



Section: Administrative Services

Subsection: General

Procedure VI-300: Drug-Free Campus and Workplace

(A) In compliance with federal regulations, Lorain County Community College will provide a drug-free campus and workplace for employees and students in an effort to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by all students and employees on any property owned or controlled by LCCC or as part of any of its activities. In the event that a student or employee is participating in a College sponsored or recognized activity in a location in which the College does not own or control, the student or employee must follow this Procedure unless the external entity's drug-free policies are more stringent; then the more stringent policies apply. Toward this end, the College will:

- (1) Conduct drug-free awareness programs each semester informing employees and students about:
 - a) The health risks associated with the use of illicit drugs and abuse of alcohol
 - b) The desire of Lorain County Community College to maintain a drug-free campus and workplace;
 - c) The availability of drug counseling, rehabilitation, and employee assistance programs; and
 - d) The penalties that may be imposed upon campus community members for drug abuse violations occurring on any property owned or controlled by LCCC.

- (2) Notify employees that as a condition of employment, they are prohibited from:
 - a) The use, sale, transfer, distribution, and possession of illegal drugs, controlled substances, or narcotics on any property owned or controlled by LCCC.
 - b) Being under the influence of or impaired by illegal drugs, alcohol, or narcotics while on any property owned or controlled by LCCC or at college-sponsored events; or college related activities.
 - c) A violation of the foregoing may also be a violation of Schedule I through V of Section 202 of the federal Controlled Substances Act, Chapter 2925 of the Ohio Revised Code, and local laws. Violations of these federal, state and local laws may carry severe penalties including but not limited to incarceration and fines.

(3) Notify students that as a condition of attending LCCC any violation of the LCCC Code of Conduct (Policy II-412: Code of Conduct) will be subject to sanctions up to and including expulsion. The following are prohibited behaviors listed in the policy:

- a) Using, possessing, selling or distributing illegal drugs, and drug paraphernalia on any property owned or controlled by LCCC; selling or distributing narcotics or prescription medication on any property owned or controlled by LCCC s;
- b) Being under the influence of or impaired by illegal drugs, alcohol, or narcotics while on any property owned or controlled by LCCC. or at college-sponsored events;
- c) Consuming, possessing, or selling alcoholic beverages on any property owned or controlled by LCCC. - except during college-approved activities;
- d) Operating a motor vehicle while under the influence of alcohol and/or illegal drugs while on any property owned or controlled by LCCC.
- e) A violation of the foregoing may also be a violation of Schedule I through V of Section 202 of the federal Controlled Substances Act, Chapter 2925 of the Ohio Revised Code, and local laws. Violations of these federal, state and local laws may carry severe penalties including but not limited to incarceration and fines.

(4) Notify campus community members of the health risks associated with the abuse of alcohol or use of illicit drugs which can include the following:

- a) Marijuana and Hashish: Marijuana and hashish are deleterious to the health and impair the short-term memory and comprehension of the user. When used, they alter the sense of time and reduce the ability of the user to perform tasks requiring concentration and coordination. They increase the heart rate and appetite. Motivation and thinking can be altered, making learning and retaining new information difficult. Long-term users may develop psychological dependence as well as paranoia and psychosis. Because these drugs are inhaled as unfiltered smoke, they damage the lungs and pulmonary system and contain more cancer-causing agents than tobacco.
- b) Cocaine and Crack: Cocaine and crack stimulate the central nervous system and are extremely addictive. They can cause psychological and physical dependency which can lead to dilated pupils, increased pulse rate, elevated blood pressure, insomnia, loss of appetite, paranoia, and seizures. They can also cause death by disrupting the brain's control of the heart and respiration.
- c) Stimulants and Amphetamines: Other stimulant and amphetamine use have the same effect as cocaine and cause increased heart rates and blood pressure that can result in a stroke or heart failure. Symptoms include dizziness, sleeplessness, and anxiety. Use can also lead to psychosis, hallucinations, paranoia, and even a physical collapse.
- d) Depressants and Barbiturates: Depressants and barbiturates can cause physical and psychological dependence that can lead to respiratory depression, coma and death,

- especially when used in concert with alcohol. Withdrawal can lead to restlessness, insomnia, convulsions, and possibly death.
- e) Hallucinogens: LSD, PCP, mescaline, and peyote are classified as hallucinogens. Hallucinogens interrupt the brain messages that control the intellect and keep instincts in check. Large doses can produce convulsions and coma or heart and lung failure. Chronic users complain of persistent memory problems and speech difficulties for up to a year after their use. Because the drug stops the brain's pain sensors, drug experiences may result in severe self-inflicted injuries. Persistent memory problems and speech difficulties may linger.
 - f) Narcotics: Users of narcotics, such as heroin, codeine, morphine, and opium, develop dependence and increase the likelihood of an overdose that can lead to convulsions, coma, and death.
- (5) Annually provide an electronic copy or verified Uniform Resource Locator (URL) web address of this procedure to all employees and currently enrolled students of the College.
- (6) Notify all students and employees they are to:
- a) Abide by the terms of this procedure; and,
 - b) Notify the College of any criminal drug statute conviction for a violation occurring on any property owned or controlled by LCCC no later than five (5) days after such conviction.
- (7) Notify the appropriate federal agency providing a grant to the College, and the appropriate unit administrator, within ten (10) days after receiving notice from a student or employee of a drug conviction occurring on any property owned or controlled by LCCC or otherwise receiving actual notice of such conviction.
- (8) Take, within thirty (30) days of receiving notice of employee or student's drug conviction:
- a) Appropriate action up to and including suspension, probation, dismissal, termination, expulsion, or referral for prosecution. Additional sanctions can include:
 - (i) Disciplinary probation;
 - (ii) Interim Suspension;
 - (iii) Disciplinary Suspension;
 - (iv) Expulsion;
 - (v) Warning/Reprimand;
 - (vi) Counseling;
 - (vii) Mandatory Psychological Evaluation and Treatment;
 - (viii) Fine/Monetary Restitution;
 - (ix) Restitution for damages;
 - (x) Work/Service Restitution;
 - (xi) Attendance at workshops;

- (xii) Educative/rehabilitative program referral;
 - (xiii) Behavior Contract;
 - (xiv) On-Campus No Contact Order;
 - (xv) Involuntary Medical Withdrawal
- b) Require such employee to participate satisfactorily in a drug abuse assistance or rehabilitation program approved for such purposes by a federal, state, or local health, law enforcement or other appropriate agency.
- c) Provide information on the availability of resources on campus and in the community.
- d) The employee assistance program provides referrals to off-campus, community-based rehabilitation, and drug counseling programs.
- (i) The CARE Center (440) 366-4848 provides free services for campus community members dealing with addiction.
 - (ii) The Advocacy and Resource Center- ARC (440) 366-4ARC (4272)
 - (iii) Lorain County Alcohol and Drug Abuse Services (440) 277-8190.
 - (iv) Drug Addiction Services Board (440) 282-9920.
- (9) Make a good faith effort to continue to maintain a drug-free campus and workplace through the implementation of the above paragraphs (1) through (7).
- (10) Remind everyone on campus that the College is a Tobacco-Free Institution, per Policy VI-225, which was approved on June 23, 2016.

(B) Federal Trafficking Penalties dated as of October, 2020.

Federal Trafficking Penalties for Schedules I, II, III, IV, and V (except Marijuana)

Schedule	Substance/Quantity	Penalty	
II	Cocaine 500-4999 grams mixture	<p>First Offense: Not less than 5 yrs. and not more than 40 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life.</p> <p>Fine of not more than \$5 million if an individual, \$25 million if not an individual.</p> <p>Second Offense: Not less than 10 yrs. and not more than life. If death or serious bodily injury, life imprisonment. Fine of not more than \$8 million if an individual, \$50 million if not an individual.</p>	
II	Cocaine Base 28-279 grams mixture		
IV	Fentanyl 40-399 grams mixture		
I	Fentanyl Analogue 10-99 grams mixture		
I	Heroin 100-999 grams mixture		
I	LSD 1-9 grams mixture		
II	Methamphetamine 5-49 grams pure or 50-499 grams mixture		
II	PCP 10-99 grams pure or 100-999 grams mixture		
II	Cocaine 5 kilograms or more mixture		<p>First Offense: Not less than 10 yrs. and not more than life. If death or serious bodily injury, not less than 20 yrs. or more than life.</p> <p>Fine of not more than \$10 million if an individual, \$50 million if not an individual.</p> <p>Second Offense: Not less than 20 yrs., and not more than life. If death or serious bodily injury, life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.</p> <p>2 or More Prior Offenses: Life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.</p>
II	Cocaine Base 280 grams or more mixture		
IV	Fentanyl 400 grams or more mixture		
I	Fentanyl Analogue 100 grams or more mixture		
I	Heroin 1 kilogram or more mixture		
I	LSD 10 grams or more mixture		
II	Methamphetamine 50 grams or more pure or 500 grams or more mixture		
II	PCP 100 grams or purer or 1 kilogram or more mixture		

Substance/Quantity	Penalty
Any Amount Of Other Schedule I & II Substances	First Offense: Not more than 20 yrs. If death or serious bodily injury, not less than 20 yrs. or more than Life. Fine \$1 million if an individual, \$5 million if not an individual.
Any Drug Product Containing Gamma Hydroxybutyric Acid	Second Offense: Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if not an individual.
Flunitrazepam (Schedule IV) 1 Gram	
Any Amount Of Other Schedule III Drugs	First Offense: Not more than 10 yrs. If death or serious bodily injury, not more than 15 yrs. Fine not more than \$500,000 if an individual, \$2.5 million if not an individual. Second Offense: Not more than 20 yrs. If death or serious injury, not more than 30 yrs. Fine not more than \$1 million if an individual, \$5 million if not an individual.
Any Amount Of All Other Schedule IV Drugs (other than one gram or more of Flunitrazepam)	First Offense: Not more than 5 yrs. Fine not more than \$250,000 if an individual, \$1 million if not an individual. Second Offense: Not more than 10 yrs. Fine not more than \$500,000 if an individual, \$2 million if other than an individual.
Any Amount Of All Schedule V Drugs	First Offense: Not more than 1 yr. Fine not more than \$100,000 if an individual, \$250,000 if not an individual. Second Offense: Not more than 4 yrs. Fine not more than \$200,000 if an individual, \$500,000 if not an individual.

Federal Trafficking Penalties for Marijuana, Hashish, and Hashish Oil, Schedule I Substances

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

(C) The Offices of Campus Security and Human Resources, working in conjunction with other appropriate organizational units, will monitor the implementation and operation of the drug-free campus and workplace procedures.

(D) Effective July 3, 1989; revised and effective June 25, 1998. Revised and updated December 7, 2020.