DRUG AND ALCOHOL ABUSE POLICY AND PREVENTION

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DATE REVISED: APRIL 2016
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INTRODUCTION
It is the policy of F.I.R.S.T. Institute that a link to the information contained in this document shall be made available to each student during Orientation. Availability shall also be made available to all new employees during their Orientation, and to all current employees annually during the update in January.

Every December, the Administrative Assistant shall review this Drug and Alcohol Abuse Policy and Prevention and:

1. Determine its effectiveness and report to the Director any revisions needed to make it more effective.
2. Ensure that the Standards of Conduct are fairly and consistently enforced.
3. Submit a written report to the Director at least biennially stating any concerns or modifications.

The updated version of the document will be distributed to all faculty and staff by the annual January distribution date.

STANDARDS OF CONDUCT
F.I.R.S.T. Institute is a private, post-secondary educational institution of the State of Florida and, as such, has a zero tolerance for the use or possession of alcohol or illegal drugs on property by any student, employee, or visitor.

Anyone using, possessing, distributing, manufacturing, or dispensing alcohol or illegal drugs on property, while in class, or who report to class or work under the influence of alcohol or illegal drugs will be subject to appropriate disciplinary action.

For a student, such action may include, but is not limited to, suspension or expulsion.

For a visitor, such action may include, but is not limited to, immediate removal from the premises and/or banning of future visiting rights.

For an employee, such action may include, but is not limited to, dismissal.

Employees who are convicted for a violation of a criminal drug statute occurring in the workplace are required to notify the institute, in writing, no more than five (5) calendar days after such conviction. The institute must then notify the U.S. Department of Education within 10 calendar days after receiving the employee’s notice. The notice to the U.S. Department of Education must include the name and position title of the employee and be sent to:

Director, Grants and Contracts Service
U.S. Department of Education
400 Maryland Avenue S.W.
Washington, D.C. 20202

Within 30 days of receiving the employee’s notice, the institute must enforce Corrective Action. Such action may include, but is not limited to, reprimand, suspension or termination of employment, or requirement that the employee participate in, and successfully complete, an appropriate rehabilitation program.

In addition to the above mentioned actions, any behavior prohibited by this policy which is also a violation of federal, state, or local law or ordinance will result in that student, employee, or visitor being subject to referral to law enforcement officials for arrest and prosecution.

WEBSITES REFERENCED
Websites referenced for the content of this report:
http://www.drugfreeworld.org/drugfacts/prescription/stimulants.html
http://www.flhsmv.gov/ddl/duilaws.html
http://www.ejdirga.com/criminal_offenses/drugs/controlled_substance_penalties.htm
LEGAL SANCTIONS UNDER STATE, FEDERAL, AND LOCAL LAWS

Penalties can vary greatly depending on the offense, illegal substance and quantity involved, and several other factors, i.e. presence of a firearm (licensed or not). Keep in mind penalties, laws, and statutes are subject to change without notice. (For Local Laws, refer to State and Federal Laws).

I. STATE OF FLORIDA LAWS

A. MAXIMUM PENALTIES

<table>
<thead>
<tr>
<th>DEGREE OF CRIME</th>
<th>JAIL/PRISON</th>
<th>PROBATION</th>
<th>FINE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Felony 1st Degree</td>
<td>30 Years/Life/Death</td>
<td>30 Years/Life</td>
<td>$10K</td>
</tr>
<tr>
<td>Felony 2nd Degree</td>
<td>15 Years Prison</td>
<td>15 Years</td>
<td>$10K</td>
</tr>
<tr>
<td>Felony 3rd Degree</td>
<td>5 Years Prison</td>
<td>5 Years</td>
<td>$5K</td>
</tr>
<tr>
<td>Misdemeanor 1st Degree</td>
<td>1 Year County Jail</td>
<td>1 Year</td>
<td>$1K</td>
</tr>
<tr>
<td>Misdemeanor 2nd Degree</td>
<td>60 Days County Jail</td>
<td>6 Months</td>
<td>$500</td>
</tr>
</tbody>
</table>

B. DRIVING UNDER THE INFLUENCE (DUI)

<table>
<thead>
<tr>
<th>OFFENSE</th>
<th>DL Suspension</th>
<th>FINE</th>
<th>JAIL/PRISON</th>
<th>VEHICLE IMPOUND</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st</td>
<td>-Min. 6 Months</td>
<td>- $500 - $1000</td>
<td>-Max 6 months jail</td>
<td>10 Days</td>
</tr>
<tr>
<td></td>
<td>-Max 1 Year</td>
<td>-BAL of .15 or higher</td>
<td>-BAL of .15 or higher</td>
<td>10 Days</td>
</tr>
<tr>
<td></td>
<td></td>
<td>$1000 - $2000</td>
<td>Max 9 months jail</td>
<td></td>
</tr>
<tr>
<td>2nd Outside 5 Years</td>
<td>-Min. 6 Months</td>
<td>-$1000 - $2000</td>
<td>-Max 6 months jail</td>
<td>10 Days</td>
</tr>
<tr>
<td></td>
<td>-Max 1 Year</td>
<td>-BAL of .15 or higher</td>
<td>-BAL of .15 or higher</td>
<td>10 Days</td>
</tr>
<tr>
<td></td>
<td></td>
<td>$2000 - $4000</td>
<td>Max 12 months jail</td>
<td></td>
</tr>
<tr>
<td>2nd Within 5 Years</td>
<td>-Min. 5 years</td>
<td>$1000 - $2000</td>
<td>-10 - 270 days in jail</td>
<td>30 Days</td>
</tr>
<tr>
<td></td>
<td></td>
<td>-BAL of .15 or higher</td>
<td>-BAL of .15 or higher</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>$2000 - $4000</td>
<td>Max 12 months jail</td>
<td></td>
</tr>
<tr>
<td>3rd Outside 10 Years</td>
<td>N/A</td>
<td>-$2000 - $5000</td>
<td>-Max 1 year jail</td>
<td>10 Days</td>
</tr>
<tr>
<td></td>
<td></td>
<td>-BAL of .15 or higher</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>$4000 - $5000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3rd Within 10 Years</td>
<td>-Min 10 years</td>
<td>-$2000 - $5000</td>
<td>-Mandatory 30 days in</td>
<td>90 Days</td>
</tr>
<tr>
<td></td>
<td></td>
<td>-BAL of .15 or higher</td>
<td>jail</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>$4000 - $5000</td>
<td>-Max 1 year jail</td>
<td></td>
</tr>
<tr>
<td>4th (Felony)</td>
<td>Permanent</td>
<td>-$2000 - $5000</td>
<td>-Max 5 years in prison</td>
<td>N/A</td>
</tr>
</tbody>
</table>

C. DRUG POSSESSION

<table>
<thead>
<tr>
<th>CONTROLLED SUBSTANCE</th>
<th>MINIMUM SENTENCE</th>
<th>MAXIMUM SENTENCE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Marijuana &lt; 20g</td>
<td>Court Costs</td>
<td>365 Days Jail</td>
</tr>
<tr>
<td>Marijuana &gt; 20g</td>
<td>Court Costs (rarely received)</td>
<td>5 Years in Prison</td>
</tr>
<tr>
<td>Marijuana 25 - 10K lbs and up</td>
<td>3-15 years + $25,000 - $200,000 fine</td>
<td>30 Years in Prison</td>
</tr>
<tr>
<td>Cocaine &lt; 28g</td>
<td>Court Costs (rarely received)</td>
<td>5 Years in Prison</td>
</tr>
<tr>
<td>Cocaine 28 - 199.99g</td>
<td>3 years + $50,000 fine</td>
<td>30 Years in Prison</td>
</tr>
<tr>
<td>Cocaine 200g - 150kgms or more</td>
<td>7 years-Life + $100,000+ fine</td>
<td>30 Years in Prison</td>
</tr>
<tr>
<td>MDMA/Ecstasy &lt; 10g</td>
<td>Court Costs (rarely received)</td>
<td>5 Years in Prison</td>
</tr>
</tbody>
</table>
D. ADDITIONAL DRUG RELATED INFORMATION

1. Drug Paraphernalia
   a) Misdemeanor 1st Degree
   b) Almost any item can be termed drug paraphernalia when used in connection with drugs: pipes, baggies, cigars, rolling paper, etc.

2. Drug Purchase
   a) Marijuana = Felony 3rd Degree
   b) Cocaine, MDMA, Heroin, GHB, Oxycodone, Hydrocodone = Felony 2nd Degree

3. Additional Factors Affecting Level of Offense and Penalties
   a) Location - penalties will increase if offense occurs within 1000 feet of a childcare facility, school, college, university, postsecondary educational institute, park, community center, public housing facility, church or place of worship. In some cases, a minimum mandatory sentence of 3 years in prison will apply.
   b) Drug Trafficking (Quantity) - If quantity exceeds certain amounts, the penalties will increase and, in certain cases, may be charged as Drug Trafficking.

II. FEDERAL LAWS

A. U.S. CODE

1. Drug Schedules
   a) Schedule I - High potential for abuse with no currently accepted medical use in United States.
      (1) MDMA, Ecstasy, Marijuana, LSD, GHB, Heroin
   b) Schedule II - High potential for abuse but with some accepted medical uses in United States. Abuse leads to physical and/or psychological dependence and is considered dangerous.
      (1) Morphine, cocaine, PCP, opium
   c) Schedule III - Potential for abuse, but lower than prior categories. Accepted for medical use and abuse can lead to mild or moderate physical dependence or great psychological dependence.
      (1) Ketamine, codeine combination products, anabolic steroids
   d) Schedule IV - Relatively low potential for abuse. Accepted medical use and abuse leads to limited physical and psychological dependence.
      (1) Benzodiazepines, phenobarbital
   e) Schedule V - Low potential for abuse with accepted medical uses in United States.
      (1) Opioid preparations of antidiarrheal and antitussive medications.

2. 21 U.S.C. 841
   a) This Code addresses controlled substances by defining various substances and offenses.

B. PENALTIES

1. Schedule I or II Drug (narcotic) = 15 years in prison, $25,000, or both
2. Schedule III Drug (includes Schedule I or II Drug, non-narcotic) = 5 years in prison, $15,000, or both
3. Schedule IV Drug = 3 years in prison, $10,000, or both
4. Schedule V Drug = 1 year in prison, $5,000, or both

*Subsequent violations are progressively more severe than for initial convictions.
HEALTH RISKS

The following is a list of health risks and symptoms associated with various categories of illegal substances. It is not intended to be the final word on such health risks as research is constantly revealing additional information on drugs and their effects. Further documentation regarding drug abuse and crime prevention may be found at the Orange County Sheriff’s Office Website: http://www.ocso.com/EBrochures/tabid/147/Default.aspx

I. MARIJUANA

Marijuana (cannabis) is number 3 of the top 5 substances which account for admissions to drug treatment facilities in the United States.

A. Short-Term Effects
   1. Loss of coordination
   2. Distortions in sense of time, vision, and hearing
   3. Sleepiness
   4. Reddening of the eyes
   5. Increased appetite
   6. In first hour of smoking, user’s risk of a heart attack could increase fivefold
   7. School/work performance is reduced through impaired memory and lessened ability to problem solve

B. Long-Term Effects
   1. May cause psychotic symptoms
   2. Damage to lungs and heart
   3. Worsens symptoms of bronchitis
   4. Causes coughing and wheezing
   5. Reduces body’s ability to fight lung infections and illness

II. STIMULANTS

Sometimes called “uppers,” these types of drugs temporarily increase alertness and energy.

A. Short-Term Effects
   1. Exhaustion
   2. Apathy and depression

B. Long-Term Effects
   1. Many are addictive
   2. Repeated high dosages over a short period can lead to feelings of hostility and paranoia
   3. May result in dangerously high body temperatures and an irregular heartbeat

C. Examples of Stimulant Drugs
   1. Amphetamines (Dexadrine, Fastin)
   2. Methamphetamines
      Highly powerful man-made stimulant that creates a false sense of well-being and energy which pushes the body faster and further than it is meant to go. It also causes aggression and violent or psychotic behavior. Many users report becoming addicted from the first time they use. It is one of the hardest drugs to treat.
         a) Short-Term Effects
            (1) Disturbed sleep patterns and insomnia
            (2) Hyperactivity and delusions of power
            (3) Nausea
            (4) Increased aggressiveness and irritability
            (5) Decreased hunger resulting in extreme weight loss
            (6) Confusion and hallucinations
(7) Anxiety and paranoia
(8) Can cause convulsions leading to death

b) Long-Term Effects
(1) Increased heart rate and blood pressure
(2) Permanent damage to blood vessels in the brain leading to strokes or irregular heartbeat and cardiovascular collapse or death
(3) Can cause liver, kidney, and lung damage
(4) May suffer brain damage, including memory impairment and increasing inability to grasp abstract thoughts
(5) Recovering addicts tend to suffer memory gaps and extreme mood swings
(6) Damage to brain similar to Alzheimer’s disease, stroke, and epilepsy
(7) Severe tooth decay and malnutrition
(8) If injecting, risk of infectious diseases and abscesses
(9) If smoked, respiratory problems
(10) If sniffed, destruction of nose tissue

3. Cocaine
Next to methamphetamine, cocaine creates the greatest psychological dependence. The effect causes a short-lived intense high that is immediately followed by the opposite - intense feelings of depression, edginess, and a craving for more. Powder form is cocaine, crystal form is known as crack.

a) Short-Term Effects
(1) Users do not eat or sleep properly
(2) Experience increased heart rate, muscle spasms, and convulsions
(3) Feelings of paranoia, anger, hostility and anxiety, even when not high
(4) Loss of appetite
(5) Increased blood pressure, body temperature, and rate of breathing
(6) Bizarre, erratic, sometimes violent behavior
(7) Tactile hallucination that creates illusion of bugs burrowing under skin
(8) Seizures and sudden death from high doses, even if first time user

b) Long-Term Effects
(1) Tolerance develops so more is needed to produce same high, resulting in addiction
(2) Coming down from drug causes severe depression which becomes deeper after each use. Can become so severe a person will do almost anything to get the drug.
(3) Permanent damage to blood vessels of heart and brain
(4) Liver, kidney, and lung damage
(5) If sniffed, destruction of nose
(6) If smoked, respiratory failure
(7) If injected, risk of infectious diseases and abscesses
(8) Severe tooth decay, malnutrition, and extreme weight loss
(9) Auditory and tactile hallucinations, delirium, and psychosis
(10) Sexual problems, reproductive damage, and infertility in both men and women
(11) Irritability, mood disturbances, and severe depression
(12) Increased frequency of risky behavior
III. DEPRESSANTS
Sometimes called “downers,” these types of drugs are generally used as a hypnotic sedative, tranquilizer, or anti-convulsive/anti-anxiety medicine.

A. Short-Term Effects
   1. Slow brain function and poor concentration
   2. Slowed pulse and breathing, and lowered blood pressure
   3. Confusion, fatigue, dizziness, and disorientation
   4. Slurred speech, sluggishness
   5. Visual disturbances, lack of coordination
   6. Difficulty or inability to urinate
   7. Higher doses can cause impairment to memory, judgment, and coordination
   8. Irritability, paranoia, depression, and suicidal thoughts
   9. Using with other substances, particularly alcohol, can slow breathing and heart rate, leading to death

B. Long-Term Effects
   1. Tolerance can develop rapidly resulting in higher doses needed to achieve same effect. This can lead to coma or death by overdose.
   2. Depression
   3. Chronic fatigue, breathing difficulties
   4. Sexual and sleep problems
   5. As dependency increases, cravings, anxiety, and panic are common if unable to get more
   6. Withdrawal symptoms include insomnia, weakness, and nausea, and can be life-threatening
   7. For continual high-dose users, agitation, high body temperature, delirium, hallucinations, and convulsions can occur
   8. Increased risk of high blood sugar, diabetes, and weight gain

C. Examples of Depressant Drugs
   1. Barbiturates
   2. Methaqualone
   3. Diazepine Tranquilizers
   4. Rohypnol
   5. GHB
   6. Alcohol
      Depresses central nervous system, lowers inhibitors, and impairs judgment. Alcohol influences the brain and leads to loss of coordination, slowed reflexes, distorted vision, memory lapses, and blackouts. Mixing with medications or street drugs is extremely dangerous and can be fatal.
      a) Short-Term Effects
         (1) Warm, flushed skin
         (2) Impaired judgment
         (3) Lack of coordination
         (4) Slurred speech
         (5) Memory and comprehension loss
         (6) Heavy drinking usually results in a ‘hangover,’ headache, nausea, anxiety, weakness, shakiness, and sometimes vomiting
      b) Long-Term Effects
         (1) Tolerance to unpleasant effects leads user to drink more, leading to deteriorating physical condition that can include liver damage and increases risk of heart disease
Pregnant women who drink may give birth to a baby with defects that can affect the baby's heart, brain, and other major organs.

Dependency

Withdrawal symptoms include jumpiness, sleeplessness, sweating, poor appetite, convulsions, and sometimes even death.

Alcohol abuse can lead to violence and conflicts in one's personal relationships.

IV. DESIGNER DRUGS

Advances in science have allowed man to custom design intoxicating drugs. Chemists manipulate the basic molecular structure of intoxicating compounds to create new, even more hazardous drugs.

A. Examples of Designer Drugs

1. GHB (Liquid Ecstasy)
2. Rohypnol
3. Ecstasy

This man-made drug has effects similar to hallucinogens and stimulants. Mixing ecstasy and alcohol is extremely dangerous and can be lethal.

a) Short-Term Effects

(1) Faintness
(2) Chills or sweating
(3) Muscle tension
(4) Impaired judgment
(5) Depression
(6) Blurred vision
(7) False sense of affection
(8) Severe anxiety and paranoia
(9) Involuntary teeth clenching
(10) Sleep problems
(11) Strong drug cravings

b) Long-Term Effects

(1) Prolonged use causes long-lasting, and perhaps permanent, brain damage, affecting a person's judgment, thinking ability, and memory
(2) Damage to portions of brain regulating critical functions such as learning, sleep, and emotion
(3) Degenerates nerve branches and endings
(4) Depression and anxiety
(5) Kidney failure and cardiovascular collapse
(6) Hemorrhaging and convulsions
(7) Psychosis
(8) Death

V. INHALANTS

Include chemicals found in household products such as aerosol sprays, cleaning fluids, glue, paint, nail polish remover, etc.

A. Short-Term Effects

1. Nausea
2. Nosebleeds
3. Starves body of oxygen forcing heart to beat irregularly and more rapidly
4. Can kill by heart attack or suffocation as inhaled fumes take place of oxygen in lungs and central nervous system
5. Extreme violence and hostility
6. Slurred speech
7. Dizzy, drunk, or dazed appearance
8. Inability to coordinate movement
9. Hallucinations and delusions
10. Impaired judgment
11. Severe headaches
12. Rashes around nose and mouth

B. Long-Term Effects
1. Reduced muscle mass, tone, and strength
2. Permanent brain and body damage
3. Depression
4. Serious and sometimes irreversible damage to heart, liver, kidneys, lungs, and brain
5. Memory impairment and diminished intelligence
6. Hearing loss
7. Death from heart failure or asphyxiation
8. Inability to walk, talk, and think normally

VI. PRESCRIPTION DRUGS
Abuse of prescription drugs has become a more serious problem than most street drugs. Painkillers, tranquilizers, antidepressants, sleeping pills, and stimulants may appear 'safe' due to being prescribed by doctors but they can be just as addictive and potent as street drugs. Painkillers, depressants, and antidepressants account for more overdose deaths in the United States than cocaine, heroin, methamphetamine, and amphetamines combined.

A. Examples of Prescription Drugs
1. Painkillers - OxyContin, Fentanyl, Morphine, Percodan
   a) Effects: slowed breathing, nausea, unconsciousness, addiction
2. Depressants - Xanax, Zyprexa, Amytal, Valium
   a) Effects: heart problems, weight gain, fatigue, slurred speech, addiction
3. Stimulants - Ritalin, Adderall, Concerta
   a) Effects: increased blood pressure and heartbeat, hostility, and paranoia
4. Antidepressants - Prozac, Paxil, Zoloft, Celexa
   a) Effects: irregular heartbeat, paranoid reactions, violent or suicidal thoughts, and hallucinations
WHERE TO GET ASSISTANCE

Help is available for people in need of counseling or other treatment for substance abuse. Listed below are several agencies and organizations that can assist:

NATIONAL TOLL-FREE HOTLINES

AIDS Hotline.......................................................... 800.342.2437
www.aids.org
Alcohol & Drug Abuse Hotline..................................... 800.ALCOHOL
www.800alcohol.com
Cocaine Helpline.................................................. 800.262.2463
Crisis Line.............................................................. 800.448.3000
www.boystown.org/national-hotline
Emergency Medical Services................................... 911
Poison Control Center........................................... 800.222.1222
www.aapcc.org

LOCAL INFORMATION AND NUMBERS

Alcoholism Central Florida Intergroup 407.260.5408
Lists AA Meetings throughout state www.cflintergroup.org
Drug Abuse Bridges of America 407.926.8134
2017 Mercy Drive, Orlando 32808 www.bridgesofamerica.com
Fire Department 2406 Elizabeth Ave., Orlando 32804 321.235.5200
(non-emergency)
HIV/AIDS Hope and Help Center 407.645.2577 OR 800.FLA.AIDS
1935 Woodcrest Dr., Winter Park 32792 www.hopeandhelp.org
Planned Parenthood 726 South Tampa Ave., Orlando 32805 407.246.1788
https://www.plannedparenthood.org
Police Department 4801 Silver Star Road, Orlando 32808 321.235.5300 (non-emergency)
Rape Victim Victim Service Center 407.497.6701
1801 Lee Road, Winter Park 32789 www.victimservicecenter.com
Social Services Social Bridges 407.539.2450
1155 Louisiana Ave., Winter Park 32789 www.socialbridges.com
Urgent Care Facility 2540 Lee Road, Winter Park 32789 407.629.9281

TREATMENT FACILITIES

Center for Drug Free Living 712 W Gore St., Orlando 32805 407.245.0045
www.cfdfl.com
Beachway Therapy Center 137 NW 1st Ave., Delray Beach 800.206.8809
www.rehabilitation-center.org