



# **DRUG AND ALCOHOL POLICY AND PREVENTION**

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# TABLE OF CONTENTS

INTRODUCTION	2
STANDARDS OF CONDUCT	2
LEGAL SANCTIONS UNDER STATE, FEDERAL, AND LOCAL LAWS	4
HEALTH RISKS	7
WHERE TO GET ASSISTANCE	12

## 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 to all new employees during their Orientation and to all current employees annually during the update in October.

Every October, the Director of Compliance 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 annually 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 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 ten (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:*

<https://www.ocso.com/public-interest/e-brochures>

<https://www.drugfreeworld.org/drugfacts/prescription/stimulants.html>

<https://www.flhsmv.gov/safety-center/driving-safety/impaired-driving/>

## 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

DEGREE OF CRIME	JAIL/PRISON	PROBATION	FINE
Felony 1st Degree	30 Years/Life/Death	30 Years/Life	\$10K
Felony 2nd Degree	15 Years Prison	15 Years	\$10K
Felony 3rd Degree	5 Years Prison	5 Years	\$5K
Misdemeanor 1st Degree	1 Year County Jail	1 Year	\$1K
Misdemeanor 2nd Degree	60 Days County Jail	6 Months	\$500

#### B. DRIVING UNDER THE INFLUENCE (DUI) section 316.193, Florida Statutes

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

#### C. DRUG POSSESSION

CONTROLLED SUBSTANCE	MINIMUM SENTENCE	MAXIMUM SENTENCE
Marijuana < 20g	Court Costs	365 Days Jail
Marijuana > 20g	Court Costs (rarely received)	5 Years in Prison
Marijuana 25 - 10K lbs and up	3-15 years + \$25,000 - \$200,000 fine	30 Years in Prison

Cocaine < 28g	Court Costs (rarely received)	5 Years in Prison
Cocaine 28 - 199.99g	3 years + \$50,000 fine	30 Years in Prison
Cocaine 200g - 150kgms or more	7 years-Life + \$100,000+ fine	30 Years in Prison
MDMA/Ecstasy < 10g	Court Costs (rarely received)	5 Years in Prison
<b>CONTROLLED SUBSTANCE</b>	<b>MINIMUM SENTENCE</b>	<b>MAXIMUM SENTENCE</b>
MDMA/Ecstasy 10 - 199.99g	3 years + \$50,000 fine	30 Years in Prison
MDMA/Ecstasy 200g - 29.99kgms	7-15 years + \$100,000 -\$250,000 fine	30 Years in Prison
LSD < 1g	Court Costs (rarely received)	5 Years in Prison
LSD 1 - 4.99g	3 years + \$50,000 fine	30 Years in Prison
LSD 5 - 7g or more	7-15 years + \$100,000 -\$500,000 fine	30 Years in Prison

#### 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: <https://www.ocso.com/Public-Interest/E-Brochures>

### 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
- (2) Pregnant women who drink may give birth to a baby with defects that can affect the baby's heart, brain, and other major organs
- (3) Dependency
- (4) Withdrawal symptoms include jumpiness, sleeplessness, sweating, poor appetite, convulsions, and sometimes even death
- (5) 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 Information (CDC INFO)	800.232.4636 <a href="https://www.cdc.gov/cdc-info/index.html">https://www.cdc.gov/cdc-info/index.html</a>
Alcohol & Drug Abuse Hotline	800.ALCOHOL <a href="http://www.800alcohol.com">www.800alcohol.com</a>
Cocaine Helpline Crisis Line	800.662.4357 800.448.3000 Text Line: 741741 <a href="http://www.boystown.org/national-hotline">www.boystown.org/national-hotline</a>
Emergency Medical Services	911
FL Department of Children & Families Hotline	800.962.2873
The National Domestic Violence Hotline	800.799.7233
Poison Control Center	800.222.1222 <a href="http://www.aapcc.org">www.aapcc.org</a>
Substance Abuse & Mental Health Services Administration	800.662.4357
The Suicide Prevention Hotline	800.273.8255
The Trevor Hotline (LGBTQ+)	866.488.7386
Trans Lifeline	877.565.8860

### LOCAL INFORMATION AND NUMBERS

Alcoholism	<i>Lists AA Meetings throughout state</i> Central Florida Intergroup	407.260.5408 <a href="http://www.cflintergroup.org">www.cflintergroup.org</a>
Drug Abuse	Bridges of America 2011 Mercy Drive, Orlando 32808	407.926.8134 <a href="http://www.bridgesofamerica.com">www.bridgesofamerica.com</a>
Fire Department	1847 Fennell St, Maitland, FL 32751	407.475.3473 (non-emergency)
HIV/AIDS	Hope and Help Center 4122 Metric Dr Suite 800, Winter Park 32792	407.645.2577 OR 800.FLA.AIDS <a href="http://www.hopeandhelp.org">www.hopeandhelp.org</a>
Planned Parenthood	11500 University Blvd Suite B, Orlando, FL 32817	407.246.1788 <a href="https://www.plannedparenthood.org">https://www.plannedparenthood.org</a>
Police Department	1837 Fennell St, Maitland, FL 32751	407.539.6262 (non-emergency)
Rape Victim	Victim Service Center 2111 E Michigan St #210, Orl, FL 32806	407.497.6701 <a href="http://www.victimservicecenter.com">www.victimservicecenter.com</a>
Social Services	Social Bridges 202 Lookout Pl, Maitland, FL 32751	407.539.2450 <a href="http://www.socialbridges.com">www.socialbridges.com</a>
United Way Heart of Florida		<a href="https://www.hfuw.org/gethelp/">https://www.hfuw.org/gethelp/</a>
Urgent Care Facility	440 W, FL-436, Altamonte Springs, FL 32714	407.788.2000

**TREATMENT FACILITIES**

Center for Drug Free Living

205 S Eola Dr, Orlando, FL 32801

407.245.0045

[www.cdfli.com](http://www.cdfli.com)

White Sands Rehab

56 E Pine St, Orlando, FL 32801

407.255.2351

[www.whitesandstreatment.com](http://www.whitesandstreatment.com)