

**Drug-Free Schools and Communities Act:
BIR TRAINING CENTER
ALCOHOL AND OTHER DRUG NOTIFICATION & POLICY**

For further information, contact the BIR Business Office, 773-866-0111.

The following information is presented in compliance with the Drug-Free Schools and Communities Act Amendments of 1989. In order to receive federal financial assistance of any kind, an institution of higher education (IHE) must certify that it has "adopted and implemented a program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees." The Drug-Free Schools and Communities Act Amendments of 1989 mandate this certification. The materials that follow are being distributed as a means of complying with this legislation, and more importantly, informing the entire BIR community of the standards of conduct required with regard to illicit drugs and alcohol and the possible consequences of inappropriate behavior.

The following document provides: (a) a statement of acceptable and unacceptable conduct; (b) a description of the health risks associated with the use of illicit drugs and the abuse of alcohol; (c) a description of programs available to members of the BIR community for counseling, treatment, and rehabilitation; (d) a statement of possible disciplinary sanctions applicable to members of the BIR community who violate the law or BIR policy with respect to the manufacture, possession, use, or distribution of illicit drugs or the abuse of alcohol; (e) a description of applicable legal sanctions under local, state, and federal law for the unlawful possession, use, and distribution of illicit drugs and alcohol.

Standards of Conduct

Students, including those of the legal drinking age, are not permitted to use, possess, manufacture, sell, deliver, or distribute alcohol or illegal drugs on property used by BIR Training Center. Students under the influence of alcohol or illegal drugs are not permitted to be present on campus or at campus-sponsored activities. Students who are aware of alcohol or drug abuse by other students have a responsibility to report such infractions or violations to the BIR Business Office.

Employees of BIR Training Center must comply with the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act Amendment of 1989. BIR Training Center wishes to maintain a safe and healthful working environment for all its employees, students, and guests.

Employees must, as a condition of employment, abide by the terms of BIR Training Center's Alcohol and Drug Policy. Employees must also report to the Business Manager any conviction under a criminal drug statute for violation(s) occurring on or off BIR premises while conducting or participating in BIR Training Center business and/or events, within five (5) days after the conviction.

BIR Training Center prohibits the unsanctioned use of alcoholic beverages, including the sale, manufacture, delivery, possession, distribution, and consumption of such by employees on or off property used by BIR Training Center while conducting or participating in BIR Training Center business and/or events. Employees who engage in such activities are subject to disciplinary action, which may lead to termination of employment.

BIR Training Center forbids the use, possession, manufacturing, sale, delivery, or distribution of all illegal drugs and paraphernalia on property owned or used by BIR Training Center or as part of any BIR activity. Employees who engage in such activities are subject to disciplinary action, which may lead to termination of employment.

Health Risks of Alcohol and Other Drugs

Alcohol is the most abused drug in society as well as on campuses. Alcohol is directly involved in many injuries, assaults, and in the majority of deaths of people under the age 25. Other commonly abused illegal drugs include marijuana, cocaine, stimulants, hallucinogens, depressants, narcotics, steroids, and inhalants. Legal drugs such as caffeine, nicotine, and over-the-counter and prescription drugs also have wide use and associated health risks.

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 alcohol withdrawal is likely to produce negative side effects, including severe anxiety, tremors, hallucinations, and convulsions. In some cases, 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 the liver.

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

Health risks of using alcohol or other drugs include both physical and psychological effects. The health consequences of drugs depend on the frequency, duration, and intensity of use. For all drugs, there is a risk of overdose, which can result in coma, convulsions, psychosis, or death. Combinations of certain drugs can be lethal. The purity and strength of doses of illegal drugs are uncertain. The risks of AIDS and other diseases increase if drugs are injected.

For Health Risks Associated with the Use of Illicit Drugs and Alcohol, see Appendix 2.

Alcohol and Drug Prevention and Counseling Services

BIR Training Center does not offer counseling services to students, faculty, and staff. However, there are numerous outside organizations to turn to for assistance.

Students, faculty, and staff are encouraged to familiarize themselves with resources available in the Chicago area for substance abuse, counseling, and treatment.

For Physical and Psychological Dependence and Effects of Specific Drugs, see (Appendix 7) copyright from Southern Illinois University at Carbondale

Disciplinary Sanctions – BIR Training Center

Students

Students who engage in the unlawful manufacture, possession, selling, use, or distribution of alcohol or illicit drugs, or who abuse alcohol or other drugs will be subject to disciplinary sanctions by BIR, including warnings, disciplinary probation, or in severe cases, expulsion from the BIR and referral to the local authorities for prosecution.

The sanctions that may be imposed on students for drug and alcohol abuse violations are subject to the provisions published in the BIR Training Center Catalog. These sanctions vary in severity, depending on the seriousness of the offense. Management will determine the degree of sanctions based on the guidelines established in the BIR Training Center Catalog.

Students should be aware that their actions are also subject to all local, state, and federal laws relating to drug and alcohol abuse. BIR will bring unlawful acts to the attention of proper law enforcement authorities.

Employees

Employees who demonstrate inappropriate conduct with respect to alcohol or drug abuse will be subject to disciplinary sanctions. Under this policy, inappropriate conduct includes, but is not limited to, reporting to work under the influence of such substances. BIR Training Center will take prompt action to correct any situations involving alcohol abuse or illegal drugs. Action will usually include offering users and abusers an opportunity for personal rehabilitation, while at the same time, demonstrating that abuse of alcohol and/or illegal drugs and failed rehabilitation will not be tolerated by BIR. Depending on the circumstances of each unique case, corrective action may require satisfactory participation in a drug-abuse assistance or rehabilitation program, disciplinary action, or termination of employment.

BIR Training Center encourages individuals to voluntarily seek assistance through the alcohol and drug prevention and counseling services in the community.

Legal Sanctions Under Applicable State, Federal, and Local Laws For Unlawful Possession, Use, or Distribution of Illicit Drugs And Alcohol

The Illinois Vehicle Code (625 Illinois Compiled Statutes 5/11-501) makes driving under the influence of alcohol illegal. Depending upon circumstances, penalties can include loss of driving privileges, fines, counseling, community service and imprisonment. This Code also makes transporting and possessing of alcohol (except in its original container with seal unbroken) in the passenger area of a vehicle illegal. The fine for this offense can be up to \$500.00. Repeated offense can result in loss of driving privileges.

Delivery to and possession of alcohol by persons under the age of 21 is illegal under the Liquor Control Act (235 Illinois Compiled Statutes 5/1-1 et seq.). Furthermore, it is illegal for a person under

age 21 to present a false I.D. in an attempt to procure alcohol or to furnish a false I.D. to someone under the age of 21. Hosting a gathering of two or more persons where one person who is under 21 consumes alcohol and leaves the residence in an intoxicated condition is also illegal as is renting a hotel/motel room with the knowledge that the room will be used for underage consumption. Possession of open alcohol in a public area is also illegal. Penalties, depending upon the offense, can result in a fine up to \$1,000 and one year in jail.

For Federal Penalties and Sanctions for Illegal Trafficking and Possession of a Controlled Substance, see Appendix 1.

Appendix 1

Federal Penalties and Sanctions for Illegal Trafficking and Possession of a Controlled Substance

Federal Trafficking Penalties (As of January 1, 1996)

Controlled Substances Act Schedule	1st Offense	2nd Offense	Quantity	Drug	Quantity	1st Offense	2nd Offense
I and II	<p>*Not less than 5 years. Not more than 40 years</p> <p>*If death or serious injury, not less than 20 years or more than life</p> <p>*Fine of not more than \$2 million individual, \$5 million other than individual</p>	<p>*Not less than 10 years. Not more than life</p> <p>*If death or serious injury, not less than life</p> <p>*Fine of not more than \$4 million individual \$10 million other than individual</p>	10-99 gm pure or 100-999 gm mixture	Methamphetamine	100 gm or more pure of 1 kg or more mixture	<p>*Not less than 10 years. Not more than life.</p> <p>*If death or serious injury, not less than 20 years or more than life.</p> <p>*Fine of not more than \$4 million individual, \$10 million other than individual</p>	<p>*Not less than 20 years. Not more than life</p> <p>*If death or serious injury, not less than life</p> <p>*Fine of not more than \$8 million individual, \$20 million other than individual.</p>
			100-999 gm mixture	Heroin	1 kg or more mixture		
			500-4,999 gm mixture	Cocaine	5 kg or more mixture		
			5-49 gm mixture	Cocaine Base	50 gm or more mixture		
			10-99 gm pure or 100-999 gm mixture	PCP	100 gm or more pure or 1 kg or more mixture		
			1-9 gm mixture	LSD	10 gm or more mixture		
			40-399 gm mixture	Fentanyl	400 gm or more mixture		
			10-99 gm mixture	Fentanyl Analogue	100 gm or more mixture		

- The Controlled Substances Act (1970) places all substances regulated under federal law into one of five schedules based on the substance's medical use, potential for abuse, and safety or dependence liability.

Controlled Substances Act Schedule	Drug	Quantity	1st Offense	2nd Offense
I and II	Others (law does not include marijuana, hashish, or hash oil)	Any	*Not more than 20 years *If death or serious injury, not less than 20 years, not more than life *Fine \$1 million individual, \$5 million not individual	*Not more than 30 years *If death or serious injury, life *Fine \$2 million individual, \$10 million not individual
III	All (included in Schedule III are anabolic steroids, codeine and hydrocodone with aspirin or Tylenol®, and some barbiturates)	Any	*Not more than 5 years *Fine not more than \$250,000 individual, \$1 million not individual	*Not more than 10 years *Fine not more than \$500,000 individual, \$2 million not individual
IV	All (included in Schedule IV are Darvon®, Talwin®, Equanil®, Valium®, and Xanax®)	Any	*Not more than 3 years *Fine not more than \$250,000 individual, \$1 million not individual	*Not more than 6 years *Fine not more than \$500,000 individual, \$2 million not individual
V	All (over-the-counter cough medicines with codeine are classified in Schedule V)	Any	*Not more than 1 year *Fine not more than \$100,000 individual, \$250,000 not individual	*Not more than 2 years *Fine not more than \$200,000 individual, \$500,000 not individual

Description	Quantity	1st Offense	2nd Offense
Marijuana	1,000 kg or more mixture; or 1,000 or more plants	*Not less than 10 years, not more than life *If death or serious injury, not less than 20 years, not more than life *Fine not more than \$4 million individual, \$10 million other than individual	*Not less than 20 years, not more than life *If death or serious injury, not more than life *Fine not more than \$8 million individual, \$20 million other than individual
Marijuana	100 kg to 999 kg mixture; or 100-999 plants	*Not less than 5 years, not more than 40 years *If death or serious injury, not less than 20 years, not more than life *Fine not more than \$2 million individual, \$5 million other than individual	*Not less than 10 years, not more than life *If death or serious injury, not more than life *Fine not more than \$4 million individual, \$10 million other than individual
Marijuana	50 to 99 kg mixture ----- 50 to 99 plants	*Not more than 20 years *If death or serious injury, not less than 20 years, not more than life *Fine \$1 million individual, \$5 million other than individual	*Not more than 30 years If death or serious injury, not more than life Fine \$2 million individual, \$10 million other than individual
Marijuana	Less than 50 kg mixture	*Not more than 5 years	*Not more than 10 years
Hashish	10 kg or more	*Fine not more than \$250,000, \$1 million other than individual	*Fine \$500,000 individual, \$2 million other than individual
Hashish Oil	1 kg or more		

**Federal Penalties and Sanctions for Illegal Possession of a
Controlled Substance**

21 U.S.C. 844(a)

1st conviction: Up to 1 year imprisonment and fined at least \$1,000 but not more than \$100,000, or both.

After 1 prior drug conviction: At least 15 days in prison, not to exceed 2 years and fined at least \$2,500 but not more than \$250,000, or both.

After 2 or more prior drug convictions: At least 90 days in prison, not to exceed 3 years and fined at least \$5,000 but not more than \$250,000, or both.

Special sentencing provision for possession of crack cocaine: Mandatory at least 5 years in prison, not to exceed 20 years and fined up to \$250,000, or both, if:

- (a) 1st conviction and the amount of crack possessed exceeds 5 grams.
- (b) 2nd crack conviction and the amount of crack possessed exceeds 3 grams.
- (c) 3rd or subsequent crack conviction and the amount of crack possessed exceeds 1 gram.

21 U.S.C. 853(a)(2) and 881(a)(7)

Forfeiture of personal and real property used to possess or to facilitate possession of a controlled substance if that offense is punishable by more than 1 year imprisonment. (See special sentencing provisions re: crack)

21 U.S.C. 881(a)(4)

Forfeiture of vehicles, boats, aircraft or any other conveyance used to transport or conceal a controlled substance.

21 U.S.C. 844a

Civil fine of up to \$10,000 (pending adoption of final regulations).

21 U.S.C. 853a

Denial of Federal benefits, such as student loans, grants, contracts, and professional and commercial licenses, up to 1 year for first offense, up to 5 years for second and subsequent offenses.

18 U.S.C. 922(g)

Ineligible to receive or purchase a firearm.

Miscellaneous

Revocation of certain Federal licenses and benefits, e.g., pilot licenses, public housing tenancy, etc., are vested within the authorities of individual Federal agencies. *Note: These are only Federal penalties and sanctions. Additional State penalties and sanctions may apply.*

APPENDIX 2

Health Risks Associated with the Use of Illicit Drugs and Alcohol

Drugs	Physical Dependence	Psychological Dependence	Possible Effects	Effects of Overdose	Withdrawal Syndrome
Narcotics					
Heroin	High	High			<ul style="list-style-type: none"> • Yawning
Morphine	High	High			<ul style="list-style-type: none"> • Loss of appetite
Codeine	Moderate	Moderate	<ul style="list-style-type: none"> • Euphoria 	<ul style="list-style-type: none"> • Slow and shallow breathing 	<ul style="list-style-type: none"> • Irritability
Hydrocodone	High	High	<ul style="list-style-type: none"> • Drowsiness 	<ul style="list-style-type: none"> • Clammy skin 	<ul style="list-style-type: none"> • Tremors
Hydromorphone	High	High	<ul style="list-style-type: none"> • Respiratory depression 	<ul style="list-style-type: none"> • Convulsions 	<ul style="list-style-type: none"> • Panic • Cramps
Oxycodone	High	High	<ul style="list-style-type: none"> • Constricted pupils 	<ul style="list-style-type: none"> • Coma 	<ul style="list-style-type: none"> • Nausea

Methadone and LAAM	High	High	<ul style="list-style-type: none"> • Nausea 	<ul style="list-style-type: none"> • Possible death 	<ul style="list-style-type: none"> • Runny nose
Fentanyl and Analogs	High	High			<ul style="list-style-type: none"> • Chills and sweating
Other Narcotics	High-Low	High-Low			<ul style="list-style-type: none"> • Watery eyes
Depressants					
Chloral Hydrate	Moderate	Moderate	<ul style="list-style-type: none"> • Slurred speech 	<ul style="list-style-type: none"> • Shallow respiration 	<ul style="list-style-type: none"> • Anxiety
Barbiturates	High-Moderate	High-Moderate	<ul style="list-style-type: none"> • Disorientation 	<ul style="list-style-type: none"> • Clammy skin 	<ul style="list-style-type: none"> • Insomnia
Benzodiazepines	Low	Low	<ul style="list-style-type: none"> • Drunken behavior without odor of alcohol 	<ul style="list-style-type: none"> • Dilated pupils • Weak and rapid pulse 	<ul style="list-style-type: none"> • Tremors • Delirium
Glutethimide	High	Moderate		<ul style="list-style-type: none"> • Coma 	<ul style="list-style-type: none"> • Convulsions
Other Depressants	Moderate	Moderate		<ul style="list-style-type: none"> • Possible death 	<ul style="list-style-type: none"> • Possible death

Drugs	Physical Dependence	Psychological Dependence	Possible Effects	Effects of Overdose	Withdrawal Syndrome
Stimulants					
Cocaine	Possible	High	<ul style="list-style-type: none"> • Increased alertness 	<ul style="list-style-type: none"> • Agitation 	<ul style="list-style-type: none"> • Apathy
Amphetamine/ Methamphetamine	Possible	High	<ul style="list-style-type: none"> • Euphoria • Increased pulse rate and blood pressure • Excitation 	<ul style="list-style-type: none"> • Increased body temperature • Hallucinations • Convulsions 	<ul style="list-style-type: none"> • Long periods of sleep • Irritability • Depression
Methylphenidate	Possible	High	<ul style="list-style-type: none"> • Insomnia 	<ul style="list-style-type: none"> • Possible death 	<ul style="list-style-type: none"> • Disorientation
Other Stimulants	Possible	High	<ul style="list-style-type: none"> • Loss of appetite 		
Cannabis					
Marijuana	Unknown	Moderate	<ul style="list-style-type: none"> • Euphoria • Relaxed inhibitions 	<ul style="list-style-type: none"> • Fatigue • Paranoia 	<ul style="list-style-type: none"> • Occasional reports of insomnia

Tetrahydrocannabinol	Unknown	Moderate	<ul style="list-style-type: none"> • Increased appetite 	<ul style="list-style-type: none"> • Possible Psychosis 	<ul style="list-style-type: none"> • Hyperactivity
Hashish and Hashish Oil	Unknown	Moderate	<ul style="list-style-type: none"> • Disorientation 		<ul style="list-style-type: none"> • Decreased appetite
Hallucinogens					
LSD	None	Unknown	<ul style="list-style-type: none"> • Illusions and hallucinations 	<ul style="list-style-type: none"> • Longer 	<ul style="list-style-type: none"> • Unknown
Mescaline and Peyote	None	Unknown	<ul style="list-style-type: none"> • Altered perception of time and distance 	<ul style="list-style-type: none"> • More intense "trip" episodes 	
Amphetamine Variants	Unknown	Unknown		<ul style="list-style-type: none"> • Psychosis 	
Phencyclidine and Analogs	Unknown	High		<ul style="list-style-type: none"> • Possible death 	
Other Hallucinogens	None	Unknown			

Drugs	Physical Dependence	Psychological Dependence	Possible Effects	Effects of Overdose	Withdrawal Syndrome
Anabolic Steroids					
Testosterone (Cypionate, Enanthate)	Unknown	Unknown	<ul style="list-style-type: none"> • Virilization • Acne 	<ul style="list-style-type: none"> • Unknown 	<ul style="list-style-type: none"> • Possible depression
Nandrolone (Decanoate, Phenpropionate)	Unknown	Unknown	<ul style="list-style-type: none"> • Testicular atrophy • Gynecomastia • Aggressive behavior 		
Oxymetholone	Unknown	Unknown	<ul style="list-style-type: none"> • Edema 		