



Drug & Alcohol Policy

NORTHWOOD UNIVERSITY

Reviewed June 2008

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Drug & Alcohol Policy

The Drug-Free Workplace Act was enacted into Federal law in 1988. The university recognizes its obligation to support the law and is aware of the damaging impact illegal drugs can have on our culture and especially its young people.

The Drug-Free Workplace Act of 1988, Subtitle D, Section 5152 and the Drug-Free Schools and Communities Act amendments of 1989, PL no. 101-226 requires that Northwood University maintain an environment free from the unlawful manufacture, distribution, dispensation, possession or use of controlled substances, or alcohol.

The unlawful manufacture, distribution, dispensing, possession or use of a controlled substance is prohibited while on college property, attending Northwood events, or performing work-related duties.

Pursuant to applicable procedures, policies, or appropriate collective bargaining agreements, governing employee or student discipline, involvement in the unauthorized use or sale, manufacturing, dispensing or possession of controlled substances or alcohol on Northwood University premises or during Northwood University activities, or working under the influence of such substances, will be subject to disciplinary actions up to and including dismissal or expulsion.

Any employee or student who is convicted of violating any criminal drug/alcohol statute when such violations occurs at the University or as part of any college activities, must notify the university no later than five (5) days after such conviction. Failure to provide such a notice may subject the employee/student to dismissal/expulsion. He/she shall notify his/her immediate supervisor, who will report the incident to the Human Resources Department. Students in the University College program will notify the Associate Dean of Enrollment and Administration. All other students will notify the Dean of Students on their campus. You can use the table below to contact the appropriate person either by telephone or email.

- **DeVos Graduate**
989.837.4409
tgnash@northwood.edu
- **Florida Campus**
561.478.5551
henglein@northwood.edu
- **Michigan Campus**
989.837.4398
larryl@northwood.edu
- **Texas Campus**
972.293.5488
anguianm@northwood.edu
- **University College**
989.837.4453
kingm10@northwood.edu

Northwood University supports programs aimed at the prevention of substance abuse by University employees and students. The University will provide preventative educational programs for students and refer employee/students experiencing substance-dependency-related problems for counseling and assistance.

Drug and Alcohol Prevention Counseling

Northwood encourages faculty staff and students with alcohol or other drug dependency problems to contact community counseling centers for assistance. Confidential substance abuse counseling may be arranged by contacting the Human Resources Department, the Vice President of Finance, the Campus Provost or our Employee Assistance Program (EAR).

Below is a list of some drug and alcohol prevention, counseling treatment and rehabilitation programs. Additional programs may be listed in local and other area telephone directories. Look under the heading of Drug Abuse & Addiction Information or Alcohol Information and Treatment.

Midland County

Northwood University - Student Assistance
Campus Office in the Health Center, Miner Hall
989.837.4322
Northwood University Student Services – 989.837.4398
Alcoholics Anonymous 989.695.2975
Community Mental Health
2603 W Wackerly, Suite A, Midland 989.631.7992

Palm Beach County

Northwood University – Student Services 561.478.5544
Northwood University – Student Assistance Campus Office, Health Center 561.478.5553
Alcoholics Anonymous 561.655.5700
Florida Alcohol and Drug Abuse Association 850.878.2196

Texas Campus

Northwood University Student Support Center 972.293.4075
Northwood University Health Facility – 972.293.5495
Northwood University Student Services - 972—293-5408
Alcoholics Anonymous 972.286.9230 or
972.709.8553
Texas Commission on Alcohol and Drug Abuse 1.800.832.9623
Dallas Self Help Clearinghouse 214.828.4192

University College – Illinois

Northwood University – Student Services – 630.955.9519
Alcoholics Anonymous – 630.833.7897

University College – Indiana

Northwood University – Student Services – 317-841-1490
Alcoholics Anonymous – 317.632.7864

University College – Kentucky

Northwood University – Student Services 502.261.1977
Alcoholics Anonymous – 502.582.1849

University College – Louisiana

Northwood University – Student Services 504.362.9339
Alcoholics Anonymous – 504.838.3399

National Resources

- National Council on Alcoholism Information Line 1.800.NCA.CALL
- National Self Help Hot Line 1.800.662.HELP
- Northwood's Employee Assistance Program EAR 1.800.854.1446

Health Risks of Substance/Alcohol Abuse

Drug use can start out as experimentation or casual use and can progress into problem use or addiction. Long-term research has proven that the abuse of alcohol and other drugs can erode the foundation of the University's goals and objectives and diminishes the personal attainment of intellectual, social, physical and moral growth and development.

The following provide some specific risks incurred with the use of particular common drugs or substances.

- Alcohol (Beer, wine, liquor, distilled spirits)
Brain damage, addiction, liver damage, neuralgic damage
- Caffeine
May aggravate health problems
- Hallucinogens (LSD, Mescaline, PCP, Magic Mushrooms, Peyote)
Panic reactions, psychotic behavior, may intensify existing psychosis, violent acts
- Inhalants (Solvents, glue, whiteout, solvent impurities)
Impaired perceptions, judgments, and coordination: toxicity
- Marijuana (Pot, grass, hash, Thai sticks)
Bronchitis, brain damage, lethargy, conjunctivitis, possible birth defects
- Nicotine (Cigarettes, snuff, chewing/pipe tobacco, cigars)
Loss of appetite, lung cancer, addiction
- Opiates (Narcotics) (Heroin, Morphine, Codeine, Paregoric)
Addiction, impaired perception, judgment, and coordination; brain damage, depression, withdrawal
- Barbiturates (sedative) (Phenobarbital, pentobarbital, secobarbital, amobarbital)
Severe withdrawal symptoms, depression, convulsions, addiction
- Anabolic Steroid (Steroids)
Acne, cancer, liver disease, heart disease, fetal damage, shrunken testicles, baldness, aggressive combative behavior
- Stimulants (Speed, diet pills, uppers, cocaine, ice, crack)
Loss of appetite, delusions, heart damage, hallucinogens, withdrawal, convulsions, nasal deterioration

Who is at Risk?

The key to preventing and treating drug/alcohol abuse is to treat the underlying reasons for use. Factors putting people at higher risk for drug/alcohol use are:

- Family history of alcoholism or drug abuse
- Favorable attitudes toward use
- Friends who use drugs
- Low self-esteem & self-worth
- Academic or work related failures
- Weak intra & interpersonal skills
- Inadequate bonding
- Incest, sexual abuse victim
- Inadequate coping skills
- Stress

- Depression

Education and training is important in learning to help ourselves and others. Components of this education include:

- Early Detection: Understanding signs and symptoms of drug/alcohol abuse
- Intervention: Approaching someone you think has a problem
- Referral: Knowing where to get help or sending someone for help

Self Assessment

What are your attitudes and behaviors regarding the use of alcohol and drugs? Analyzing your attitudes in conjunction with knowing the facts about drugs is important to responsible decision making concerning your well-being. Answer the following questions to assess yourself. All questions include reference to the use of legal and illegal drugs.

1. Are you unable to stop drinking/dosing after a certain number of drinks/doses?
2. Do you need a drink/drug to get motivated?
3. Do you forget what happened while you were partying? (Blackouts)
4. Do you drink or take drugs alone?
5. Have others annoyed you by questioning you about your drinking/drug use?
6. Have you been involved in physical violence while you were drunk/high?
7. Have you destroyed or damaged property while drinking or using drugs?
8. Do you drive while drunk or high?
9. Have you been physically hurt while under the influence of alcohol/drugs?
10. Have you been in trouble with University officials or campus security because of alcohol/drug use?
11. Have you chosen friends based upon their favorable attitudes toward drinking and drugs?
12. Do you think you are normal despite friend's comments that you drink or use drugs too much?
13. Have you ever missed work/classes because you were too hung over to get up on time?
14. Have you ever done poorly on an exam/assigned work because of drinking/drug use?
15. Do you think about drinking or getting high often?
16. Do your social activities involve drinking or the use of drugs in order for you to enjoy yourself?
17. Do you feel drinking/drug use is affecting your ability to maintain healthy, intimate relationships with a significant other?
18. Do you feel that drinking/drug use is affecting your physical health on an on-going basis including insomnia, intestinal disturbances, mental processing, etc.?
19. Do you believe you need to drink/use drugs (other than prescribed) to function at work, home or in social situations?

If you answered "yes" to three or more of these questions, or you are concerned about your use, you may be using alcohol/drugs in a way in which the quality of your life is diminished and the effects are harmful. Do not blame yourself. Ask for help. Use the resources listed above.

Employee Drug & Alcohol Policy

SUBSTANCE ABUSE & DRUG-FREE WORKPLACE

SCOPE

In 1988, the Drug-Free Workplace Act was enacted into federal law. The University recognizes its obligation to support the law and is aware of the damaging impact legal/illegal drugs can have on our culture and especially its young people.

The Drug-Free Workplace Act of 1988, Subtitle D, Section 5152 and the Drug Free Schools and Communities Act Amendments of 1989, PL No. 101-226, requires that Northwood University maintain an environment free from the unlawful manufacturing, distribution, dispensing, possession or use of controlled substances, and or alcohol.

It is the responsibility of Northwood University employees and students to familiarize themselves with the policies, regulations and procedures. Students should refer to the Student Handbook or the Dean of Students Office and employees can refer to applicable collective bargaining agreements, or the Human Resources Department/Representative for additional information. A summary of legal sanctions for the violation of controlled substances/alcohol laws and policies can be obtained from the Student Services Office or the Human Resources Department/Representative.

POLICY

- A. The manufacturing and unlawful distribution, dispensing, possession or use of a controlled substance and/or alcohol is prohibited while on University property, attending Northwood University events, or performing work-related duties.
- B. Pursuant to applicable procedures, policies, or appropriate collective bargaining agreements, governing employee or student discipline, involvement in the unauthorized use, sale, manufacturing, dispensing or possession of controlled substances and/or alcohol on Northwood University premises or during Northwood University activities, or working under the influence of such substances, will be subject to disciplinary action up to and including termination of employment or expulsion.
- C. Any employee or student who is convicted of violating any criminal drug/alcohol statute, must notify the University no later than five (5) days after such conviction. Failure to provide such notice may subject the employee/student to termination of employment/expulsion. The employee shall notify his/her immediate manager, who will report the incident to the Human Resources Department. The student will notify the Dean of Students.
- D. Northwood University supports programs aimed at the prevention of substance abuse by University employees and students.
- E. Legal Sanctions for Violations of Controlled Substances/Alcohol Laws & Policies – In addition to federal, state and local laws which prohibit and control legal sanctions for violations of controlled substances and alcohol, Northwood University will impose its own sanctions for any violations occurring at the University or at University-related events.
- F. Drug and Alcohol Prevention Counseling

Northwood University encourages faculty, staff and students with alcohol or other drug dependency problems to contact community counseling centers for assistance.

Laws & Policies

Federal, State and local laws prohibit the possession, use, manufacturing, distribution and sales of controlled substances. Sanctions for violations of these laws can range from fine and penalties to imprisonment. There are

also laws against the abuse of alcohol. Drinking and driving is the most frequent violation and can result in probation, imprisonment, and loss of driving privileges. Contribution to another's abuse of alcohol can also lead to legal sanctions.

Legal Sanctions

There are legal sanctions under local ordinances, and under state and federal law for the unlawful possession, use, or distribution of illicit drugs and alcohol. A violation under state law may result in a misdemeanor or felony conviction depending on the nature of the offense, punishable by imprisonment, payment of fines, confiscation of real and personal property or a combination of the three.

It is the responsibility of Northwood employees and students to familiarize themselves with the policies, regulations and procedures. Students should refer to the Student Handbook or the Dean of Students Office and employees can refer to applicable collective bargaining agreements, the Employee Handbook, Policies & Procedures Manual or the Human Resources Office for additional information. A summary of legal sanctions for the violation of controlled substances/alcohol laws and policies can be obtained from the Student Services Office or Human Resources Representative.

State Sanctions for Violations of a Controlled Substance/Alcohol

Disclaimer: Below is a summary of laws by state, individuals should refer to the full text of the State law before drawing legal conclusions

State of Florida Legal Sanctions for Violations of a Controlled Substance/Alcohol

DUI (Driving Under the Influence of Alcoholic Beverages, Chemical Substances or Controlled Substances). s. 316.193, F.S.

Under Florida law, DUI is one offense, proved by impairment of normal faculties or unlawful blood alcohol or breath alcohol level of .08 or above. The penalties upon conviction are the same, regardless of the manner in which the offense is proven.

Fine Schedule s. 316.193(2)(a)-(b), F.S.

- *First Conviction:* Not less than \$250, or more than \$500. With Blood/Breath Alcohol Level (BAL) of .20 or higher or minor in the vehicle: Not less than \$500, or more than \$1,000.
- *Second Conviction:* Not less than \$500, or more than \$1,000. With BAL of .20 or higher or minor in the vehicle: Not less than \$1,000, or more than \$2,000.
- *Third Conviction **More than 10 years:*** Not less than \$1,000, or more than \$2,500. With BAL of .20 or higher or minor in the vehicle: Not less than \$2,000.
- *Third Conviction **Within 10 years:*** Not more than \$5,000. With BAL of .20 or higher or minor in the vehicle. Not less than \$2,000.
- *Fourth or Subsequent Conviction:* Not less than \$1,000. With BAL of .20 or higher or minor in the vehicle. Not less than \$2,000.

Community Service - s. 316.193 (6)(a), F.S.

First Conviction: Mandatory 50 hours of community service or additional fine of \$10 for each hour of community service required.

Probation - s. 316.193 (5)(6), F.S.

First conviction, total period of probation and incarceration may not exceed 1 year.

Imprisonment- s. 316.193 (2)(a) 2, 4(b), (6)(j), F.S.

At court's discretion, sentencing terms may be served in a residential alcoholism or drug abuse treatment program, credited toward term of imprisonment.

- *First Conviction:* Not more than 6 months. With BAL of .20 or higher or minor in the vehicle: Not more than 9 months.
- *Second Conviction:* Not more than 9 months. With BAL of .20 or higher or minor in the vehicle: Not more than 12 months. If second conviction within 5 years, mandatory imprisonment of at least 10 days. At least 48 hours of confinement must be consecutive.
- *Third Conviction:* If third conviction within 10 years, mandatory imprisonment of at least 30 days. At least 48 hours of confinement must be consecutive. If third conviction more than 10 years, imprisonment for not more than 12 months.
- *Fourth or Subsequent Conviction:* Not more than 5 years or as provided in s.775.084, Florida Statutes, as habitual/violent offender.

Impoundment of Immobilization of Vehicle - s. 316.193 (6), F.S.

Unless the family of the defendant has no other transportation: First conviction = 10 days; second conviction within 5 years = 30 days; third conviction within 10 years = 90 days. Impoundment or immobilization must not occur concurrently with incarceration. The court may dismiss the order of impoundment of any vehicles that are owned by the defendant if they are operated solely by the employees of the defendant or any business owned by the defendant.

Conditions for Release of Persons Arrested for DUI-s. 316.193 (9), F.S.

- The person is no longer under the influence and;
- The person's normal faculties are no longer impaired
- The person's blood/breath alcohol level is lower than 0.05; or
- Eight hours have elapsed from the time the person was arrested.

DUI Misdemeanor Conviction: (Accident Involving Property Damage or Personal Injury)-s. 316.193 (3), F.S.

Any person who causes property damage or personal injury to another while driving under the influence is guilty of a First Degree Misdemeanor (not more than \$1,000 fine or 1-year imprisonment).

DUI Felony Conviction: (Repeat Offenders or Accidents Involving Serious Bodily Injury)-s. 316.193 (2),(3) F.S.

- Any person convicted of a third DUI within 10 years or a fourth or subsequent DUI commits a Third Degree Felony (not more than \$5,000 fine and/or 5 years imprisonment).
- Any person who causes serious bodily injury while driving under the influence is guilty of a Third Degree Felony (not more than \$5,000 fine and/or 5 years imprisonment) or if habitual/violent felony offender as provided in s. 775.084, F.S.

Manslaughter and Vehicular Homicide-s. 316.193 (3), F.S.

- *DUI/Manslaughter*: Second Degree Felony (not more than \$10,000 fine and/or 15 years imprisonment).
- *DUI Manslaughter/Leaving the Scene*: A driver convicted of DUI Manslaughter who knew/should have known accident occurred; and failed to give information or render aid is guilty of a First Degree Felony (not more than \$10,000 fine and/or 30 years imprisonment).
- *Vehicular Homicide*: Second Degree Felony (not more than \$10,000 fine and/or 15 years imprisonment).
- *Vehicular Homicide/Leaving the Scene*: A driver convicted of vehicular homicide who left the scene of an accident is guilty of a First Degree Felony (not more than \$10,000 fine and/or 30 years imprisonment).

Driver License Revocation Periods for DUI-s. 322.271, F.S. and s. 322.28, F.S.

A. *First Conviction*: Minimum 180 days revocation, maximum 1 year.

B. *Second Conviction Within 5 Years*: Minimum 5 years revocation. May be eligible for hardship reinstatement after 1 year. Other 2nd offenders same as "A" above.

C. *Third Conviction Within 10 Years*: Minimum 10 years revocation. May be eligible for hardship reinstatement after 2 years. Other 3rd offenders same as "A" above; one conviction more than 10 years prior and one within 5 years, same as "B" above.

D. *Fourth Conviction, Regardless of When Prior Convictions Occurred) and Murder with Motor Vehicle*: Mandatory permanent revocation. No hardship reinstatement.

E. *DUI Manslaughter*: Mandatory permanent revocation. If no prior DUI related convictions, may be eligible for hardship reinstatement after 5 years.

F. *Manslaughter, DUI Serious Bodily Injury, or Vehicular Homicide Convictions*: Minimum 3-year revocation. DUI Serious Bodily Injury having prior DUI conviction is same as "B-D" above.

Chemical or Physical Test Provisions (Implied Consent Law)-s. 316.1932, F.S., s. 316.1933, F.S., s. 316.1934, F.S, s. 316.1939, F.S

- *Refusal*: Refusal to submit to a breath, urine, or blood test is admissible as evidence in DUI criminal proceedings. Second or subsequent refusal is a misdemeanor of the first degree.
- *Driver License Suspension Periods*: First refusal, suspended for 1 year. Second or subsequent refusals, suspended for 18 months.

- *Commercial Driver License Disqualification Periods:* First refusal in a commercial motor vehicle, disqualified for 1 year. Second or subsequent refusals in a commercial motor vehicle, disqualified permanently. No hardship reinstatement permitted.
- *Forceful Withdrawal of Blood:* If necessary, blood may be withdrawn in DUI cases involving serious bodily injury or death by authorized medical personnel with the use of reasonable force by the arresting officer, even if the driver refuses.
- *Unconscious:* Any person who is incapable of refusal by reason of unconsciousness or other mental or physical condition shall be deemed not to have withdrawn his consent to such test. A blood test may be administered whether or not such person is told that his failure to submit to such a blood test will result in the suspension of his privilege to operate a motor vehicle.
- *Portable Alcohol Breath Testing Devices:* Authorized by **s.322.2616, F.S.**, for persons under the age of 21. Reading is admissible as evidence in any administrative hearing conducted under **s. 322.2616, F.S.**

Adjudication and Sentencing - s. 316.656, F.S., s. 322.2615 F.S.

Penalty to be Imposed by Court: Judges are prohibited from deviating from the administrative suspension/revocation periods mandated by statute. The courts are prohibited from withholding adjudication in DUI cases; or from reducing a DUI charge if the defendant's blood alcohol was .20 or greater.

Driving While License Suspended or Revoked- s. 322.34, F.S.

Any person whose driver license/privilege is suspended for Driving with an Unlawful Alcohol Level, or revoked for DUI, DUI Manslaughter or Vehicular Homicide, or for any other offense ordered by the court and who causes death or serious bodily injury to another person by operating a motor vehicle in a careless or negligent manner is guilty of a 3rd degree felony, punishable by both imprisonment of not more than 5 years, a fine not to exceed \$5,000, or both.

Administrative Suspension of Persons Under the Age of 21 for Driving With an Alcohol Level .02 or Above

Section **322.2616**, Florida Statutes, authorizes law enforcement officers having probable cause to believe that a motor vehicle is being driven by or is in the actual physical control of a person who is under the age of 21 while under the influence of alcoholic beverages or who has any alcohol level may lawfully detain this person and may request them to submit to a test to determine the alcohol level. This violation is neither a traffic infraction nor a criminal offense, nor does being detained under this statute constitute an arrest.

- *First Suspension for Persons Under the Age of 21 With An Alcohol Level .02 or above:* 6 months.
- *Second or Subsequent Suspensions* 1 year.
- *First Suspension for Refusal to Submit to Breath Test:* 1 year.
- *Second or Subsequent Suspensions for Refusal:* 18 months.
- The suspension is effective immediately. If the breath or blood alcohol level is .05 or higher the suspension shall remain in effect until completion of a substance abuse evaluation and course. The officer

will issue the driver a temporary permit effective 12 hours after issuance which is valid for 10 days, provided the driver is otherwise eligible.

Illinois Driving Under The Influence (DUI) Laws

Penalties for DUI in Illinois vary depending upon the circumstances of the arrest and conviction, including age of the driver, driver's BAC level, whether children were being transported and whether the driver had previous DUI convictions.

Driving Under the Influence

First conviction (under age 21) — Class A misdemeanor with possible 0- 12 months imprisonment; loss of driving privileges for minimum 2 years; 100 hours community service; fines of up to \$2,500; eligible for Restricted Driving Permit (RDP) after one year of revocation; may be required to have a BAIID installed in vehicle as part of driving relief.

First conviction (over age 21) — Class A misdemeanor with possible 0-12 months imprisonment; loss of driving privileges for minimum 1 year; 100 hours community service; fines of up to \$2,500; eligible for RDP; may be required to have a BAIID installed in vehicle as part of driving relief.

Second conviction — Class A misdemeanor with possible 0-12 months imprisonment; fines of up to \$2,500; eligible for RDP after one year of revocation; required to have a BAIID installed in vehicle as part of driving relief; loss of driving privileges for minimum 5 years if committed within 20 years of first conviction.

- **Within five years of first conviction:**
Mandatory 5 days in jail or 240 hours community service (terms of imprisonment or community service not subject to suspension/reduction nor is offender eligible for probation); fines of up to \$2,500; eligible for RDP after one year of revocation; required to have a BAIID installed in vehicle as part of driving relief.

Third conviction (Aggravated DUI) — Class 2 felony with possible 3-7 years imprisonment; mandatory minimum 10 days in jail or 480 hours community service; fines of up to \$25,000; loss of driving privileges for minimum 10 years.

- **Within five years of previous conviction:**
Mandatory minimum 10 days in jail or 480 hours community service (terms of imprisonment or community service not subject to suspension/reduction nor is offender eligible for probation); eligible for RDP after one year of revocation; required to have a BAIID installed in vehicle as part of driving relief.

Fourth conviction (Aggravated DUI) — Class 2 felony with possible 3-7 years imprisonment; fines of up to \$25,000; lifetime loss of driving privileges; not eligible for any type of driving relief.

Fifth conviction (Aggravated DUI) — Class 1 felony with possible 4-15 years imprisonment; fines of up to \$25,000; lifetime revocation of driving privileges; not eligible for any type of driving relief.

Sixth or subsequent conviction (Aggravated DUI) — Class X felony with possible 6-30 years imprisonment; fines of up to \$25,000; lifetime revocation of driving privileges; not eligible for any type of driving relief.

Driving Under the Extreme Influence — BAC of .16 or greater

First conviction — Class A misdemeanor with possible 0-12 months imprisonment; loss of driving privileges for minimum 1 year (if under 21, minimum 2 years); 100 hours community service; fines of \$500-\$2,500; eligible for RDP; may be required to have a BAIID installed in vehicle as part of driving relief.

Second conviction — Class A misdemeanor with possible 0-12 months imprisonment; loss of driving privileges for minimum 5 years if committed within 20 years of first conviction.

- **Within five years of first conviction:**
Mandatory 7 days in jail; community service may be awarded in addition to, but not in lieu of jail time; fines between \$1,250-\$2,500; eligible for RDP after one year of revocation; required to have a BAIID installed in vehicle as part of driving relief.
- **Within 10 years of first conviction:**
Mandatory 2 days in jail; fines of \$1,250-\$2,500; eligible for RDP after one year of revocation; required to have a BAIID installed in vehicle as part of driving relief.

Third conviction (Aggravated DUI) — Class 2 felony with possible 3-7 years imprisonment; mandatory 90 days imprisonment (not eligible for community service); fines of \$2,500-\$25,000; loss of driving privileges for minimum 10 years; eligible for RDP after one year of revocation; required to have a BAIID installed in vehicle as part of driving relief.

- **Within 20 years of previous conviction:**
Loss of driving privileges for minimum 10 years.

Fourth conviction (Aggravated DUI) — Class 2 felony with possible 3-7 years imprisonment (not eligible for probation or conditional discharge); minimum fine of \$2,500.

Other Drugs

In addition to alcohol, many other prescription and nonprescription drugs impair safe driving. Some of these drugs are: antihistamines, cold remedies, pain relievers and mood changing drugs. Others are marijuana, hashish, LSD, heroin, cocaine, morphine and amphetamines (pep pills). Mixing even small amounts of alcohol with other drugs is very dangerous. It is also illegal to operate a motor vehicle on Illinois highways with any trace of a controlled drug substance or cannabis (marijuana) in your blood.

State of Indiana Legal Sanctions for Violations of a Controlled Substance/Alcohol

In addition to Northwood University sanctions, students and employees are subject to appropriate Federal and State laws, which provide for the fines, and /or imprisonment for the unlawful possession, sale or distribution of drugs or alcohol. The fines and/or imprisonment may vary according to the type and amount of substance involved

the offender's past record for such offenses, and a variety of other factors. Among the sections of the Indiana Criminal Code that may be pertinent are those listed below:

Alcohol

1. It is unlawful for a minor to make a false statement of his/her age or to present or offer false or fraudulent evidence of majority or identity to a permittee for the purpose of ordering or purchasing or attempting to procure alcoholic beverages.
2. It is unlawful for a person to sell, give or furnish to a minor false or fraudulent evidence of majority or identity with the intent to violate the provision of this rule
3. It is unlawful for a minor to have in his/her possession false or fraudulent evidence of majority or identity with the intent to violate the provision of this title.
4. It is unlawful for a minor to possess an alcoholic beverage, to consume it, or to transport it on a public highway not accompanied by at least one of his/her parents or guardians. A person who violates a provision of this section is guilty of a misdemeanor.
5. It is unlawful for a minor to be in a tavern, bar, or other public place where alcoholic beverages are sold, bartered, exchanged, given away, provided or furnished. It is also unlawful for a permittee to permit a minor to be in the prohibitive place. (Under Indiana Alcoholic Beverage Act a minor is an individual under the age of 21 years.) The penalties for violation of the Indiana Beverage Act vary from \$4 to \$500, for a term of imprisonment of not less than 5 days nor more than 6 months depending upon the nature of the offense committed; possible loss of driver's license for one year; possible required participation in alcohol education or treatment program.

Intoxication

1. Legal Definition- intoxication means a condition, which results in a person's normal faculties, either of perception, physical ability or judgment, being impaired so that he no longer has the capacity to form or entertain a specific intent.
2. Legal Symptoms- Criteria- red bloodshot eyes, slurred speech, odor of alcohol, and odor commonly associated with an alcoholic beverage.

Distribution, Sale, Possession or Use of Drugs

1. A person who knowingly or intentionally manufactures a narcotic drug, or adulterated; marijuana or hashish, pure or adulterated or,
2. Possesses with intent to manufacture or deliver a narcotic drug, pure or adulterated; a controlled substance, pure or adulterated; marijuana or hashish, pure or adulterated; commits the offense of possession, which is a felony.
3. A person, who, without a valid prescription or order of a practitioner acting in the course of his/her professional practice, knowingly or intentionally possesses a narcotic drug or a controlled substance, commits the offense of possession, which is a felony.
4. A person who (1) knowingly or intentionally possesses marijuana or hashish or (2) knowingly or intentionally grows or cultivates marijuana or hashish or (3) knowingly that marijuana is growing on his/her premises, fails to destroy the marijuana plant, commits either a felony or misdemeanor depending upon the amount of marijuana or hashish possessed.
5. A person who knowingly or intentionally visits a building, structure or vehicle or place that is used by any person to unlawfully use a controlled substance, commits visiting a common nuisance, which is a misdemeanor, and a person who knowingly and intentionally maintains a building, structure, or vehicle or other place that is used (1) by persons to unlawfully use controlled substances or (2) for unlawfully keeping or selling controlled substances commits maintaining a public nuisance, which is a felony.

State of Kentucky Legal Sanctions for Violations of a Controlled Substance/Alcohol

- A person shall not operate or be in physical control of a motor vehicle anywhere in this state:
 - While the alcohol concentration for someone over the age of 21 blood or breath is 0.08 or more.
 - While under the influence of alcohol;
 - While under the influence of any other substance or combination of substances which impairs one's driving ability;
 - While under the combined influence of alcohol and any other substance which impairs one's ability to drive; or
 - While the alcohol concentration for someone under the age of 21 blood or breath is 0.02.
1. For the first offense within a five (5) year period, you will be fined not less than two hundred dollars (\$200) nor more than five hundred dollars (\$500) or be imprisoned in the county jail for not less than forty-eight (48) hours nor more than thirty (30) days or both. Following sentencing, the defendant may apply to the judge for permission to enter a community labor program for not less than forty-eight (48) hours nor more than thirty (30) days in lieu of fine or imprisonment, or both.
 2. For the second offense within a five (5) year period, you will be fined not less than three hundred fifty dollars (\$350) nor more than five hundred dollars (\$500) and shall be imprisoned in the county jail for not less than seven (7) days nor more than six (6) months and, in addition to fine and imprisonment, may be sentenced to community for not less than ten (10) days nor more than six (6) months.
 3. For a third offense within a five (5) year period, be fined not less than five hundred dollars (\$500) nor more than one thousand dollars (\$1,000) and shall be imprisoned in the county jail for not less than thirty (30) days nor more than twelve (12) months and may, in addition to fine and imprisonment, be sentenced to community labor for not less than ten (10) days nor more than twelve (12) months.
 4. For a fourth or subsequent offense within a five (5) year period, be guilty of a Class D felony.

State of Louisiana Legal Sanctions for Violations of a Controlled Substance/Alcohol

When is a driver considered to be legally drunk in Louisiana?

- Non-commercial drivers age 21+ are considered legally drunk when their blood alcohol level is .08 or more.
- Drivers of commercial vehicles are legally drunk when their blood alcohol concentration is .04 percent or greater. Under Louisiana law, school bus drivers are commercial drivers.
- Drivers under 21 are considered legally drunk when their blood alcohol level is .02 or greater.

PENALTIES FOR DRUNK DRIVING IN LOUISIANA

- First-time offenders face a term of imprisonment ranging from 10 days to six months and are subject to pay a fine of \$300 to \$1,000. The driver's license suspension period is 90 days. If, however, the offender had a BAC of .20 or more, the fine increases to \$700 to \$1,000, and the driver's license suspension period is increased to two years.
- A person who commits a second offense within 10 years of the first conviction faces a prison term of 30 days to six months and is subject to pay a fine of \$700 to \$1,000. The driver's license suspension period is 12 months. Additionally, any vehicle operated by the offender must be equipped with an ignition interlock device for not less than six months. The device must remain installed and operative during any suspension period and for any additional period as determined by a judge. If a second-time offender had a BAC of .20 or more, the fine increases to \$1,000, and the driver's license suspension period is increased to four years. For a conviction of a second offense when the first offense resulted in the death or injury of another, the offender will be imprisoned, with or without hard labor, for one to five years. Under those circumstances, the fine increases to \$2,000.

- A person who commits a third offense within a 10-year period faces a term of imprisonment, which may or may not include hard labor, for one to five years. The fine is \$2,000, and the driver's license suspension period is 24 months. The vehicle that was owned and driven by the offender at the time of the offense will be seized, impounded, and sold at auction. The driver's license suspension period is 24 months.
- A person who commits a fourth or subsequent offense within a 10-year period faces a term of imprisonment, with or without hard labor, for 10 to 30 years. The fine is \$5,000, and the driver's license suspension period is 24 months. The vehicle that was owned and driven by the offender at the time of the offense will be seized, impounded, and sold at auction.

Possession of Marijuana

For a first conviction of the possession of marijuana you shall be fined not more than \$500, imprisoned in the parish jail for not more than six months, or both.

For the possession of sixty pounds or more of marijuana you shall be sentenced to serve a sentence of not less than ten years, nor more than sixty years, and to pay a fine of not less than fifty thousand dollars nor more than \$100,000.

State of Michigan Legal Sanctions for Violations of a Controlled Substance/Alcohol

Drinking and Driving is Illegal

Under Michigan law, it is illegal to drive:

- While intoxicated or impaired by, alcohol, illegal drugs, and certain prescribed medications.
- With a bodily alcohol content of 0.08 or more (driving while intoxicated).
- With any presence of a Schedule 1 drug or cocaine.

If you are under age 21 it is against the law:

- To drive with a bodily alcohol content of 0.02 or greater, or have any presence of alcohol other than that consumed at a generally recognized religious ceremony.
- To buy, possess, or consume alcoholic beverages. You may transport alcohol in a vehicle only when accompanied by an adult age 21 or older. If you are caught with alcohol in your vehicle and there is no adult accompanying you, you can be charged with a misdemeanor, whether you are on the road or in a parking lot.

Illegal or Street Drugs and Medications

Because everyone's metabolism is different, it's difficult to predict how medications and drugs will affect the body. Drugs and medications can be as dangerous as alcohol when mixed with driving. Illegal or "street" drugs are sold without a prescription and are particularly dangerous because users do not always know the contents, purity, or possible effects of these drugs. Prescription and non-prescription medications may also contain substances that can adversely affect your ability to drive safely. Some drugs such as antihistamines, which are found in many cold remedies and allergy preparations, tranquilizers, sleeping pills, and pain relievers may cause drowsiness. Diet pills, "stay awake" drugs, and other medications with stimulants such as caffeine, ephedrine, and pseudoephedrine may cause excitability or drowsiness. Effects may also vary depending on the combination of drugs. Know the contents and potential side effects of any drugs you are taking and be sure it is safe to drive when using them. For more information, consult your physician or pharmacist.

Recognizing Drivers Who Have Been Drinking or Using Other Drugs

It is possible to recognize drivers who may have been drinking or using other drugs. They may:

- Weave within their lane.
- Wander from one lane to another.
- Run off the pavement.
- Stop too quickly or slowly.
- Drive too quickly or slowly.
- Go through stop signs or other signals.
- Drive on the wrong side of the road.

These signs do not always mean that the driver has been drinking or using drugs, but they do require your full attention. If you observe a dangerous situation, do not become personally involved. Get an accurate description of the vehicle and license plate number. Call 911, the local Michigan State Police post, or a telephone operator for police help. You are most likely to encounter other drivers who have been drinking or using drugs at night or early morning, particularly from 8 p.m. to 4 a.m.; on the weekends, especially late Friday and Saturday nights; on holidays; or near bars and other businesses that sell alcohol.

When you see a suspected drunk driver, put as much distance as possible between yourself and the suspected drunk driver. Think twice about passing a suspected drunk driver. Let the driver pass you, especially when approaching rapidly. Avoid their uncertain actions. Stay alert. It is possible that the same driver may be met further down the road.

Anti-Drunk Driving Laws

Anti-drunk driving laws require swift and sure action and stiff penalties for drunk drivers. The laws:

- Require courts to decide drunken driving cases within 77 days after an arrest.
- Require a mandatory six-month driver license suspension even for a first conviction. A driver may be eligible for a restricted license after serving 30 days of the suspension.
- Require five days to one year of consecutive jail time and/or 30 to 90 days of community service for a second conviction of drunk driving.
- Include a felony for three convictions in a lifetime.
- Include a felony for a conviction for drunk driving that causes death.
- Include a felony for a conviction for drunk driving that causes a serious injury to another.
- Require fines for a conviction of driving while a driver license is suspended or revoked of up to \$500 for a first offense, and \$1,000 for an additional offense.
- Do not allow hardship appeals for habitual alcohol offenders.
- Require a reinstatement fee of \$125 if your driver license was suspended, revoked, or restricted.
- Require a Driver Responsibility Fee of \$1,000 for two consecutive years for driving while intoxicated and a \$500 fee for two consecutive years for driving while impaired, with any presence of a Schedule 1 drug or cocaine, zero tolerance, or child endangerment.

Preliminary Breath Test

When stopped by a law enforcement officer for suspicion of driving while intoxicated, you may be asked to take sobriety tests including a Preliminary Breath Test (PBT) at the roadside to determine whether you are under the influence of alcohol. If you refuse to take the PBT, you will be charged with a civil infraction and fined up to \$150 plus court costs. Persons under age 21 who refuse to take the PBT will receive two points on their driver record. Even if you take the PBT, you must still take the evidentiary chemical test (blood, breath, or urine test).

Michigan's Implied Consent Law

If arrested, you will be required to take a chemical test to determine your bodily alcohol content (BAC). Under Michigan's Implied Consent Law, all drivers are considered to have given their consent to this test. If you refuse a test, six points will be added to your driver record and your license will be suspended for one year. Please be aware that suspension of a license is automatic for any refusal to submit to the test. This is a separate consequence from any subsequent convictions resulting from the traffic stop. If you are arrested a second time in seven years and again unreasonably refuse the test, six points will be added to your driver record and your license will be suspended for two years. If you refuse to take the test under the Implied Consent Law or if the test shows your BAC is 0.08 or more, the officer will destroy your driver license, and you will be issued a 625g paper permit on which to drive until your case is resolved in court. There are no hardship appeals for a restricted license the second time you refuse.

Types of Charges

Operating While Visibly Impaired (OWVI) means that because of alcohol or other drugs in your body, your ability to operate a motor vehicle was visibly impaired.

Operating While Intoxicated means the alcohol or drugs in your body substantially affected your ability so you could not operate a motor vehicle safely. It can also mean that your bodily alcohol content was at or above 0.08. This can be shown by a chemical test.

Operating with Any Presence of a Schedule 1 Drug or Cocaine means having even a small trace of these drugs in your body even though you may not appear to be intoxicated or impaired. This can be determined by a chemical test.

Under Age 21 Operating With Any Bodily Alcohol Content means having a BAC of 0.02 to 0.07 or any presence of alcohol other than that consumed at a generally recognized religious ceremony.

Teen Drivers and Alcohol

Drivers between the ages of 16 and 20 are typically the least experienced drivers on the road. When alcohol is added to their inexperience, the results can be even more deadly. Male teenage drivers with a bodily alcohol content at 0.05 or more are 18 times more likely than a sober, male teen driver to be killed in a single vehicle crash. Female teenagers are 54 times more likely to be killed than a sober counterpart. Any involvement with alcohol by teens can result in the loss of their license. Simply possessing any alcoholic beverage, whether in a motor vehicle or not, can result in a license suspension for a teen.

For information about licensing actions for drivers under age 21, please see the Zero Tolerance section under Driver License Actions below.

Anti-Drug Laws

Michigan law requires driver license suspensions for drug convictions, even if you were not driving at the time of the offense. If there are no prior drug violations, your driver license is suspended for six months. No restricted license is allowed for the first 30 days. One or more prior drug convictions in seven years means your driver license will be suspended for one year. No restricted license is allowed for the first 60 days. The driver license reinstatement fee is \$125. This fee is separate from the reinstatement fee required for any other driving activity.

Driver License Actions

First Offense:

OWI (Operating While Intoxicated) or Operating With Any Presence of a Schedule 1 Drug or Cocaine (OWPD)
\$100 to \$500 fine and one or more of the following:

Up to 93 days in jail.

Up to 360 hours of community service.

Driver license suspension for 30 days, followed by restrictions for 150 days.

Possible vehicle immobilization.

Possible ignition interlock.

Six points added to driver record.

\$1,000 Driver Responsibility Fee for two consecutive years for OWI.

\$500 Driver Responsibility Fee for two consecutive years for OWPD.

OWVI (Operating While Visibly Impaired)

Up to \$300 fine and one or more of the following:

Up to 93 days in jail.

Up to 360 hours of community service.

Driver license restriction for 90 days (180 days if impaired by controlled substance).

Possible vehicle immobilization.

Four points on driver record.

\$500 Driver Responsibility Fee for two consecutive years.

Any combination, second offense within seven years:

OWI (Operating While Intoxicated)

\$200 to \$1,000 fine and one or more of the following:

Five days to one year in jail.

30 to 90 days community service.

Driver license denial/revocation for a minimum of one year.

License plate confiscated.

Vehicle immobilization 90 to 180 days unless vehicle is forfeited.

Possible vehicle forfeiture.

Six points on driver record.

\$1000 Driver Responsibility Fee for two consecutive years.

OWVI (Operating While Visibly Impaired)

\$200 to \$1,000 fine and one or more of the following:

Five days to one year in jail.

30 to 90 days community service.

Driver license denial/revocation for a minimum one year.

License plate confiscation.

Vehicle immobilization 90 to 180 days unless vehicle is forfeited.

Possible vehicle forfeiture.

Four points on driver record.

\$500 Driver Responsibility Fee for two consecutive years.

Any combination, third offense within lifetime (felony):

OWI (Operating While Intoxicated)

\$500 to \$5,000 fine and either:

One to five years imprisonment.

Probation with 30 days to one year in jail.

60 to 180 days community service.
Driver license denial/revocation for a minimum five years.
License plate confiscation.
Vehicle immobilization one to three years unless vehicle is forfeited.
Possible vehicle forfeiture.
Registration denial.
Six points on driver record.
\$1000 Driver Responsibility Fee for two consecutive years.

OWVI (Operating While Visibly Impaired)

\$500 to \$5,000 fine and either:

One to five years in prison.

Probation with 30 days to one year in jail.

60 to 180 days community service.

Driver license denial/revocation for a minimum of five years.

License plate confiscation.

Vehicle immobilization one to three years unless forfeited.

Possible vehicle forfeiture.

Registration denial.

Four points on driver record.

\$500 Driver Responsibility Fee

First offense

OWI/OWVI/OWPD/DWLS causing death/serious injury (felony)

Death-Up to 15 years imprisonment OR \$2,500 to \$10,000 fine, or both.

Injury-Up to five years imprisonment OR \$1,000 to \$5,000 fine, or both.

Emergency Responder Death-Up to 20 years imprisonment OR \$2,500 to \$10,000 fine, or both

Driver license denial/revocation for a minimum of one year.

License plate confiscation.

Vehicle immobilization up to 180 days unless forfeited.

Possible vehicle forfeiture.

\$1,000 Driver Responsibility Fee for two consecutive years.

Second offense (any prior crime within seven years):

OWI/OWVI/OWPD/DWLS causing death/serious injury (felony)

Death-Up to 15 years imprisonment OR \$2,500 to \$10,000 fine, or both.

Injury-Up to five years imprisonment OR \$1,000 to \$5,000 fine, or both.

Emergency Responder Death-Up to 20 years imprisonment OR \$2,500 to \$10,000 fine, or both.

Driver license denial/revocation for a minimum of five years.

License plate confiscation.

Vehicle immobilization 90 to 180 days unless vehicle is forfeited.

Possible vehicle forfeiture.

\$1000 Driver Responsibility Fee for two consecutive years.

Open Intoxicants in a Motor Vehicle

Up to a \$100 fine.

First offense-no action is taken against driver license.

Second offense-driver license is suspended for 30 days/restricted for 60 days.

Third offense-driver license is suspended for 60 days/restricted for 305 days.

Alcohol screening may be required.
Two points on driver record.

**Actions for Drivers Under Age 21:
Zero Tolerance (under age 21)**

First Offense
Up to \$250 fine and/or
Up to 360 hours of community service.
Driver license is restricted for 30 days.
Four points on driver record.
\$500 Driver Responsibility Fee for 2 consecutive years.

Second Offense within seven years:
Up to \$500 fine and/or
Up to 60 days community service.
Up to 93 days in jail.
Driver license suspension 90 days. Any prior drunk driving conviction results in a minimum one-year driver license revocation.
Four points on driver record.
\$500 Driver Responsibility Fee for two consecutive years.

Person Under 21 purchase/consume/possess alcohol:

First offense-\$100 fine, no action is taken against driver license.
Second offense-\$200 fine, driver license is suspended for 30 days/restricted for 60 days.
Third offense-\$500 fine, driver license is suspended for 60 days/restricted for 305 days.
Community service may be required.
Alcohol screening may be required.

Person Under 21 transport or possess in a motor vehicle:

Up to a \$100 fine.
First offense-no action is taken against driver license.
Second offense-driver license is suspended for 30 days/restricted for 60 days.
Third offense-driver license is suspended for 60 days/restricted for 305 days.
Alcohol screening may be required.
Community service may be required.
Two points on driver record.
Vehicle can be impounded up to 30 days.

Use Fraudulent ID to Purchase Liquor

Up to a \$100 fine, 93 days in jail, or both.
90-day driver license suspension.
Alcohol screening may be required.

DWLS (Driving While License Suspended)

Up to \$500 fine, up to 93 days in jail, or both.
Mandatory additional suspension.
\$500 Driver Responsibility Fee for two consecutive years.

DWLS (second offense)
Up to \$1,000 fine, up to one year in jail, or both.
Mandatory additional suspension.
Vehicle may be immobilized for up to 180 days.
\$500 Driver Responsibility Fee

DWLS (third offense-must have two priors within seven years-misdemeanor)
Mandatory additional suspension.
License plate confiscated.
Vehicle immobilized 90 to 180 days.
\$500 Driver Responsibility Fee for two consecutive years.

DWLS (fourth offense-must have three priors within seven years-misdemeanor)
Same as for third offense.

DWLS (fifth offense-must have four priors within seven years-misdemeanor)
Mandatory additional suspension.
License plate confiscated.
Vehicle immobilized one to three years.
\$500 Driver Responsibility Fee for two consecutive years.

The State Of Texas Anti-Drunk Driving Laws

Texas anti-drunk driving laws require swift and sure action resulting in severe consequences for drunk drivers.

Operating a motor vehicle under the influence of or while impaired by, alcohol or other drugs is illegal. Drivers with a bodily alcohol concentration of 0.08 or more are presumed to be under the influence.

It is illegal for drivers under age 21 to operate a vehicle if they have any bodily alcohol content. In Texas, it is also illegal for people under the legal drinking age of 21 to buy, possess, consume, or transport alcoholic beverages.

First Offense:

- * up to a \$2,000 fine
- * 72 hours to 180 days in jail
- * driver's license suspension: 90 days to 1 year

Second Offense:

- * up to a \$4,000 fine
- * 30 days to 1 year in jail
- * driver's license suspension: 180 days to 2 years

Third Offense:

- * up to a \$10,000 fine
- * 2 to 10 years in penitentiary
- * driver's license suspension: 180 days to 2 years

Underage Drinking

If you're under 21, here's what happens the first time you are found in possession of

alcohol.

Any amount of beer, wine or liquor will trigger the penalties.

- * 30-day driver's license suspension
- * up to a \$500 fine
- * 8 to 12 hours of community service
- * mandatory attendance in alcohol-awareness classes

A second or third offense can lead to suspension of your driver's license for 90 to 180 days. If you're 17 or older, you also can be fined as much as \$2,000 and go to jail for up to 180 days for a third offense.

TexasDWI.org excerpt reprinted with permission from the Texas Department of Transportation.

If you're under 21, here's what happens the first time you are stopped for drinking and driving.

- * 60-day driver's license suspension
- * up to a \$500 fine
- * 20 to 40 hours of community service
- * mandatory attendance in alcohol-awareness classes

Get caught drinking and driving a second or third time, and the penalties increase, including suspension of your driver's license for up to 180 days. That's called zero tolerance. It means "zero" alcohol. And that's the law in Texas.

If you're 17 and over, here's what happens if you're stopped for drinking and driving with a blood alcohol concentration of .08 or greater.

Some people, particularly teenagers, can reach a .08 BAC with two or three beers an hour.

- * up to a \$2,000 fine
- * 72 hours to 180 days in jail

- * driver's license suspension of 90 days to one year

Illegal Drugs

- Possession, Manufacture or delivery of controlled substances (drugs)
 - Punishment can range from confinement in jail for a term of not more than two years or less than 180 days, and a fine not to exceed \$10,000 to imprisonment for life or for a term of not more than 99 years nor less than fifteen years, and a fine not to exceed \$250,000.
- Delivery of marijuana
 - Punishment can range from confinement in jail for a term of not more than 180 days a fine not to exceed \$2,000 or both to imprisonment for life or for a term of not more than 99 years nor less than fifteen years and a fine not to exceed \$100,000.
- Possession of Marijuana
 - Punishment can range from confinement in jail for a term of not more than 180 days a fine not to exceed \$2,000 or both to confinement in TDC for life or for a term of not more than 99 years nor less than five years and a fine not to exceed \$2500,00.

Northwood Sanctions

Northwood will impose sanctions for violation of the Standard of Conduct consistent with local ordinances, and state and federal law, and with applicable collective bargaining agreements, employee handbooks and University regulations. Violations will result in disciplinary action, up to and including termination of employment, expulsion and referral for prosecution. Sanctions imposed will depend upon the severity and frequency of the violation. In addition to or in lieu of discipline, violators may be required to complete an appropriate rehabilitation program.

DeVos Graduate School

Penalty for Alcohol Use/Abuse and/or Possession

- First Offense
 - Referral to Substance Abuse Counselor in local area.
- Second Offense
 - Suspension until successful completion of a counseling, outpatient or inpatient rehabilitation program
- Third Offense
 - Dismissal

Penalty for Drug Use and/or Possession, or Drug Paraphernalia

- First Offense
 - Confiscation of drugs and/or paraphernalia
 - Referral to Substance Abuse Counselor in local area.
- Second Offense
 - Suspension until successful completion of counseling, outpatient or inpatient rehabilitation program.
- Third Offense
 - Dismissal

Florida Campus

Penalty for Alcohol Use/Abuse and/or Possession

- First Offense-Recommended Sanctions
 - Confiscation and disposal of alcohol.
 - A written warning placed in the student's disciplinary file.
 - 10 supervised community service hours (converts to a minimum of a \$50.00 fine if service hours are not completed as directed).
 - Possible referral to counseling sessions with the University Counselor
 - Loss of alcohol privilege if living in a designated "21" apartment and possible reassignment to a "non-21" apartment.
- Second Offense-Recommended Sanctions
 - Confiscation and disposal of alcohol.
 - Final disciplinary probation status for a period determined by the Dean of Students
 - 15 supervised community service hours (converts to a minimum of a \$75.00 fine if service hours are not completed as directed).
 - Notification of parents.
 - Possible referral for substance abuse evaluation through the counseling office and required participation in a substance abuse class (minimum 6 hours).
- Third Offense-Recommended Sanctions
 - Confiscation and disposal of alcohol.
 - Suspension or dismissal from the university.
 - Notification of parents.
 - Completion of a community (off-campus) substance abuse program before readmission.

Note: A drug violation while on probation for an alcohol violation will result in suspension from the University.

Penalty for Drug Use and/or Possession, or Drug Paraphernalia

- First Offense-Recommended Sanctions
 - Confiscation and destruction of drugs and/or paraphernalia.
 - Notification of parents.
 - Final disciplinary probation status for a period determined by the Dean of Students.
 - Mandatory substance abuse evaluation and mandatory participation in a substance abuse lass (minimum 6 hours).
 - 20 supervised community service hours
- Second Offense-Recommended Sanctions
 - Confiscation and destruction of drugs and/or paraphernalia.
 - Suspension from the University.
 - Notification of parents.
 - Completion of a community (off-campus) substance abuse program before readmission to the University.
- Third Offense-Recommended Sanctions
 - Confiscation and destruction of drugs and/or paraphernalia.
 - Immediate permanent dismissal for the University. No appeal.
 - Notification of parents.

Note: An alcohol violation occurring while a student is on probation for a drug may result in suspension from the University.

Sanction for the Sale or Distribution of Drugs

- Immediate permanent dismissal from the University. No appeal.
- Notification of local law enforcement agency.
- Notification of parents.

Michigan Campus

Penalty for Alcohol Use/Abuse and/or Possession

- First Offense
 - Confiscation of alcohol.
 - Disciplinary Probation (10 Weeks) with contract
 - Notification of parents (optional)
 - Referral to Student Assistance Counselor (mandatory) and a \$50.00 fine added if in noncompliance
 - Referral to athletic director and coach if student is an intercollegiate athlete
- Second Offense
 - Meeting with parents (within seven (7) days)
 - Counseling, outpatient or inpatient rehabilitation program
 - Possible suspension
- Third Offense
 - Notification of parents
 - Suspension or dismissal
 - Proof of completion of an alcohol rehabilitation program for re-admittance

Penalty for Drug Use and/or Possession, or Drug Paraphernalia

- First Offense

- Confiscation of drugs and/or paraphernalia
- Disciplinary Probation (10 weeks) with contract
- Notification of parents
- Referral to Student Assistance Counselor (Mandatory), and \$50.00 fine added if in noncompliance
- Referral to athletic director and coach if student is an intercollegiate athlete
- Possible suspension or dismissal
- Second Offense
 - Meeting with parents (within seven (7) days)
 - Counseling, outpatient or inpatient rehabilitation program (Successful completion of a program)
 - Possible suspension or dismissal
- Third Offense
 - Notification of parents.
 - Dismissal

Texas Campus

Penalty for Alcohol Use/Abuse and/or Possession

- First Offense – A \$50 fine will be assessed
 - Confiscation of alcohol.
 - Disciplinary Probation (10 Weeks) with contract
 - Notification of parents (optional)
 - Possible referral to Student Assistance Counselor. A \$50 fine will be added if non-compliant, possible dismissal
 - Referral to athletic director and coach if student is an intercollegiate athlete
 - 10 community service hours – Optional for first offense, at University discretion
 - Possible suspension or dismissal
- Second Offense – A \$100 fine will be assessed
 - Parental Contact (within seven (7) days)
 - Counseling, outpatient or inpatient rehabilitation program. Successful completion of program or \$50 fine will be added, if non-compliant
 - Possible suspension
- Third Offense – A \$100 fine will be assessed
 - Notification of parents
 - Dismissal pending recommendation by Dean of Student to Provost
 - Proof of completion of an alcohol rehabilitation program to apply for re-admittance

Penalty for Drug Use and/or Possession, or Drug Paraphernalia

- First Offense – A \$50 fine will be assessed
 - Confiscation of drugs and/or paraphernalia
 - Disciplinary Probation (10 weeks) with contract
 - Notification of parents
 - Possible referral to Student Assistance Counselor, and Referral to athletic director and coach if student is an intercollegiate athlete. A \$50 fine will be added if non-compliant
 - Possible suspension or dismissal
 - 10 community service hours optional for first offense, at university discretion
- Second Offense – A \$100 fine will be assessed
 - Parental contact (within seven (7) days)
 - Counseling, outpatient or inpatient rehabilitation program. Successful completion of a program, or \$50 fine, if non-compliant
 - Possible suspension or dismissal

- Third Offense – A \$100 fine will be assessed
 - Notification of parents.
 - Dismissal
 - Proof of completion of drug rehabilitation program for re-admittance consideration

University College

Penalty for Alcohol Use/Abuse and/or Possession

- First Offense
 - Referral to Substance Abuse Counselor in local area.
- Second Offense
 - Suspension until successful completion of a counseling, outpatient or inpatient rehabilitation program
- Third Offense
 - Dismissal

Penalty for Drug Use and/or Possession, or Drug Paraphernalia

- First Offense
 - Confiscation of drugs and/or paraphernalia
 - Referral to Substance Abuse Counselor in local area.
- Second Offense
 - Suspension until successful completion of counseling, outpatient or inpatient rehabilitation program.
- Third Offense
 - Dismissal