



**Management Resources College**  
**Drug and Alcohol Prevention Program**  
**Reviewed and Revised February 2016**

**Alcohol-Drug Possession, Usage, and Distribution Policy**

In response to the requirements of the “Drug Free Schools and Communities Act Amendments of 1989” (Public Law 101-226) the following is the policy of Management Resources College:

Management Resources College is a drug free organization. There is a zero tolerance policy to the use, possession, and distribution of illegal substances on campus, at externship affiliate agencies, or other College sponsored events. Consuming or possessing alcohol on campus, at externship affiliate agencies, or other College sponsored events will not be tolerated. Violators may be dismissed from the College. Failure to complete a directed alcohol and/or drug screening within the time limit provided may result in immediate dismissal from the program and College.

**Disciplinary Procedures**

Any MRC staff or faculty member may file a complaint that a student is in violation of the student conduct policy.

1. The complaint must be prepared in writing to the Senior Vice President.
2. The complaint should include the nature of the infraction, the date, time, and location. The names of the student, faculty and/or staff or witness should be included.
3. Complaints should be submitted in a timely manner and should account for no more than 48 hours after the alleged infraction, unless there are extenuating circumstances requiring more time which should be documented.

**Disciplinary Sanctions**

Disciplinary actions may include but are not limited to suspension and/or immediate dismissal from the College.

**General Laws**

Florida State Statutes 562.11

562.11 Selling, giving, or serving alcoholic beverages to person under age 21; providing a proper name; misrepresenting or misstating age or age of another to induce licensee to serve alcoholic beverages to person under 21; penalties.—

(1)(a)1. It is unlawful for any person to sell, give, serve, or permit to be served alcoholic beverages to a person under 21 years of age or to permit a person under 21 years of age to consume such beverages on the licensed premises. A person who violates this subparagraph commits a misdemeanor of the second degree, punishable as provided in s. 775.082 or s. 775.083. A person who violates this subparagraph a second or subsequent time within 1 year after a prior conviction commits a misdemeanor of the first degree, punishable as provided in s. 775.082 or s. 775.083.

Florida State Statutes 893.13:

893.3 Prohibited acts; penalties.—

(1)(a) Except as authorized by this chapter and chapter 499, it is unlawful for any person to sell, manufacture, or deliver, or possess with intent to sell, manufacture, or deliver, a controlled substance. Any person who violates this provision with respect to: 12/9/2011EF

1. A controlled substance named or described in s. 893.03(1)(a), (1)(b), (1)(d), (2)(a), (2)(b), or (2)(c)4., commits a felony of the second degree, punishable as provided in s. 775.082, s. 775.083, or s. 775.084.
2. A controlled substance named or described in s. 893.03(1)(c), (2)(c)1., (2)(c)2., (2)(c)3., (2)(c)5., (2)(c)6., (2)(c)7., (2)(c)8., (2)(c)9., (3), or (4) commits a felony of the third degree, punishable as provided in s. 775.082, s. 775.083, or s. 775.084.
3. A controlled substance named or described in s. 893.03(5) commits a misdemeanor of the first degree, punishable as provided in s. 775.082 or s. 775.083.

### **Federal Laws and Penalties for Illegal Possession of a Controlled Substance**

#### **21 U.S.C.844 Penalty for Simple Possession:**

##### **(a) Unlawful acts; penalties**

It shall be unlawful for any person knowingly or intentionally to possess a controlled substance unless such substance was obtained directly, or pursuant to a valid prescription or order, from a practitioner, while acting in the course of his professional practice, or except as otherwise authorized by this subchapter or subchapter II of this chapter. It shall be unlawful for any person knowingly or intentionally to possess any list I chemical obtained pursuant to or under authority of a registration issued to that person under section 823 of this title or section 958 of this title if that registration has been revoked or suspended, if that registration has expired, or if the registrant has ceased to do business in the manner contemplated by his registration. It shall be unlawful for any person to knowingly or intentionally purchase at retail during a 30 day period more than 9 grams of ephedrine base, pseudoephedrine base, or phenylpropanolamine base in a scheduled listed chemical product, except that, of such 9 grams, not more than 7.5 grams may be imported by means of shipping through any private or commercial carrier or the Postal Service. Any person who violates this subsection may be sentenced to a term of imprisonment of not more than 1 year, and shall be fined a minimum of \$1,000, or both, except that if he commits such offense after a prior conviction under this subchapter or subchapter II of this chapter, or a prior conviction for any drug, narcotic, or chemical offense chargeable under the law of any State, has become final, he shall be sentenced to a term of imprisonment for not less than 15 days but not more than 2 years, and shall be fined a minimum of \$2,500, except, further, that if he commits such offense after two or more prior convictions under this subchapter or subchapter II of this chapter, or two or more prior convictions for any drug, narcotic, or chemical offense chargeable under the law of any State, or a combination of two or more such offenses have become final, he shall be sentenced to a term of imprisonment for not less than 90 days but not more than 3 years, and shall be fined a minimum of \$5,000. Notwithstanding the preceding sentence, a person convicted under this subsection for the possession of a mixture or substance which contains cocaine base shall be imprisoned not less than 5 years and not more than 20 years, and fined a minimum of \$1,000, if the conviction is a first conviction under this subsection and the amount of the mixture or substance exceeds 5 grams, if the conviction is after a prior conviction for the possession of such a mixture or substance under this subsection becomes final and the amount of the mixture or substance exceeds 3 grams, or if the conviction is after 2 or more prior convictions for the possession of such a mixture or substance under this subsection become final and the amount of the mixture or substance exceeds 1 gram. Notwithstanding any penalty provided in this subsection, any person convicted under this subsection for the possession of flunitrazepam shall be imprisoned for not more than 3 years, shall be fined as otherwise provided in this section, or both. The imposition or execution of a minimum sentence required to be imposed under this subsection shall not be suspended or deferred. Further, upon conviction, a person who violates this subsection shall be fined the reasonable costs of the investigation and prosecution of the offense, including the costs of prosecution of an offense as defined in sections 1918 and 1920 of title 28, except that this sentence shall not apply and a fine under this section need not be imposed if the court determines under the provision of title 18 that the defendant lacks the ability to pay.

### **Drug Convictions and Student Financial Aid**

The Higher Education Act of 1965 as amended (HEA) suspends aid eligibility for students who have been convicted under federal or state law of the sale or possession of drugs, if the offense occurred during a period of enrollment for which the student was receiving federal student aid (grants, loans, and/or work-study).

<http://studentaid.ed.gov>

## **Drug and Alcohol Education and Awareness**

Part of drug and alcohol abuse prevention is being aware of how drugs affect our health. The College recommends students become informed. The College is committed to the wellbeing of our students and has committed to providing support services throughout enrollment. The College has partnered with Student Resources Services and the Well Connect Program. Students have 24 hour/7 days a week/365 days a year access to many services. Some of the services available include Health and Wellness, which offers access to a rich library of tips, articles, and screening instruments regarding common health concerns; information and referrals for diet, nutrition, weight management, traditional and alternative medical resources; personal safety information for people of all ages; current research specific to health issues; and practical guides to developing habits conducive to overall well-being.

### ***Health Risks Associated with the Use of Alcohol***

- Lowered inhibitions
- Loss of coordination
- Impaired memory
- Fetal damage (in pregnant women)
- Depression
- Fatal overdose

Risks associated with long-term alcohol abuse

- Pancreatitis
- Liver damage
- Damage to cardiovascular and nervous systems
- Birth defects<sup>12/9/2011EF</sup>

### ***Health Risks Associated with the Use of Drugs***

Dissociative Drugs (Ketamine, PCP, Salvia divinorum, DXM)

- Impaired motor function
- Tremors
- Numbness
- Memory loss
- Nausea

Inhalants (Aerosols, Lighter Fluid, Paint Thinner)

- Loss of inhibition
- Headache
- Nausea or vomiting
- Slurred speech
- Loss of motor coordination
- Damage to cardiovascular and nervous systems
- Sudden death

Club Drugs (MDMA, Flunitrazepam, GHB)

- Lowered inhibition
- Chills
- Sweating
- Depression
- Hyperthermia
- Impaired coordination
- Seizures
- Coma

#### Hallucinogens (LSD, PCP, DMT, STP, Mescaline)

- Altered states of perception and feeling
- Hallucinations
- Nausea

#### Cannabinoids-Marijuana and Hashish

- Slowed reaction time
- Distorted sensory perception
- Impaired balance and coordination
- Impaired learning
- Frequent respiratory infections

#### Stimulants (Cocaine, Amphetamine, Methamphetamine)

- Increased heart rate
- Increased blood pressure
- Reduced appetite
- Irritability
- Tremors
- Cardiac or cardiovascular complications
- Stroke
- Seizures
- Severe dental problems
- Nasal damage (snorting cocaine)

#### Opioids (Heroin, Opium)

- Drowsiness
- Impaired coordination
- Dizziness
- Nausea
- Endocarditis
- Hepatitis
- HIV
- Fatal overdose

In addition, the following is a list of some good web resources to educate you on the effects of drugs and alcohol:  
<http://www.nida.nih.gov/infofacts/infofactsindex.html> - InfoFacts have been developed by the National Institute on Drug Abuse (NIDA), National Institutes of Health, Department of Health and Human Services. NIDA supports most of the world's research on the health aspects of drug abuse and addiction. NIDA InfoFacts are updated regularly.

<http://pubs.niaaa.nih.gov/publications/aa63/aa63.htm> - National Institute on Alcohol Abuse and Alcoholism – Alcohol Alert Publication Number 63.

<http://www.drugfree.org/drug-guide> - The Drug Guide at The Partnership at Drugfree.org is a comprehensive and up-to-date source of drug information, including drug descriptions, slang terms, short term- and long term- effects, images, federal classifications and more.

To access Well Connect 24 hours a day / 7 days a week services, students and members of their household may contact:

**Well Connect by Student Resources Service**

**Toll Free: 866-640-4777**

**<http://www.wellconnectbysrs.com>**

Students will be provided an account number and user identification card during orientation. These services are confidential.

For further information, please visit the College Student Services Department.

### **Counseling Services for Students and Employees**

#### Employees

Management Resources College employees may utilize the Employee Assistance Program (EAP) provided by E4 Health for counseling services and other resources. The EAP is intended to help employees deal with personal problems that might adversely impact their job performance, health and well-being. EAPs general include short-term counseling and referral services for employees and their household members. Supervisors may also refer employees (supervisor referral) based upon unacceptable performance or conduct issues. For more information visit: [www.LifeScopeEAP.com](http://www.LifeScopeEAP.com), Username: MRCollege, Password guest or call 1-877-265-4948. Brochures and handouts are available in the Human Resources Department.

#### Students

Management Resources College students may utilize the Well Connect program for counseling services. Well Connect by Student Resource Services offers immediate in-the-moment support, as well as free short-term counseling to address issues such as addiction and substance abuse. When you call the main toll-free line, you will talk with a knowledgeable and experienced clinician who can help connect you to the resources you need.

To access Well Connect 24 hours a day / 7 days a week services, students and members of their household may contact:

**Well Connect by Student Resources Service**

**Toll Free: 866-640-4777**

**<http://www.wellconnectbysrs.com>**

Students will be provided an account number and user identification card during orientation. These services are confidential.

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### **Assessment of Program Effectiveness**

Management Resources College reviews all documented infractions of the student conduct policy, under which encompasses the Alcohol-Drug Possession, Usage, and Distribution Policy on a biennial basis to insure that the College policy was followed and to evaluate the effectiveness and implement changes to the program if needed.