



DRUG FREE AND ALCOHOL ABUSE PREVENTION POLICY

It is a policy of Mayfield College to maintain a drug-free and alcohol-free workplace and campus. The illegal possession, use or distribution of drugs or alcohol by students, staff, and faculty members is a violation of Mayfield College rules, as well as State and Federal law. The Board of Directors at Mayfield College has directed employees to report drug and alcohol abuse with State and Federal agencies. Mayfield College upholds high standards of conduct for both employees and its students, which prohibit the following acts:

1. Use, possession, manufacture, distribution or sale of illegal drugs or drug paraphernalia on campus premises or while on off-campus field trips either during or after working hours.
2. Unauthorized use or possession or manufacture, distribution, or sale of a controlled substance while on campus premises, or while engaged on school business or attending school activities either during or after working hours.
3. Unauthorized use, manufacture, distribution, possession, or sale of alcohol on campus premises or while on school activities either during or after working hours.
4. Storing in a locker, desk, vehicle, or other place on school premises, any unauthorized controlled substances, drug paraphernalia or alcohol.
5. Use of alcohol off school premises that adversely affects an employee's or student's work or academic performance, or an employee's or student's safety or the safety of others.
6. Possession, use, manufacture, distribution or sale of illegal drugs off campus premises that adversely affects the employee's work performance or the student's academic performance, or an employee's or student's safety or the safety of others.
7. Violation of State or Federal laws relating to the unauthorized use, possession, manufacture, distribution or sale of alcohol, controlled substances or drug paraphernalia.
8. For employees, failure to notify an employee's supervisor of an employee's arrest or conviction under any criminal drug statute as a result of a violation of law which occurs at Mayfield College.

Mayfield College conducts an evaluation of our Drug Free and Alcohol Abuse Prevention Policy on a biennial basis.

Sanctions

Mayfield College will impose the following sanctions on students and employees for violations of the standards of conduct.



Students

All students who violate Mayfield College's Drug Free and Alcohol Abuse Prevention Policy will be required to appear before the President of Mayfield College. Mayfield College reserves the authority to suspend, dismiss or expel from the college any student whose continuing presence constitutes a risk to the student's health and safety, or the general well-being of the college community. Any student who is suspended, dismissed or expelled from the college will have the suspension, dismissal or expulsion noted on his or her transcript.

Faculty and Staff

Violation of the employee standards of conduct may result in the imposition of sanctions up to and including termination of the employee's employment and referral for prosecution by the proper authorities under local, State and/or Federal law. A Mayfield College employee who violates drug laws and/or abuses substances prior to or during college work hours and/or activities will be subject to disciplinary action.

Health Risks Associated with Alcohol and Controlled Substances

All students, faculty and staff should be aware of the health risks caused by the use of alcohol, and by the illegal use of controlled substances.

- Consumption of more than two average servings of alcohol in several hours can impair coordination and reasoning to make driving unsafe.
- Consumption of alcohol by a pregnant woman can damage the unborn child. A pregnant woman should consult her physician about this risk.
- Regular and heavy alcohol consumption can cause serious damage to liver, nervous and circulatory system, mental disorders and other health problems.
- Drinking large amounts of alcohol in a short time may quickly produce unconsciousness, coma, and even death.
- Use of controlled substances (drugs) can result in damage to health and impairment of physical condition, including:
 - Impaired short term memory or comprehension
 - Anxiety, delusions, hallucinations
 - Loss of appetite resulting in a general damage to the user's health, over a long term
 - A drug-dependent newborn if the mother is a drug user during pregnancy. Pregnant women who use alcohol, drugs, or who smoke should consult their physicians
 - AIDS, as a result of "needle-sharing" among drug users
 - Death from overdose
 - The health risks associated with drugs or excessive use of alcohol are many, and are different for different drugs but all nonprescription use of drugs, and



excessive use of alcohol, endangers your health. There are no good reasons for using a drug that is not prescribed by your doctor or for drinking to excess.

Federal Penalties and Sanctions for Illegal Possession of Controlled Substances

- **21 U.S.C. § 844(a)**
 - 1st Conviction: Up to 1 year imprisonment and fine of at least \$1,000 or both.
 - After 1 prior drug conviction: At least 15 days in prison, not to exceed 2 years and fine of at least \$2,500.
 - After 2 or more prior drug convictions: At least 90 days in prison, not to exceed 3 years and fine of at least \$5,000.
 - Special sentencing provisions for possession of crack cocaine: Mandatory minimum 5 years in prison, maximum 20 years and minimum fine of \$1,000, if:
 - 1st conviction and the amount of crack possessed exceed 5 grams.
 - 2nd crack conviction and the amount of crack possessed exceed 3 grams.
 - 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.
- **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. § 844(a)**
 - Civil fine of up to \$10,000.
- **21 U.S.C. § 862**
 - 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.

State Penalties and Sanctions for Illegal Possession of Controlled Substances

The framework for the regulation of most drugs, also called controlled substances, is set out in the California Uniform Controlled Substances Act. Generally, as of February 2006, it is a criminal offence:



- To illegally manufacture, sell, distribute, or possess controlled substances listed in the California Uniform Controlled Substances Act.
- To possess, cultivate, sell or possess for sale marijuana.
- To use or be under the influence of a controlled substance.
- To transport, sell, or distribute marijuana to a minor or to use a minor to transport, sell, or distribute marijuana.
- To provide any alcoholic beverage to a person under 21 or to any obviously intoxicated person.
- To be under the influence of alcohol in a public place and unable to exercise care for one's own safety or that of others.
- For persons under 21, to have any container of alcohol in any public place or any place open to the public.
- To operate a motor vehicle while under the influence of alcohol or other intoxicants or with a blood alcohol level of 0.08% or higher.
- For any person under the age of 21 to operate a motor vehicle with a blood alcohol level of 0.05% or higher.
- To have an open container of alcohol in a motor vehicle and for persons under 21 to drive a vehicle carrying alcohol or to possess alcohol while in a motor vehicle.
- To have in one's possession or to use false evidence of age and identity to purchase alcohol.
- For any person under the age of 21 to purchase alcohol.

Getting Help

Employees who are concerned about substance use, abuse, and rehabilitation are strongly encouraged to contact their family physicians or Blue Cross of California (1-800-333-0912), our employee health insurance program, which provides coverage for substance abuse programs to address substance abuse and rehabilitation.



Students who are concerned about substance use, abuse, and rehabilitation are strongly encouraged to contact their family physicians or to contact the following agency which is located close to campus:

Desert Counseling & Assessment Center
41750 Rancho Las Palmas Dr. Suite L6
Rancho Mirage, CA 92270
(760) 674-9100

Pacific Clinics – Santa Fe Social Club
56020 Santa Fe Trail Suite M
Yucca Valley, CA 92277
(760) 369-4057

Student/Employee Signature _____ Date _____

School Official's Signature _____ Date _____