenses. For example, a person convicted of illegal possession or consumption of alcohol shall be punished by a fine of not more than \$100 and may be required to perform up to 24 hours of useful public service. It is a misdemeanor for any person who is under the influence to drive a motor vehicle in Colorado. If a person does drive a vehicle with .10 blood alcohol, that person's driver's license shall be revoked. Subsequent offenses can lead to significantly increased sanctions. It is unlawful for any person to use false identification to purchase alcohol.

The term "controlled substance" as used in this policy means any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana or any other controlled substance, as defined in Schedules I through V of Section 202 of the Controlled Substances Act, 21 U.S.C. 812, and as further defined by regulation 21 C.F.R. 1208.01 et seq. The term does not include the use of a controlled substance pursuant to a valid prescription or other use authorized by law.