

I. DRUG-FREE SCHOOLS AND COMMUNITIES ACT AMENDMENTS

The Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act Amendments of 1989 require an institution of higher education, as a condition of receiving funds or any other form of financial assistance under any federal program, to certify that it has adopted and implemented a drug prevention program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees. Illinois Tech fully supports the objectives of these laws. As part of its drug prevention program for students and employees, Illinois Tech annually distributes in writing to each student and employee the following information:

1. Standards of conduct that clearly prohibit the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on its property or as part of any of its activities;
2. A description of the applicable legal sanctions under local, state, or federal law for the unlawful possession or distribution of illicit drugs and alcohol;
3. A description of the health risks associated with the use of illicit drugs and the abuse of alcohol;
4. A description of available drug and alcohol counseling, treatment, or rehabilitation or re-entry programs; and
5. A clear statement of the disciplinary sanctions that the University will impose on students and employees who violate the standards of conduct.

Illinois Tech, through the coordinated efforts of its Office of Student Affairs and Department of Human Resources, conducts biennial reviews of its drug and alcohol abuse prevention programs to determine their effectiveness, implement changes as needed, and ensure that the disciplinary sanctions are consistently enforced.

Illinois Tech recognizes both alcohol and drug abuse as potential health, safety, and security problems. Illinois Tech expects its students and employees to cooperate in maintaining a campus environment free from the effects of alcohol and other drugs and to comply with this policy.

II. STANDARDS OF CONDUCT AT ILLINOIS TECH

All members of the Illinois Tech community are responsible for being familiar and complying with the requirements of federal laws, Illinois statutes and Chicago ordinances concerning the consumption, possession, and sale of alcohol and other drugs. Illinois Tech expects each member of its community to be responsible for his or her own conduct and the consequences of that conduct.

Illinois Tech recognizes both alcohol and drug abuse as potential health, safety, and security problems, and Illinois Tech expects faculty, students, and staff to assist in maintaining a campus environment free from the effects of alcohol and other drugs.

Illinois Tech prohibits all students and employees from engaging in any manner in the unlawful manufacture, possession, use, distribution, sale, or purchase of alcohol and other drugs on Illinois Tech premises, in Illinois Tech vehicles or as part of any Illinois Tech activity as well as from working under the influence of alcohol or illicit drugs. The only exception to this provision applies to moderate consumption and/or possession of alcohol on Illinois Tech premises at approved functions

(e.g., receptions) by those legally permitted to consume or distribute alcohol. Besides the legal restrictions, Illinois Tech maintains rules governing where, when and how alcohol may be served at events on campus, and all students and employees must comply with these rules, which are available at the following link: http://web.iit.edu/sites/web/files/departments/general-counsel/policies/procedure_c4_service_of_alcoholic_beverages.pdf.

In addition to these general standards of conduct, areas of Illinois Tech may also have specific drug and alcohol policies and procedures relating to their activities (e.g., housing facilities, Athletics, Office of Campus Life); please consult them for details.

Finally, all employees, including student employees, are required to be able to perform their jobs. If an employee may be impaired by medication taken according to a doctor's prescription or the medication's directions, he or she is expected to discuss it with his or her supervisor.

III. LEGAL SANCTIONS

Various federal and state laws prohibit the possession, distribution, and use of controlled substances, unless in compliance with licensing requirements or a physician's prescription. Moreover, Illinois law prohibits the consumption and possession of alcohol by persons under the age of 21 and the supplying of alcohol to any person under the age of 21. Additionally, Illinois law prohibits the sale of alcoholic beverages except by those licensed to sell such beverages. Illinois law and City ordinances also prohibit public intoxication to a degree that it endangers people or property or annoys people in the vicinity, the operation of a vehicle under the influence of alcohol or other intoxicants, and the consumption of alcohol on a public way. Violation of these laws or other laws relating to drugs and alcohol may result in probation, fines, imprisonment, and permanent criminal record. Violation of drug laws may also result in civil seizure and forfeiture of property used in connection with the offense. A violation may also result in University disciplinary action.

The following sections set forth in greater detail federal and state statutes with respect to illicit drug trafficking and possession, state statutes regarding alcohol use by minors, and other laws related to drugs and alcohol.

A. FEDERAL DRUG SANCTIONS

In sum, federal law penalizes the manufacture, distribution, possession with intent to manufacture or distribute, and simple possession of drugs ("controlled substances"). Federal penalties and sanctions for the simple possession of a controlled substance are quite severe. The law sets forth sentences and fines that include the following:

- First conviction: Up to one-year imprisonment, a fine of at least \$1,000, or both.
- After one prior drug conviction: At least 15 days in prison, not to exceed two years, and a fine of at least \$2,500.
- After two or more prior drug convictions: At least 90 days in prison, not to exceed three years, and a fine of at least \$5,000. *Note:* A special, harsher sentencing provision applies for possession of flunitrazepam (Rohypnol) and crack cocaine. (21 U.S.C. §844(a))
- 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 one-year imprisonment, as well as forfeiture of vehicles, boats, aircraft, or any other conveyance used to transport or conceal a controlled substance. (21 U.S.C. §§853(a) & 881(a))
- Suspension of eligibility for federal financial aid for students convicted under federal or state law for the sale or possession of drugs, including, but not limited to, federal grants, loans, and federal work study programs. Students convicted of drug possession will be ineligible for one year from the date of the conviction of the first offense, two years for the second offense, and indefinitely for the third offense. Students convicted of selling drugs will be ineligible for

two years from the date of the first conviction, and indefinitely for the second offense. Those who lose eligibility can seek to regain eligibility by successfully completing an approved drug rehabilitation program. (20 U.S.C. §1091(r))

- Denial and/or revocation of federal benefits, such as grants, contracts, loans and professional and commercial licenses, up to five years for the first offense, up to 10 years for the second offense, and permanently upon the third offense. (21 U.S.C. §862) (Authority to deny or revoke federal licenses and benefits is generally vested within the granting federal agencies.)
- Ineligibility to receive or purchase a firearm. (18 U.S.C. §922(g))

Penalties may be doubled, however, when a person at least 18 years old: (1) distributes a controlled substance to a person under 21 years of age (a term of imprisonment for this offense shall not be less than one year), and/or (2) distributes, possesses with intent to distribute, or manufactures a controlled substance in or on, or within 1,000 feet of, the real property comprising a public or private elementary or secondary school, or a public or private college. (21 U.S.C. §§859 & 860)

Federal penalties and sanctions for trafficking in controlled substances are considerably more severe than those outlined previously for simple possession. A chart outlining the most current federal trafficking penalties for substances covered by the Controlled Substances Act, prepared by the Drug Enforcement Agency of the U.S. Department of Justice, is at the following link: <http://www.dea.gov/druginfo/ftp3.shtml>.

B. STATE DRUG SANCTIONS

Illinois statutes cover a wide range of drug offenses. See 720 ILCS 550/1, et seq. (cannabis); 720 ILCS 570/401, et seq. (other controlled substances). Sentences and fines for simple possession of various controlled substances are summarized below. (Penalties may include prison terms and/or fines. Under Illinois law, conviction of a drug possession offense results in a fine of no less than full street value of the substance seized, in addition to all other penalties.)

Any substance containing HEROIN

<u>Amount</u>	<u>Felony Status</u>	<u>Prison Term</u>	<u>Fine</u>
15-<100 gm	Class 1	4-15 years	Up to \$200,000
100-<400 gm	Class 1	6-30 years	Up to greater of \$200,000 or full street value
400-<900 gm	Class 1	8-40 years	Up to greater of \$200,000 or full street value
900+ gm	Class 1	10-50 years	Up to greater of \$200,000 or full street value

Any substance containing COCAINE

<u>Amount</u>	<u>Felony Status</u>	<u>Prison Term</u>	<u>Fine</u>
15-<100 gm	Class 1	4-15 years	Up to \$200,000
100-<400 gm	Class 1	6-30 years	Up to greater of \$200,000 or full street value
400-<900 gm	Class 1	8-40 years	Up to greater of \$200,000 or full street value
900+ gm	Class 1	10-50 years	Up to greater of \$200,000 or full street value

Any substance containing MORPHINE

<u>Amount</u>	<u>Felony Status</u>	<u>Prison Term</u>	<u>Fine</u>
15-<100 gm	Class 1	4-15 years	Up to \$200,000
100-<400 gm	Class 1	6-30 years	Up to greater of \$200,000 or full street value
400-<900 gm	Class 1	6-40 years	Up to greater of \$200,000 or full street value
900+ gm	Class 1	10-50 years	Up to greater of \$200,000 or full street value

Any substance containing PEYOTE

<u>Amount</u>	<u>Felony Status</u>	<u>Prison Term</u>	<u>Fine</u>
200+ gm	Class 1	4-15 years	Up to \$200,000

Any substance containing a derivative of BARBITURIC ACID

<u>Amount</u>	<u>Felony Status</u>	<u>Prison Term</u>	<u>Fine</u>
200+ gm	Class 1	4-15 years	Up to \$200,000

Any substance containing AMPHETAMINE

<u>Amount</u>	<u>Felony Status</u>	<u>Prison Term</u>	<u>Fine</u>
200+ gm	Class 1	4-15 years	Up to \$200,000

Any substance containing METHAMPHETAMINE

<u>Amount</u>	<u>Felony Status</u>	<u>Prison Term</u>	<u>Fine</u>
<5 gm	Class 3	2-5 years	Up to \$25,000
5-<15 gm	Class 2	3-7 years	Up to \$25,000
15-<100 gm	Class 1	4-15 years	Up to \$25,000
100-<400 gm	Class X	6-30 years	Up to \$100,00
400-<900 gm	Class X	8-40 years	Up to \$200,000
900+ gm	Class X	10-50 years	Up to \$300,000

Any substance containing LSD

<u>Amount</u>	<u>Felony Status</u>	<u>Prison Term</u>	<u>Fine</u>
15-<100 gm or 15-199 objects/ parts	Class 1	4-15 years	Up to \$200,000
100-<400 gm or 200-599 objects/ parts	Class 1	6-30 years	Up to greater of \$200,000 or full street value
400-<900 gm or 600-1499 objects/parts	Class 1	8-40 years	Up to greater of \$200,000 or full street value
900+ gm or 1500+ objects/parts	Class 1	10-50 years	Up to greater of \$200,000 or full street value

Any substance containing PENTAZOCINE, KETAMINE, METHAQUALONE, or PCP

<u>Amount</u>	<u>Felony Status</u>	<u>Prison Term</u>	<u>Fine</u>
30+ gm	Class 1	4-15 years	Up to \$200,000

Any other substance classified in Schedule I or II as a narcotic drug

<u>Amount</u>	<u>Felony Status</u>	<u>Prison Term</u>	<u>Fine</u>
200+ gm	Class 1	4-15 years	Up to \$200,000

Any controlled substance other than METHAMPHETAMINE and ANABOLIC STEROID

<u>Amount</u>	<u>Felony Status</u>	<u>Prison Term</u>	<u>Fine</u>
Any other amount	Class 4	1-3 years	Up to \$25,000

Illinois Penalties for Possession of MARIJUANA (includes HASHISH)

<u>Amount</u>	<u>Classification</u>	<u>Prison Term</u>	<u>Fine</u>
Up to 2.5 gm	Class C Misdemeanor	Up to 30 days	Up to \$1,500
>2.5 - 10.0 gm	Class B Misdemeanor	Up to 6 months	Up to \$1,500
>10.0 - 30.0 gm	Class A Misdemeanor	Less than 1 year	Up to \$2,500
>30.0 - 500.0 gm	Class 4 Felony for 2nd and subsequent offenses	1-3 years	Up to \$25,000
	Class 4 Felony	1-3 years	Up to \$25,000
	Class 3 Felony for 2nd and subsequent offenses	2-5 years	Up to \$25,000
>500.0 - 2,000.0 gm	Class 3 Felony	2-5 years	Up to \$25,000
>2,000.0 - 5,000.0 gm	Class 2 Felony	3-7 years	Up to \$25,000
>5,000.0 gm	Class 1 Felony	4-15 years	Up to \$25,000

Illinois Penalties for Possession of ANABOLIC STEROIDS

<u>Amount</u>	<u>Classification</u>	<u>Prison Term</u>	<u>Fine</u>
Any	Class C Misdemeanor	Up to 30 days	Up to \$1,500
Any	Class B Misdemeanor for 2nd and subsequent offense within 2 years	Up to 6 months	Up to \$1,500

In addition to the sanctions listed above, the following additional penalties for possession of an illegal substance are prescribed by Illinois law.

- Possession of cannabis plants may result, depending on the number of plants, in prison terms of up to 15 years and fines of up to \$25,000 plus costs.
- Conviction of a drug-related offense involving possession or delivery under the Controlled Substances Act, the Cannabis Control Act, or the Methamphetamine Control and Community Protection Act, in addition to all other penalties, results in a fine of no less than full street value of the substance seized.
- As with federal law, Illinois law provides much stiffer penalties for trafficking in a controlled substance. (“Trafficking” means the manufacture of, delivery of, or possession with intent to deliver controlled substances or marijuana.) Sentences and fines for trafficking in controlled substances are summarized in the chart below. (Under Illinois law, conviction of a drug delivery offense results in a fine of no less than full street value of the substance seized, in addition to all other penalties imposed.)

Any substance containing HEROIN or analog thereof

<u>Amount</u>	<u>Felony Status</u>	<u>Prison Term</u>	<u>Fine</u>
1-<15 gm	Class 1	4-15 years	Up to \$250,000
15-<100 gm	Class X	6-30 years	Up to \$500,000
100-<400 gm	Class X	9-40 years	Up to greater of \$500,000 or full street value
400-<900 gm	Class X	12-50 years	Up to greater of \$500,000 or full street value
900+ gm	Class X	15-60 years	Up to greater of \$500,000 or full street value

Any substance containing FENTANYL or analog thereof

<u>Amount</u>	<u>Felony Status</u>	<u>Prison Term</u>	<u>Fine</u>
1-<15 gm	Class 1	4-15 years	Up to \$250,000
15-<100 gm	Class X	6-30 years	Up to \$500,000
100-<400 gm	Class X	9-40 years	Up to \$500,000
400-<900 gm	Class X	12-50 years	Up to \$500,000
900+ gm	Class X	15-60 years	Up to \$500,000

* If any amount of FENTANYL is combined with another controlled substance, 3 years are added to the prison term.

Any substance containing COCAINE or analog thereof

<u>Amount</u>	<u>Felony Status</u>	<u>Prison Term</u>	<u>Fine</u>
1-<15 gm	Class 1	4-15 years	Up to \$250,000
15-<100 gm	Class X	6-30 years	Up to \$500,000
100-<400 gm	Class X	9-40 years	Up to greater of \$500,000 or full street value
400-<900 gm	Class X	12-50 years	Up to greater of \$500,000 or full street value
900+ gm	Class X	15-60 years	Up to greater of \$500,000 or full street value

Any substance containing MORPHINE or analog thereof

<u>Amount</u>	<u>Felony Status</u>	<u>Prison Term</u>	<u>Fine</u>
10-<15 gm	Class 1	4-15 years	Up to \$250,000
15-<100 gm	Class X	6-30 years	Up to \$500,000
100-<400 gm	Class X	9-40 years	Up to greater of \$500,000 or full street value
400-<900 gm	Class X	12-50 years	Up to greater of \$500,000 or full street value
900+ gm	Class X	15-60 years	Up to greater of \$500,000 or full street value

Any substance containing PEYOTE or analog thereof

<u>Amount</u>	<u>Felony Status</u>	<u>Prison Term</u>	<u>Fine</u>
50-<200 gm	Class 1	4-15 years	Up to \$250,000
200+ gm	Class X	6-30 years	Up to \$500,000

Any substance containing BARBITURIC ACID or analog thereof

<u>Amount</u>	<u>Felony Status</u>	<u>Prison Term</u>	<u>Fine</u>
50-<200 gm	Class 1	4-15 years	Up to \$250,000
200+ gm	Class X	6-30 years	Up to \$500,000

Any substance containing AMPHETAMINE or analog thereof

<u>Amount</u>	<u>Felony Status</u>	<u>Prison Term</u>	<u>Fine</u>
50-<200 gm	Class 1	4-15 years	Up to \$250,000
200+ gm	Class X	6-30 years	Up to \$500,000

Any substance containing LSD or analog thereof

<u>Amount</u>	<u>Felony Status</u>	<u>Prison Term</u>	<u>Fine</u>
5-<15 gm or >10 but <15 objects/parts	Class 1	4-15 years	Up to \$250,000
15-<100 gm or 15-199 objects/parts	Class X	6-30 years	Up to \$500,000
100-<400 gm or 200-599 objects/parts	Class X	9-40 years	Up to greater of \$500,000 or full street value
400-<900 gm or 600-1499 objects/parts	Class X	12-50 years	Up to greater of \$500,000 or full street value
900+ gm or 1500+ objects/parts	Class X	15-60 years	Up to greater of \$500,000 or full street value

Any substance containing METHAMPHETAMINE

<u>Amount</u>	<u>Felony Status</u>	<u>Prison Term</u>	<u>Fine</u>
<5 gm	Class 2	3-7 years	Up to \$25,000
5-<15 gm	Class 1	4-15 years	Up to \$25,000
15-<100 gm	Class X	6-30 years	Up to greater of \$100,000 or street value
100-<400 gm	Class X	9-40 years	Up to greater of \$200,000 or street value
400-<900 gm	Class X	12-50 years	Up to greater of \$300,000 or street value
900+ gm	Class X	15-60 years	Up to greater of \$400,000 or street value

* Manufacture of methamphetamine is subject to harsher penalties as set forth in 720 ILCS 646/15(a) (2015).

Any substance containing PENTAZOCINE, KETAMINE, METHAQUALONE, PCP or analog thereof

<u>Amount</u>	<u>Felony Status</u>	<u>Prison Term</u>	<u>Fine</u>
10-<30 gm	Class 1	4-15 years	Up to \$250,000
30+ gm	Class X	6-30 years	Up to \$500,000

Any substance containing HYDROCODONE, DIHYDROCODEINONE, DIHYDROCODEINE, OXYCODONE or analog thereof

<u>Amount</u>	<u>Felony status</u>	<u>Prison Term</u>	<u>Fine</u>
50-<100 gm	Class 1	4-15 years	Up to \$250,000
100+ gm	Class X	6-30 years	Up to \$500,000
Any amount not listed above	Class 2	3-7 years	Up to \$200,000

Any other substance or analog classified in Schedule I or II, but not listed here

<u>Amount</u>	<u>Felony Status</u>	<u>Prison Term</u>	<u>Fine</u>
50-<200 gm	Class 1	4-15 years	Up to \$250,000
200+ gm	Class X	6-30 years	Up to \$500,000

Any substance or analog classified in Schedule I or II that is a narcotic drug or contains LSD, AMPHETAMINE, FENTANYL, or BZP

<u>Amount</u>	<u>Felony Status</u>	<u>Prison Term</u>	<u>Fine</u>
Any amount not listed above	Class 2	3-7 years	Up to \$200,000

Any substance or analog classified in Schedule I or II that is not METHAMPHETAMINE

<u>Amount</u>	<u>Felony Status</u>	<u>Prison Term</u>	<u>Fine</u>
Any amount not listed above	Class 3	2-5 years	Up to \$150,000

Any substance classified in Schedule III

<u>Amount</u>	<u>Felony Status</u>	<u>Prison Term</u>	<u>Fine</u>
Any amount not listed above	Class 3	2-5 years	Up to \$125,000

Any substance classified in Schedule IV

<u>Amount</u>	<u>Felony Status</u>	<u>Prison Term</u>	<u>Fine</u>
Any amount not listed above	Class 3	2-5 years	Up to \$100,000

Any substance classified in Schedule V

<u>Amount</u>	<u>Felony Status</u>	<u>Prison Term</u>	<u>Fine</u>
Any amount not listed above	Class 3	2-5 years	Up to \$75,000

** Schedules I-V may be found in 720 ILCS §§ 570/204, 570/206, 570/208, and 570/212 (2012).*

Illinois Penalties for MARIJUANA Trafficking (includes HASHISH)

<u>Amount</u>	<u>Classification</u>	<u>Prison Term</u>	<u>Fine</u>
Up to 2.5 gm	Class B Misdemeanor	Up to 6 months	\$1,500
>2.5-10.0 gm	Class A Misdemeanor	Less than 1 year	\$2,500
>10-30.0 gm	Class 4 Felony	1-3 years	\$25,000
>30-500.0 gm	Class 3 Felony	2-5 years	Up to \$50,000
>500-2,000.0 gm	Class 2 Felony	3-7 years	Up to \$100,000
>2,000-5,000.0 gm	Class 1 Felony	4-15 years	Up to \$150,000
>5,000.0 gm	Class X Felony	6-30 years	Up to \$200,000

In addition to these sanctions, the following additional penalties are prescribed by Illinois law. Conviction for the following may result in imprisonment, a fine, or both up to double the maximum otherwise authorized:

- Conviction for a second or subsequent offense under the Controlled Substances Act. A prior conviction under federal law or the law of any other state makes a conviction under Illinois law a second offense.
- Conviction for “cannabis trafficking” of 2,500 grams or more or for “controlled substances trafficking” (i.e., bringing these items into Illinois for purposes of manufacture or delivery).
- Conviction for delivery of a controlled substance by a person over 18 to a person under 18.
- Conviction for delivery of cannabis (marijuana or hashish) by a person over 18 to a person under 18 who is at least three years younger.
- Conviction for delivery of a controlled substance to a woman known to be pregnant.

A person over 18 who uses another person under 18 to deliver controlled substances may be sentenced to imprisonment for a term up to three times the maximum otherwise authorized. Violation of provisions of the Controlled Substances Act in or on the grounds of any school or public housing complex, or within 1,000 feet of the same, will increase the felony status (and prison term) and the applicable fine.

Participation in any conspiracy with respect to cannabis may result in imprisonment for two to five years and a fine of up to \$200,000 plus certain forfeitures.

C. FEDERAL AND STATE FAKE ID SANCTIONS

Under Illinois law, possession, advertisement, manufacture, distribution, or sale of a driver's license or identification card that is "fraudulent" (i.e., produced by someone other than a government office) is a Class 4 felony punishable by one to three years imprisonment and up to \$25,000. Possession, transfer, or use of "fictitious" identification (a genuine identification with false information), lending or using the identification of another, or altering an identification is punishable by up to one year imprisonment and a fine of up to \$2,500. Persons under 21 who present or offer false evidence for purposes of obtaining or purchasing alcohol shall be fined between \$500 and \$2,500, must perform at least 25 hours of community service, and may be jailed for up to one year.

Under federal law, the use, transfer, or production of identification that is false, altered, tampered with, or fraudulently obtained is punishable by up to 15 years imprisonment and a fine of up to \$250,000. Possession of such identification is punishable in some cases by up to five years imprisonment and a fine of up to \$250,000.

D. STATE ALCOHOL SANCTIONS

Persons under 21 who possess, consume, purchase, or receive alcohol may be jailed for up to one year and fined \$2,500. Illinois law also provides for a prison term up to one year and a fine of up to \$2,500 for knowingly providing alcohol to persons under 21.

E. CITY SANCTIONS

Under the Chicago Municipal Code, it is unlawful for any person to drink any alcoholic liquor on any public way or in a motor vehicle upon a public way in the city of Chicago, and penalties include a fine of not less than \$100 nor more than \$500, and/or punishment by imprisonment for a period of six months. It is also unlawful for any person to possess up to 15 grams of any substance containing cannabis, and penalties include a fine of not less than \$250.00 nor more than \$500.00 for the first offense, and \$500.00 for the second and each subsequent violation occurring within a period of 30 days

IV. UNIVERSITY SANCTIONS

Besides legal consequences, the unlawful possession, use, or distribution of illicit drugs and alcohol and any violation of this Policy by a student or employee may result in appropriate discipline under the Student Handbook's Code of Conduct or the Human Resources Policies and Procedures Manual's Discipline provisions. For students, sanctions can include any sanction provided for in the Student Handbook, including, but not limited to, fines, removal from Illinois Tech housing, probation, suspension, or expulsion from the University. For employees, including student employees, sanctions can include any sanction provided for the Human Resources Policies and Procedures Manual, including, but not limited to, warning, suspension, termination of employment, and disqualification from future employment. In accordance with Article V, Section F of the Student Handbook, student organizations that violate this Policy are also subject to sanctions, which may include, but are not limited to, fines, probation, suspension and removal of recognized student organization status.

In each case, upon a finding that a violation of this Policy has occurred, the particular sanction imposed will depend on the relevant facts and circumstances. Factors that will be considered include (i) the nature of the violation, (ii) the seriousness of the offense, (iii) the prior record of the individual or organization, (iv) whether personal injury occurred, and (v) the extent to which the campus learning environment was compromised. A sanction may include the successful completion of an approved rehabilitation or chemical dependency treatment program.

Illinois Tech may refer students or employees for criminal investigation and prosecution. Specific areas of Illinois Tech (i.e., Residence and Greek Life, Athletics) may also take action based on a violation of this Policy or their specific policies. For both students and employees, Illinois Tech retains, consistent with applicable policies and procedures, full and final discretion on whether, when, and under what conditions a student may be reinstated or an employee returned to employment after an instance of alcohol abuse or improper drug use.

As a condition of employment, any employee (including student employees) convicted of any violation of any criminal drug statute (including misdemeanors) involving the workplace must notify the Dean of Students **(312.567.3081)** (if a student employee); the Department of Human Resources **(312.567.3318)** (if a non-student staff employee); or the Office of the Provost **(312.567.3163)** (if an academic employee) within five days of the date of conviction. A conviction includes any plea or finding of guilty, any plea of nolo contendere (no contest), and/or any imposition of a fine, jail sentence, or other penalty. Under federal law, if the convicted employee is working on a project funded through a federal grant or contract, Illinois Tech is required to notify the relevant federal contracting or granting agency within ten days of receiving such notice of conviction.

V. HEALTH RISKS

The use of illicit drugs and the abuse of alcohol and prescription drugs have potential adverse health consequences that may be permanent. These consequences include disorders and dysfunctions that affect the central nervous system, reproductive functioning, cardiovascular and pulmonary systems, and endocrine functioning. Specifically, there are both short- and long-term effects on cognition, memory, retention, information processing, coordination, and athletic and academic performance. The use of illicit drugs and the abuse of alcohol also affect emotional equilibrium, mental well-being, and the ability to make critical decisions. Such use also impairs judgment, which in turn increases one's vulnerability and risk-taking behaviors, including engaging in unprotected sex, which may lead to exposure to HIV and other sexually transmitted diseases and to unplanned pregnancy. The chronic use and abuse of illicit drugs and alcohol have been shown to cause adverse permanent changes in most of the biological systems studied. These changes can lead to severe impairment, disability, and premature death.

A. ILLICIT DRUGS

The use of any amount of drug -- prescription, illicit, or legal -- will alter the chemical balance of the body. Misuse of drugs may lead to lifelong chemical dependency, the disease of addiction, and possible death. Abuse and addiction to drugs often cause serious damage to major body organs such as brain, stomach, lungs, liver, kidneys, and heart, as well as the immune and reproductive systems. The sharing of needles when using drugs is known to be a major cause of the spread of HIV. Information regarding the specific health risks associated with various controlled substances, prepared by the Drug Enforcement Agency of the U.S. Department of Justice, is at the following link: <http://www.dea.gov/druginfo/factsheets.shtml>.

B. ALCOHOL

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 increase 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 the 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 greater risk than other youngsters of becoming alcoholics.

C. COUNSELING, TREATMENT, AND REFERRAL

Illinois Tech strives to maintain a comprehensive drug-free awareness program to inform students about the dangers of drug and alcohol use and to assist them in obtaining counseling and treatment. This includes the full availability of the Student Health and Wellness Center to all students for counseling and/or referral for treatment. For more information on the Student Health and Wellness Center and its programs and services visit its website at <http://web.iit.edu/shwc>. The Student Health and Wellness Center (312.567.7750) is staffed by mental health professionals who are available to discuss with students concerns regarding drug or alcohol use in their own life or in the life of someone close to them. Seeking professional assessment can frequently bring new perspective. Initial evaluation, consultation, counseling, and treatment on an outpatient basis are available through the Student Health and Wellness Center. Contact will be kept confidential, except as required by law or by concern for the immediate health, safety, or security of the individual or others. Throughout the year, Illinois Tech also sponsors educational programs for students, including forums, dissemination of educational materials, and awareness periods (e.g., Alcohol Awareness Week); and other programs and publications.

Employees may contact the Employee Assistance Program (EAP) (800.456.6327). This will connect employees with Perspectives, the firm with which Illinois Tech has contracted to provide EAP services. For more information on Perspectives and its programs and services visit its website at <https://www.perspectivesltd.com>. (Passcode and user name are available from the Department of Human Resources' secured Portal under the "Benefits" section, which is accessible through myIIT.) Again, contact will be kept confidential, except as required by law or by concern for the immediate health, safety, or security of the individual or others.

If anyone suspects another, whether student or employee, is involved in illegal drug or alcohol use, encourage him or her to seek assistance from the appropriate office. Individuals requiring inpatient detoxification and/or rehabilitative services are referred to institutions and hospitals in the local community that specialize in these types of services. The costs of such treatment and referrals may be covered in whole or in part by the individual's health insurance. Students with questions about Illinois Tech's alcohol and other drug policy should contact the Student Health and Wellness Center (312.567.7750) or the Office of the Dean of Students (312.567.3080). Employees should contact the Office of Human Resources (312.567.3318).