



**D R U G - F R E E A W A R E N E S S /
D R U G P R E V E N T I O N P R O G R A M**

Empire College has a policy of maintaining a Drug-Free Workplace. As a recipient of Title IV Funds, Empire College School of Business is required by the United States Office of Education to develop a program and annually distribute information in writing to all employees and students covering the following five points.

FIVE POINT PROGRAM

1. All employees and students are hereby notified that the unlawful manufacture, distribution, dispensing, possession, or use of illicit drugs and alcohol is prohibited at this institution. The definition for “institution” represents all facilities located at 3035 Cleveland Avenue, Santa Rosa, California, including the parking lots and patio locations. Also included are any off-campus activities, i.e. field trips, graduations, job fairs, career days, fair time, etc., as well as any school function where an employee/student is representing the College.
2. Descriptions of Federal, State, and local sanctions against unlawful drug or alcohol possession/distribution can be found on ATTACHMENTS A & B.
3. Descriptions of the health risks associated with illicit drugs and alcohol can be found on ATTACHMENTS C & D.
4. A partial list of available local drug counseling and rehabilitation programs is attached. Empire College does not have any on-campus program.
5. Empire College will impose disciplinary sanctions (consistent with local, State and Federal law). Anyone who violates College policy as referenced in #1 above will be given a warning, referred to a professional counseling activity, and if deemed appropriate, be required to complete a rehabilitation program. Any recurrence would be cause for immediate dismissal of the student or employee.

ATTACHMENT A

Federal Trafficking Penalties for Schedules I, II, III, IV, and V (except Marijuana)				
Schedule	Substance/Quantity	Penalty	Substance/Quantity	Penalty
II	Cocaine 500-4999 grams mixture	First Offense: Not less than 5 yrs. and not more than 40 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Second Offense: Not less than 10 yrs. and not more than life. If death or serious bodily injury, life imprisonment. Fine of not more than \$8 million if an individual, \$50 million if not an individual.	Cocaine 5 kilograms or more mixture	First Offense: Not less than 10 yrs. and not more than life. If death or serious bodily injury, not less than 20 yrs. or more than life. Second Offense: Not less than 20 yrs, and not more than life. If death or serious bodily injury, life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual. 2 or More Prior Offenses: Life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.
II	Cocaine Base 28-279 grams mixture		Cocaine Base 280 grams or more mixture	
IV	Fentanyl 40-399 grams mixture		Fentanyl 400 grams or more mixture	
I	Fentanyl Analogue 10-99 grams mixture		Fentanyl Analogue 100 grams or more mixture	
I	Heroin 100-999 grams mixture		Heroin 1 kilogram or more mixture	
I	LSD 1-9 grams mixture		LSD 10 grams or more mixture	
II	Methamphetamine 5-49 grams pure or 50-499 grams mixture		Methamphetamine 50 grams or more pure or 500 grams or more mixture	
II	PCP 10-99 grams pure or 100-999 grams mixture	PCP 100 grams or more pure or 1 kilogram or more mixture		
Substance/Quantity		Penalty		
Any Amount Of Other Schedule I & II Substances		First Offense: Not more than 20 yrs. If death or serious bodily injury, not less than 20 yrs. or more than Life. Fine \$1 million if an individual, \$5 million if not an individual.		
Any Drug Product Containing Gamma Hydroxybutyric Acid		Second Offense: Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if not an individual.		
Flunitrazepam (Schedule IV) 1 Gram				
Any Amount Of Other Schedule III Drugs		First Offense: Not more than 10 yrs. If death or serious bodily injury, not more than 15 yrs. Fine not more than \$500,000 if an individual, \$2.5 million if not an individual. Second Offense: Not more than 20 yrs. If death or serious injury, not more than 30 yrs. Fine not more than \$1 million if an individual, \$5 million if not an individual.		
Any Amount Of All Other Schedule IV Drugs (other than one gram or more of Flunitrazepam)		First Offense: Not more than 5 yrs. Fine not more than \$250,000 if an individual, \$1 million if not an individual. Second Offense: Not more than 10 yrs. Fine not more than \$500,000 if an individual, \$2 million if other than an individual.		
Any Amount Of All Schedule V Drugs		First Offense: Not more than 1 yr. Fine not more than \$100,000 if an individual, \$250,000 if not an individual. Second Offense: Not more than 4 yrs. Fine not more than \$200,000 if an individual, \$500,000 if not an individual.		

ATTACHMENT B

Federal Trafficking Penalties for Marijuana, Hashish and Hashish Oil, Schedule I Substances	
<p>Marijuana 1,000 kilograms or more marijuana mixture or 1,000 or more marijuana plants</p>	<p>First Offense: Not less than 10 yrs. or more than life. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine not more than \$10 million if an individual, \$50 million if other than an individual.</p> <p>Second Offense: Not less than 20 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$20 million if an individual, \$75 million if other than an individual.</p>
<p>Marijuana 100 to 999 kilograms marijuana mixture or 100 to 999 marijuana plants</p>	<p>First Offense: Not less than 5 yrs. or more than 40 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine not more than \$5 million if an individual, \$25 million if other than an individual.</p> <p>Second Offense: Not less than 10 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$8 million if an individual, \$50million if other than an individual.</p>
<p>Marijuana 50 to 99 kilograms marijuana mixture, 50 to 99 marijuana plants</p>	<p>First Offense: Not more than 20 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine \$1 million if an individual, \$5 million if other than an individual.</p>
<p>Hashish More than 10 kilograms</p>	<p>Second Offense: Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if other than an individual.</p>
<p>Hashish Oil More than 1 kilogram</p>	
<p>Marijuana less than 50 kilograms marijuana (but does not include 50 or more marijuana plants regardless of weight)</p>	<p>First Offense: Not more than 5 yrs. Fine not more than \$250,000, \$1 million if other than an individual.</p> <p>Second Offense: Not more than 10 yrs. Fine \$500,000 if an individual, \$2 million if other than individual.</p>
<p>1 to 49 marijuana plants</p>	
<p>Hashish 10 kilograms or less</p>	
<p>Hashish Oil 1 kilogram or less</p>	

ATTACHMENT C

CONTROLLED SUBSTANCES

USES AND EFFECTS

MARIJUANA

The most commonly used current drug, this mind-altering active agent is obtained from the marijuana (ganja, sensemilla) plant and more than 400 chemical combinations. In minutes the heart rate can be speeded by up to 50 percent. A sense of euphoria, of heightened mood, can result but as easily, acute anxiety with mood swings can surprise the user. Long-range psychological and physical damage is a risk of beginning casual use.

COCAINE

A white crystalline powder extracted from the leaves of the cocoa plant, in its pure form. The drug is universally mixed with other substances by dealers to increase the bulk and profits. These additives are often irresponsible, including even toxins that have the right look and taste. Always risky in use, frequency heightens the danger. Smoking it affects the brain in seconds and even small amounts can result in heart or respiratory failure.

CRACK

Also called 'rock', it is a purified version of cocaine that is 'smoked' by inhaling the fumes while heating the drug. Dealers sell small chunks for burning with tobacco or marijuana. Crack gives an intense high within seconds that lasts 5 to 7 minutes. Deep depression is chemically the next stage, encouraging repeated resort to the drug. It can cause intense dependency in a short time.

AMPHETAMINES

The chemist's magic may place a tempting selection before you. These are the amphetamines, dextroamphetamines and methamphetamines – speed, white crosses, uppers, dexies, bennies, and crystal, most in tablet or capsule form. They increase heart and breathing rates, raise blood pressure, often cause blurred vision, dizziness, loss of sleep and anxiety. The temporary 'high' upsets the body chemistry, leads to long danger.

ALCOHOL

May provide a feeling of confidence and being in control. Those likely to be addicted may have an enzyme deficiency which allows them a high rate of consumption without drunkenness, encouraging a belief that since one doesn't get obviously drunk no harm is done. The tolerance is only on the surface. Liver, brain, heart, and stomach destruction goes on even without apparent symptoms. Over a period of time, beer, wine and wine coolers, as well as hard alcohol, often cause dependency and may be fatal.

WARNING SIGNS

- ❖ Wanting to be intoxicated when sober
- ❖ Deep depression
- ❖ Loss of energy and appetite
- ❖ Worrying about 'Where to get more'
- ❖ Lack of sleep
- ❖ Sexual indifference
- ❖ Shifting feelings about oneself

ATTACHMENT D ALCOHOL AND ITS EFFECTS

Federal Register Penalties

Alcohol consumption causes a number of marked changes in behavior. Even low doses significantly impair the judgment and coordination required to drive a car safely, increasing the likelihood that the driver will be involved in an accident. Low to moderate doses of alcohol also increases the incidence of a variety of aggressive acts, including spouse and child abuse. Moderate to high doses of alcohol cause marked impairments in higher mental functions, severely altering a person's ability to learn and remember information. Very high doses cause respiratory depression and death. If combined with other depressants of the central nervous system, much lower doses of alcohol will produce the effects just described.

Repeated use of alcohol can lead to dependence. Sudden cessation of alcohol intake is likely to produce withdrawal symptoms, including severe anxiety, tremors, hallucinations, and convulsions. Alcohol withdrawal can be life threatening. Long-term consumption of large quantities of alcohol, particularly when combined with poor nutrition, can also lead to permanent damage to vital organs such as the brain and liver.

Mothers who drink alcohol during pregnancy may give birth to infants with fetal alcohol syndrome. These infants have irreversible physical abnormalities and mental retardation. In addition, research indicates that children of alcoholic parents are at a greater risk than other youngsters of becoming alcoholics.

REFERRAL LIST

CHEMICAL/ALCOHOL TREATMENT AND COUNSELING PROGRAMS

<u>PROGRAM NAME</u>	<u>PROGRAM LOCATION</u>	<u>PHONE NUMBERS</u>
Alcohol Info & Treatment Services – Orenda Center	2759 Bennett Valley Rd. Santa Rosa, CA 95404	707-565-7450
Azure Acres Chemical Dependence Recovery Center	2264 Green Hill Rd. Sebastopol, CA 95472	707-823-3385
Campo Belo Chemical Dependence Recovery Center	3250 Guerneville Rd. Santa Rosa, CA 95401	707-579-4066
Drug Abuse Alternatives Center	2403 Professional Dr., Suite 101 Santa Rosa, CA 95403	707-544-3295 707-539-8868 24hr.
Narcotics Anonymous	P.O. Box 1365 Santa Rosa, CA 95403	707-575-7837
St. Helena Hospital	650 Sanitarium Road P.O. Box 250 Deerpark, CA 94576	1-800-454-4673
So. Co. Indian Health Project	144 Stony Pt. Rd. Santa Rosa, CA 95401	707-521-4545
Alcoholics Anonymous 24 Hour Help line		707-544-1300 1-800-264-0420

This represents a partial listing of the programs located in Sonoma County and should not be construed as a recommendation by Empire College.

Additional programs are listed in the local phone book and at this website:

http://www.daacinfo.org/resource%20directory_halfsize_FINAL.pdf