

Ultimate Medical Academy

# Drug and Alcohol Prevention



# Drug and Alcohol Abuse Prevention

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## **Drug and Alcohol Abuse Prevention**

### **Drug-Free Environment Policy**

UMA supports and endorses the Federal Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act amendments of 1989. The unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance or abuse of alcohol by students or employees on UMA's property or as a part of any UMA activity is prohibited.

It is the purpose of UMA to help provide a safe and drug-free environment for our students and our employees. With this goal in mind UMA explicitly prohibits:

- The use, possession, solicitation for, purchase or sale of narcotics or other illegal drugs, alcohol, or prescription medication without a prescription on Company or customer premises or while performing an assignment.
- Being impaired or under the influence of legal or illegal drugs or alcohol away from the Company or customer premises, if such impairment or influence adversely affects the employee's work performance, the safety of the employee or of others, or puts at risk the Company's reputation.
- Possession, use, solicitation for, purchase or sale of legal or illegal drugs or alcohol away from the Company or customer premises, if such activity or involvement adversely affects the employee's work performance, the safety of the employee or of others, or puts at risk the Company's reputation
- The presence of any detectable amount of prohibited substances in the employee's system while at work, while on the premises of the company or its customers, or while on company business. "Prohibited substances" include illegal drugs, alcohol, or prescription drugs not taken in accordance with a prescription given to the employee.

UMA reserves the right to ask students selected at random to take tests for the presence of illegal drugs. Any UMA student found to be abusing alcohol or using, possessing, manufacturing or distributing controlled substances in violation of the law on UMA property or at UMA events shall be subject to disciplinary action up to and including dismissal.

### **Health Risks**

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

### **Alcoholism**

Alcoholism is the number-one drug problem in the United States. Alcoholism takes a toll on personal finances, health, social relationships, and families. Abuse of alcohol or use of drugs causes memory loss, learning disabilities and loss of previously acquired knowledge, which are functions that directly affect a student's ability to learn. Such abuse can cause an individual driving a motor vehicle to injure Himself or others and may subject the person to criminal prosecution. Drunk drivers are responsible for more than half of all traffic fatalities.



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### Major Drugs

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

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

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

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

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

### Counseling, Treatment and Rehabilitation Programs

There is no available on-campus counseling; however the administration of UMA maintains a list of hospital and community agencies available to assist students seeking assistance with shelters, food banks, community services, alcohol, drug counseling, and treatment. Students who have a substance-dependency problem are strongly encouraged to obtain counseling and treatment. Students seeking additional information about health problems and treatment related to alcohol and drug problems can contact the Campus Director. Requests for assistance are held in complete confidentiality and provided on a need-to-know basis only.

UMA urges any student or employees struggling with drug or alcohol abuse (either in his/her own life or the life of a friend or family member) to contact the National Council on Alcoholism and Drug Dependence (NCADD), a 24/7 resource for information about substance abuse prevention and treatment. NCADD has the latest studies, surveys, guides, and materials on substance abuse from various agencies, such as the Center for Substance Abuse Prevention, the Center for Substance Abuse Treatment, the National Institute on Alcohol Abuse and Alcoholism, and the National Institute on Drug Abuse.

### UMA Student Guidance Center

The UMA Student Guidance Resources is available 24/7 and provides confidential counseling at no additional cost for students, graduates and members of their households. ComPsych Guidance Resources offers confidential assessment and referral, work-life solutions, financial information and resources, guidance resources online, and legal support and resources. Students can learn more about ComPsych Guidance Resources by visiting <http://ultimatemedical.edu/help>



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### **Sanctions**

#### **Disciplinary**

A student who violates any provision of this policy shall be subject to appropriate disciplinary action, up to and including suspension or administrative withdrawal from UMA. Students may reapply for admission, through review, at a later date.

A student accused of the possession, sale, manufacture, use, or distribution of a controlled substance may be suspended from the student's program of study and may become ineligible for continued participation in Federal student aid programs. If convicted, the student's relationship with UMA is terminated. In addition, any student who violates the standards of conduct as set forth in this policy may be subject to referral for prosecution.

#### **Legal Sanctions**

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

Federal and state sanctions for illegal possession of controlled substances range from up to four years' imprisonment and up to \$20,000 in fines for each offense. Under federal laws, possession of drugs such as heroin or cocaine may result in sanctions of not less than five years and up to life imprisonment for a first offense involving 100 grams or more. Offenses involving lesser amounts, 10-99 grams, may result in sanctions up to and including 20 years' imprisonment and a fine of up to \$4 million.

Under Florida law, any person who knowingly sells, purchases, manufactures, delivers, or brings into Florida any controlled substance shall be punished pursuant to sentencing guidelines and punished by a fine of not less than \$25,000 or more than \$250,000. Any person who possesses more than 10,000 pounds of a controlled substance must serve a mandatory sentence of 15 years and pay a \$200,000 fine. If a person traffics a controlled substance into Florida, that person has committed a capital felony and, therefore, shall be imprisoned for life and shall be fined \$250,000, the maximum fine under the guidelines. Local sanctions range from \$500 to \$1,000 in fines or from 60 days to six months in jail, or both, plus civil forfeiture of property for possession.

The state of Florida may impose a wide range of sanctions for alcohol-related offenses. For example, any person convicted of driving under the influence of alcohol shall be punished by a fine of not less than \$250 or more than \$500 for a first offense. For a first conviction, a person shall be imprisoned for no more than six months and suspension of their drivers' license for a minimum of six months.

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

<b>Federal Trafficking Penalties for Schedules I, II, III, IV, and V (except Marijuana)</b>				
<b>Schedule</b>	<b>Substance/Quantity</b>	<b>Penalty</b>	<b>Substance/Quantity</b>	<b>Penalty</b>
II	Cocaine 500-4999 grams mixture	<b>First Offense:</b> 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. Fine of not more than \$5 million if an individual, \$25 million if not an individual.  <b>Second Offense:</b> 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	<b>First Offense:</b> Not less than 10 yrs. If death or serious bodily injury, not less than 20 yrs. Fine of not more than \$10 million if an individual, \$50 million if not an individual.  <b>Second Offense:</b> Not less than 20 yrs. If death or serious bodily injury, life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.  <b>2 or More Prior Offenses:</b> 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		
<b>Substance/Quantity</b>		<b>Penalty</b>		
Any Amount Of Other Schedule I & II Substances		<b>First Offense:</b> 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		<b>Second Offense:</b> 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		<b>First Offense:</b> 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.		
Any Amount Of Other Schedule III Drugs		<b>Second Offense:</b> 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		<b>First Offense:</b> Not more than 5 yrs. Fine not more than \$250,000		



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Schedule IV Drugs (other than one gram or more of Flunitrazepam)	if an individual, \$1 million if not an individual.  <b>Second Offense:</b> 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	<b>First Offense:</b> Not more than 1 yr. Fine not more than \$100,000 if an individual, \$250,000 if not an individual.  <b>Second Offense:</b> Not more than 4 yrs. Fine not more than \$200,000 if an individual, \$500,000 if not an individual.

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



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10 kilograms or less	\$250,000, \$1 million if other than an individual.
Hashish Oil 1 kilogram or less	<b>Second Offense:</b> Not more than 10 yrs. Fine \$500,000 if an individual, \$2 million if other than individual.

In addition to the information listed above, a complete listing of Florida substances, how they are placed on the schedule and additional drug information, can be found at: [Florida Statutes](#)

### Prevention Tips

- Get Educated About Alcohol and Drugs
- Conduct a Self –Assessment
- Know the law
- Stay Active
- Keep a balanced life
- Learn to say NO
- Watch out for temptations
- Get Support
- Never use another person’s prescription
- Be a role model and set a positive example
- DO NOT GIVE UP!!!!