



Drug and Alcohol Prevention Program
(DAAPP)

Annual Information 2016

Introduction

The Drug-Free Schools and Campuses Regulations (345 CFR Part 86) of the Drug-Free Schools and Communities Act (DFSCA) require an institution of higher education such as Morton College to certify implemented programs to prevent the abuse of alcohol and use or distribution of illicit drugs both by Morton College students and employees both on its premises and as part of any of its activities.

As a requirement of the Drug Free Schools and Campuses Act, Morton College must annually distribute the following in writing to all students and employees:

- Standards of conduct that clearly prohibit the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees;
- A description of the legal sanctions under local, state, or federal law for the unlawful possession or distribution of illicit drugs and alcohol;
- A description of the health risks associated with the use of illicit drugs and abuse of alcohol;
- A description of any drug or alcohol counseling, treatment, or rehabilitation or reentry programs that are available to employees or students; and
- A clear statement that the institution will impose sanctions on students and employees and a description of those sanctions, up to and including expulsion or termination of employment and referral for prosecution, for violations of the standards of conduct

The law further requires that the institution conduct a biennial review of its program with the following objectives:

- Determine the effectiveness of the policy and implementing changes to the alcohol and other drug programs if they are needed;
- To ensure that the sanctions developed are enforced consistently
- The number of drug- and alcohol-related violations and fatalities occurring on the campus or as part of their activities that are reported to campus officials; and
- The number and types of sanctions Morton College imposes on students or employees as a result of such violations or fatalities.

Morton College recognizes its legal obligation to conduct a biennial review of compliance with the Drug-Free Schools and Communities Act and has authorized an administrative review to be conducted to determine if the College is fulfilling the requirements of the previously mentioned Federal Regulations. A Biennial Review Committee was established to conduct a review of the College policy, programs and initiatives. The Biennial Review Committee members are:

- Magda Banda, Director of Institutional Research
- Jennifer Blankenship, Counselor
- Leilani Cappetta, Campus Police
- Yolanda Freemon, Director of Financial Aid
- William Jacklin, Athletic Director
- Gabriela Mata, Student Activities & Leadership Assistant
- Anthony Ray, Executive Director of Human Resources

- Wendy Vega-Huezo, Associate Director of Business Process Management

The following campus divisions provide information that contributes to the comprehensive Drug and Alcohol Abuse Prevention Program:

- Academic Advising
- Student Activities
- Campus Police
- Athletics
- Human Resources
- Institutional Research
- Office of Ombuds Services

Biennial review will be housed within the Ombuds Services Office. Requests for copies of the biennial review reports may be at the Human Resources office/ Ombuds Services.

Annual Notification of the DAAPP

a. *Employee Notification*

Notification of the information contained in the DAAPP will be distributed by HR to all current employees of the college via email on or before October 1st of each year.

b. *Student Notification*

Notification of the information contained in the DAAPP will be distributed by Director of Public Relations and Community Outreach to all currently enrolled students via email on or before October 1st of each year.

Drug and Alcohol Policy

Morton College is a comprehensive institution dedicated to developing individuals to live and work as better informed citizens in a dynamic society. In order to assist in the attainment of this goal and in recognition of the deleterious effect that illicit drug usage and alcohol abuse have on a person's health and mental well-being, Morton College shall maintain a Drug and Alcohol Abuse Prevention and Education program for students and employees. This policy and the specifics of the program shall be published and given annually to all students and employees. All employees shall be expected to abide by this policy as a condition of their employment.

The Drug and Alcohol Abuse Prevention and Education Program for Students and Employees adopted and implemented by the College to prevent the illicit use of drugs and the abuse of alcohol by students and employees shall be in strict accordance with the Drug Free Workplace Act of 1988, Public Law 100-690, and Section 1213 of the Higher Education Act of 1965 (HEA) as amended by the Drug-Free Schools and Communities Act Amendments of 1989, Public Law 101-226.

Morton College shall make a good faith effort to continue to maintain a healthful learning environment and workplace by conducting a biennial review of this policy and its illicit drug usage and alcohol abuse prevention program.

The consumption of alcohol is prohibited on campus. Any exception to this policy can only be granted by the President for special events hosted by the College or the Morton College

Foundation. The request must be made in advance and in writing to the President for consideration. Authorization will be rendered in writing after consultation with the Chairman of the Board. When authorized, the consumption of alcoholic beverages is restricted to active participants of the special event for which the exception has been granted. Further, the College (or Morton College Foundation) representative in charge of any such event, either on campus or off campus, may deny the right of any or all persons to consume alcohol at any such event when, in the discretion of such representative, the consumption of alcohol has become unreasonable.

Consequences of Alcohol and Drug Violations for Students

All incidents involving drugs and alcohol will be processed through the College's Code of Student Conduct Process. Students found in violation of alcohol and/or drug policies may be subject to sanctions deemed appropriate by the College, such as counseling assessments, educational projects, community service, reprimand, restitution, suspension, probation, or dismissal. Standard sanctions include:

A. Fines: Each student involved in an incident where the College's Alcohol or Drug Policy is violated will be assessed a \$100.00 fine for a first offense. All subsequent incidents in which alcohol and/or drug violations occur will carry with them a \$200.00 fine, per person found in violation. Fines must be paid in cash or by personal check to the Cashiers Office within one month (31 days) of the disciplinary board hearing or hearing panel date, or the date on which the case is decided. Fine deadlines that fall on a weekend or holiday must be paid in advance of the deadline. Any fine outstanding after one month will be doubled and placed on the student's account. All money collected through fines will be used for alcohol and drug abuse programming or interventions.

B. Parental Notification: After the first occurrence, parents will be notified when students who are under the age of 21 violate the alcohol policy at Morton College. The College informs parents of students under the age of 21 in all cases where a student violates the College's drug policies. For additional information on parental notification, please contact the Office of Ombuds Services.

Illinois Sanctions for Violation of Alcohol Control Statutes

235 Illinois Compiled Statutes 5/6-20

- A. Class A Misdemeanor—unlawful use of a identification card
 - B. Class 4 Felony—fictitious or unlawfully altered identification card
 - C. Class 4 Felony—fraudulent identification card
 - D. Class B Misdemeanor to possess or sell alcohol if you are under 21.*
 - E. Class A Misdemeanor to sell, give, or deliver alcohol to individuals under 21 years of age.
- Local ordinances may also be enforced.

Class A Misdemeanors are punishable with a fine of \$1 to \$2,500 and up to 1 year in the county jail.

Class B Misdemeanors are punishable with a fine of \$1 to \$1,500 and up to 6 months in the county jail.

* These violations may also result in one's driver's license being administratively revoked or suspended by the Illinois Secretary of State's office.

Illinois Sanctions for Driving Under the Influence

625 Illinois Compiled Statutes 5/11-501

A. Driving while under the influence of alcohol, other drug or drugs, intoxicating compound or compounds or any combination thereof.

- a. First Conviction
 - i. Minimum of one-year loss of full driving privileges
 - ii. Possible imprisonment for up to one year
 - iii. Maximum fine of \$2,500
- b. Second Conviction
 - i. Minimum five-year loss of full driving privileges for a second conviction in a 20-year period
 - ii. Mandatory five days imprisonment or 240 hours of community service
 - iii. Possible imprisonment for up to one year
 - iv. Maximum fine of \$2,5000
- c. Third Conviction—Class 2 Felony
 - i. Minimum ten-year loss of full driving privileges
 - ii. Mandatory 18-30 month periodic imprisonment
 - iii. Possible imprisonment for up to seven years
 - iv. Maximum fine of \$25,000
- d. Aggravated DUI—Class 4 Felony (following a crash resulting in great bodily harm or permanent disfigurement)
 - i. Minimum of one-year loss of full driving privileges
 - ii. Mandatory ten days imprisonment or 480 hours of community service
 - iii. Possible imprisonment for up to twelve years
 - iv. Maximum fine of \$25,000

B. Other alcohol offenses

- a. Providing alcohol to a person under age 21
 - i. Possible imprisonment for up to one year
 - ii. Maximum fine of \$2,500
- b. Illegal transportation of an alcoholic beverage
 - i. Maximum fine of \$1,000
 - ii. Point-assigned violation will be entered on drivers record
 - iii. Driver's license suspension for a second conviction in a 12 month period
- c. Knowingly permitting a driver under the influence to operate a vehicle
 - i. Possible imprisonment for up to one year
 - ii. Maximum fine of \$2,500
- d. Summary Suspension
 - i. First offense
 - 1. A chemical test indication a BAC of .08 or greater results in a mandatory six-month driver's license suspension
 - 2. Refusal to submit to a chemical test(s) results in a twelve-month suspension
 - ii. Subsequent offenses
 - 1. A chemical test indicating a BAC of .08 or greater results in a mandatory one-year driver's license suspension
 - 2. Refusal to submit to a chemical test(s) results in a three-year license suspension

Illinois Penalties for Drinking and Driving Under Age 21

A. Driving while under the influence of alcohol, other drug or drugs, intoxicating compound or compounds or any combination thereof

- a. First Conviction
 - i. Minimum of two-year loss of full driving privileges

- ii. Possible imprisonment for up to one year
- iii. Maximum fine of \$2,500
- b. Second Conviction
 - i. Minimum five-year loss of full driving privileges for a second conviction in a 20-year period
 - ii. Mandatory five days imprisonment or 240 hours of community service
 - iii. Possible imprisonment for up to one year
 - iv. Maximum fine of \$2,5000
- c. Third Conviction—Class 2 Felony
 - i. Minimum ten-year loss of full driving privileges
 - ii. Mandatory 18-30 month periodic imprisonment
 - iii. Possible imprisonment for up to seven years
 - iv. Maximum fine of \$25,000
- d. Aggravated DUI—Class 4 Felony (following a crash resulting in great bodily harm or permanent disfigurement)
 - i. Minimum of one-year loss of full driving privileges
 - ii. Possible imprisonment for up to twelve years
 - iii. Maximum fine of \$25,000
- B. Other alcohol offenses
 - e. Illegal transportation of an alcoholic beverage
 - i. Maximum fine of \$1,000
 - ii. Driver's license suspended for first conviction
 - iii. Driver's license revoked for a second conviction
 - f. Summary Suspension
 - i. First offense
 - 1. A chemical test indication a BAC of .08 or greater results in a mandatory six-month driver's license suspension
 - 2. Refusal to submit to a chemical test(s) results in a twelve-month suspension
 - ii. Subsequent offenses
 - 1. A chemical test indicating a BAC of .08 or greater results in a mandatory one-year driver's license suspension
 - 2. Refusal to submit to a chemical test(s) results in a three-year license suspension
- C. The Zero Tolerance Law provides that minors can have their driving privileges suspended even if they're not intoxicated at the .08 level. The following table shows the length of time your driving privileges may be suspended under the Zero Tolerance Law (for BAC of .01 or greater) and DUI Laws (for BAC of .08 or greater). The loss of driving privileges is greater if you refuse to take a sobriety test.

	Under Zero Tolerance Law		Under DUI Laws	
	If test refused		If test refused	
1st violation	3 months	6 months	6 months	12 months
2nd violation	1 year	2 years	1 year	3 years

Effect on Driving Record

A. Zero tolerance (BAC of .01 or greater) – except during suspension period, not on public driving record as long as there is no subsequent suspension.

B. DUI conviction (BAC of .08 or greater) – Permanently on public driving record *Under certain conditions, you may be charged with DUI even though your BAC is below .08.

Except during suspension period, violation is not on public driving record as long as there is no subsequent suspension permanently on public driving record.

State of Illinois Statutory Provisions for Illegal Drugs Manufacture or Delivery

	Manufacture or Delivery (720 Illinois Compiled Statutes 570/401)				Possession (720 ILCS 570/402)	
Illegal Drugs	Class X Felony 6 to 30 years not more than \$500,000 fine	Class 1 Felony 4 to 15 years not more than \$250,000 fine	Class 2 Felony 3 to 7 years not more than \$200,000 fine	Class 3 Felony 2 to 5 years not more than \$150,000 fine	Class 1 Felony 4 to 15 years not more than \$20,000 fine	Class 4 Felony 1 to 4 years not more than \$15,000 fine
Heroin	15 grams or more	10-14 grams	10 grams or less		15 grams or more	less than 15 grams
Cocaine	15 grams or more	1-14 grams	1 gram or less		15 grams or more	less than 15 grams
Morphine	15 grams or more	10-14 grams	10 grams or less		15 grams or more	less than 15 grams
Peyote	200 grams or more	50-199 grams		50 grams or less	200 grams or more	less than 200 grams
Barbiturates	200 grams or more	50-199 grams		50 grams or less	200 grams or more	less than 200 grams
Amphetamines	200 grams or more	50-199 grams		50 grams or less	200 grams or more	less than 200 grams
Lysergic Acid (LSD)	15 grams or more	5 to 14 grams or hits		5 grams or less	15 grams or more	less than 15 grams
Petazocine	30 grams or more	10 to 29 grams		10 grams or less	30 grams or more	less than 30 grams
Methaqualone	30 grams or more	10 to 29 grams		10 grams or less	30 grams or more	less than 30 grams
Phencyclidine	30 grams or more	10 to 29 grams		30 grams or less	30 grams or more	less than 30 grams
Ketamine	30 grams or more	11 to 30 grams		less than 10 grams	30 grams or more	less than 30 grams
GHB	200 grams or more	50 to 200 grams		less than 50 grams	200 grams or more	less than 200 grams
Ecstasy	200 grams or more	50 to 199 grams		50 grams or less	200 grams or more	less than 200 grams

Note: Second Offense, double jail sentence and fine. This chart gives examples of the penalties which may be imposed on individual convicted of drug possession, manufacturing, or delivery. The circumstances of the case and other factors affect whether or not these are the actual penalties imposed.

Marijuana Sale or Delivery (720 Illinois Compiled Statutes 550/5)

Class B Misdemeanor: 2.5 grams or less, \$500 fine and/or six months in jail

Class A Misdemeanor: 2.5-10 grams or less, \$1,000 fine and/or one year in jail

Class 4 Felony: between 10-30 grams, 1-3 years in jail and/or \$10,000 fine

Class 3 Felony: between 30-500 grams, 2-5 years in jail and/or fine not to exceed \$50,000

Class 2 Felony: 500 or more grams, 3-7 years in jail and/or fine not to exceed \$100,000

Possession (720 Illinois compiled Statutes 550/4)

Class C Misdemeanor: 2.5 grams or less, \$500 fine and/or 30 days in jail

Class B Misdemeanor: between 2.5-10 grams, \$500 fine and/or six months in jail

Class A Misdemeanor: between 10-30 grams, \$1,000 fine and/or one year in jail

Class 4 Felony: between 30-500 grams, 1-3 years in jail and/or \$10,000 fine

Class 3 Felony: over 500 grams, 2-5 years in jail and/or fine not to exceed \$50,000

Drug/Substance	Amount	Penalty - 1st Conviction
Barbiturates	Any amount	Up to 5 years prison. Fine up to \$250,000
Cocaine	5 kgs. or more	Not less than 10 years prison, not more than life. Fine up to \$4 million
	Less than 100 grams	10-63 months prison. Fine up to \$1 million
Crack Cocaine	50 grams or more	Not less than 10 years prison, not more than life. Fine up to \$4 million
	5-49 grams	Not less than 5 years prison, not more than 40 years. Fine up to \$2 million
	5 grams or less	10-63 months prison. Fine up to \$1 million
Ecstasy	Any amount	Up to 20 years imprisonment. Fine up to \$1 million. 3 years of supervised releases (following prison)
GHB	Any amount	Up to 20 years imprisonment. Fine up to \$1 million. 3 years of supervised releases (following prison)
Hashish	10-100 kg	Up to 20 years imprisonment. Fine up to \$1 million.
	10 kg or less	Up to 5 years imprisonment. Fine up to \$250,000
Hash Oil	1-100 kg	Up to 20 years imprisonment. Fine up to \$1 million.
	1 kg or less	Up to 5 years imprisonment. Fine up to \$250,000
Heroin	1 kg or more	Not less than 10 years prison, not more than life. Fine up to \$4 million
	100-999 grams	Not less than 5 years prison, not more than 40 years. Fine up to \$2 million
	100 grams or less	10-63 months prison. Fine up to \$1 million
Ketamine	Any amount	Up to 5 years imprisonment. Fine up to \$250,000. 2 years supervised release
LSD	10 grams or more	Not less than 10 years prison, not more than life. Fine up to \$4 million
	1-10 grams	Not less than 5 years prison, not more than 40 years. Fine up to \$2 million

Marijuana	1000 kg or more	Not less than 10 years prison, not more than life. Fine up to \$4 million
	100-999 kg	Not less than 5 years prison, not more than 40 years. Fine up to \$2 million
	50-99 kg	Up to 20 years imprisonment. Fine up to \$1 million
	50 kg or less	Up to 5 years imprisonment. Fine up to \$250,000
Methamphetamine	50 grams or more	Not less than 10 years prison, not more than life. Fine up to \$4 million
	10-49 grams	Not less than 5 years prison, not more than 40 years. Fine up to \$2 million
	10 grams or less	10-21 months prison. Fine up to \$1 million
PCP	100 grams or more	Not less than 10 years prison, not more than life. Fine up to \$4 million
	10-99 grams	Not less than 5 years prison, not more than 40 years. Fine up to \$2 million
	10 grams or less	10-21 months prison. Fine up to \$1 million
Rohypnol	1 gram or more	Up to 20 years imprisonment. Fine up to \$1 million
	less than 30 mgs	Up to 5 years imprisonment. Fine up to \$250,000

Persons convicted on federal charges of drug trafficking within 1,000 feet of a university (21 USC 845a) face penalties of prison terms and fines which are twice as high as the regular penalties for the offense, with a mandatory prison sentence of at least one year.

Federal Drug Laws

The possession, use or distribution of illicit drugs is prohibited by federal law. Strict penalties are enforced for drug convictions, including mandatory prison terms for many offenses. The following information, although not complete, is an overview of federal penalties for first convictions. All penalties are doubled for any subsequent drug conviction.

Denial of Federal Aid (20 USC 1091)

Under the Higher Education Act of 1998, students convicted under federal or state law for the sale or possession of drugs will have their federal financial aid eligibility suspended. This includes all federal grants, loans, federal work study programs, and more. 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 regain eligibility by successfully completing an approved drug rehabilitation program.

Forfeiture of Personal Property and Real Estate (21 USC 853)

Any person convicted of a federal drug offense punishable by more than one year in prison shall forfeit to the United States any personal or real property related to the violation, including houses, cars, and other personal belongings. A warrant of seizure is issued and property is seized at the time an individual is arrested on charges that may result in forfeiture.

Federal Drug Trafficking Penalties (21 USC 841)

Penalties for federal drug trafficking convictions vary according to the quantity of the controlled substance involved in the transaction. The list above is a sample of the range and severity of federal penalties imposed for first convictions. Penalties for subsequent convictions are twice as severe.

If death or serious bodily injury result from the use of a controlled substance which has been illegally distributed, the person convicted on federal charges of distributing the substance faces mandatory life sentence and fines ranging up to \$8 million.

Persons convicted on federal charges of drug trafficking within 1,000 feet of a university (21 USC 845a) face penalties of prison terms and fines which are twice as high as the regular penalties for the offense, with a mandatory prison sentence of at least one year.

Federal Drug Possession Penalties (21 USC 844)

Persons convicted on Federal charges of possessing any controlled substance face penalties of up to one year in prison and a mandatory fine of no less than \$1,000 up to a maximum of \$100,000. Second convictions are punishable by not less than 15 days but not more than two years in prison and a minimum fine of \$2,500. Subsequent convictions are punishable by not less than 90 days but not more than three years in prison and a minimum fine of \$5,000. Possession of drug paraphernalia is punishable by a minimum fine of \$750.

Special sentencing provisions for possession of crack cocaine impose a mandatory prison term of not less than five years but not more than 20 years and a fine up to \$250,000, or both if:

- A. It is a first conviction and the amount of crack possessed exceeds 5 grams;
- B. It is a second conviction and the amount of crack possessed exceeds 3 grams;
- C. It is a third or subsequent crack conviction and the amount exceeds 1 gram.

Civil penalties of up to \$10,000 may also be imposed for possession of small amounts of controlled substances, whether or not criminal prosecution is pursued.

Health Risks

According to the National Institute of Drug Abuse (NIDA), the following are risks associated with drugs and alcohol abuse.

A. Drug Abuse

The following is a list of the most frequently used drugs and the risks associated with their use.

1. Cannabinoids (marijuana & hashish)

Known risks are “cough, frequent respiratory infections, possible mental health decline, and addiction.”

2. Opioids (heroin & opium)

Known risks are “constipation, endocarditis, hepatitis, HIV, addiction, and fatal overdose.”

3. Stimulants (cocaine, amphetamine & methamphetamine)

Known risks are “weight loss, insomnia, cardiac or cardiovascular complications, stroke, seizures, and addiction.” Specific risks associated with cocaine use include “nasal damage from snorting.” Specific risks associated with methamphetamine use include “severe dental problems.”

4. Club Drugs (MDMA-methylene-dioxy-methamph-etamine [also known as: Ecstasy, Adam, clarity, Eve, lover's speed, peace, uppers]; Flunitrazepam [also known as: Rohypnol: forget-me pill, Mexican Valium, R2, roach, Roche, roofies, roofinol, rope, rophies]; GHB [also known as: Gamma- hydroxybutyrate: G, Georgia home boy, grievous bodily harm, liquid ecstasy, soap, scoop, goop, liquid X])

Known risks are “sleep disturbances, depression, impaired memory, hyperthermia, addiction.” Risks specific to GHB are “unconsciousness, seizures, and coma.”

5. Dissociative Drugs (Ketamine [also known as: Ketalar SV: cat Valium, K, Special K, vitamin K]; PCP and analogs [also known as: Phencyclidine: angel dust, boat, hog, love boat, peace pill]; Salvia divinorum [also known as: Salvia, Shepherdess's Herb, Maria Pastora, magic mint, Sally-D]; Dextrometh- orphan (DXM) [also known as: cough and cold medications: Robotripping, Robo, Triple C]).

Known risks are “anxiety, tremors, numbness, memory loss, and nausea.”

6. Hallucinogens (LSD [also known as: Lysergic acid diethylamide: acid, blotter, cubes, microdot yellow sunshine, blue heaven]; Mescaline [also known as: buttons, cactus, mesc, peyote]; Psilocybin [also known as: Magic mushrooms, purple passion, shrooms, little smoke])

Known risks are “flashbacks and Hallucinogen Persisting Perception Disorder.”

7. Other Compounds (Anabolic steroids [also known as: Anadrol, Oxandrin, Durabolin, Depo-Testosterone, Equipoise: roids, juice, gym candy, pumpers]; Inhalants [also known as: Solvents (paint thinners, gasoline, glues); gases (butane, propane, aerosol propellants, nitrous oxide); nitrites (isoamyl, isobutyl, cyclohexyl): laughing gas, poppers, snappers, whippets])

Known risks for anabolic steroids are “hypertension, blood clotting and cholesterol changes, liver cysts, hostility and aggression, acne, (in adolescents) premature stoppage of growth, (in males) prostate cancer, reduced sperm production, shrunken testicles, breast enlargement, (in females) menstrual irregularities, and development of beard and other masculine characteristics.” For inhalants, the known risks are “cramps, muscle weakness, depression, and memory impairment, damage to cardiovascular and nervous systems, unconsciousness, and sudden death.”

Information regarding health risks associated with drug abuse was obtained from the National Institute of Drug Abuse (NIDA) website at: <http://www.drugabuse.gov/drugs-abuse/commonly-abused-drugs/commonly-abused-drugs-chart> (website last visited on 9/24/14)

B. Prescription Drug Abuse

Commonly abused classes of prescription drugs include opioids (for pain), central nervous system (CNS) depressants (for anxiety and sleep disorders), and stimulants (for ADHD and narcolepsy)

C. Nicotine Abuse

Nicotine can be found in cigarettes, cigars, bidis, and smokeless tobacco (snuff, spit tobacco, chew).

Known health risks include chronic lung disease, cardiovascular disease, stroke, cancers of the mouth, pharynx, larynx, esophagus, stomach, pancreas, cervix, kidney, bladder, and acute myeloid leukemia; adverse pregnancy outcomes, and addiction.

D. Alcohol Abuse

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. Moreover, it is illegal to drive while under the influence of alcohol. An individual under the influence may be more likely to engage in acts of aggression, including spousal 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. Low 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.

Alcohol and Substance Abuse Prevention and Treatment Options:

Morton College has several options available for students and employees who need to address alcohol and other drug abuse issues. Students who seek counseling, may contact our counselor at 708.656.8000 x: 2297. Employees may contact our Employee Assistant Program (EAP) at 855.775.4357.

The following are outside services that the College campus refers students and employees to for counseling:

- **Recovery.org**
<http://www.recovery.org>
1-888-253-4664
- **Mental Health Services in the Greater Chicago Area Substance Abuse Treatment** <http://www.mentalhealthchicago.org>
312-781-7780
- **Gateway Foundation Alcohol & Drug Treatment**
<http://recovergateway.org>
877-321-7326
- **Rosecrance**
<http://www.rosecrance.org>
877-321-7326
- **Choose Help - Cicero Rehab Hotline**
<http://www.choosehelp.com>
844-906-0600
- **Hazelden Betty Ford Foundation**
<http://www.hazelden.org>
800-257-7810

Drug and Alcohol Program

Morton College has adopted and implemented programs to prevent the abuse of alcohol and use or distribution of illicit drugs both by students and employees both on its premises and as a part of any of the college's activities. Morton College has a written policy on Drugs and Alcohol, and distributes this to students during orientation and information sessions, through access to the web site at <http://morton.edu/About-Morton/Student-Right-To-Know-Information>, through campus signage and through various handouts throughout the academic year. The Staff and Faculty Handbook also contains the Drug and Alcohol Policy.

The following guidance is established to assist with DFSCA compliance:

- 1) Morton College must establish and implement a Drug and Alcohol Prevention Program (DAAPP). The College will make the DAAPP available via the College website, and through annual notification to the campus community.

- 2) Student Development division shall create and implement the DAAPP, and will collaborate with the Director of Institutional Research for assistance with programmatic evaluation.
- 3) Morton College shall conduct a biennial review of the Drug and Alcohol Abuse Prevention Program (DAAPP) to occur in each even-numbered year. This review shall be conducted under the direction of the Provost or his or her designee. The President shall appoint a committee composed of representatives from Student Development, Institutional Research, Human Resources, Business Process, and Campus Police to assist in conducting the biennial review.

The review committee shall make a complete report to the Provost containing the following:

- A. Descriptions of DAAPP program elements
- B. Statement of DAAPP program goals and a discussion of goal achievement
- C. Summaries of DAAPP program strengths and weaknesses
- D. Procedures for distributing annual DAAPP notification to students and employees
- E. Copies of the policies distributed to students and employees
- F. Recommendations for revising the DAAPP

The Provost shall approve the report and present it to the President of Morton College for official signature.

- 4) Morton College must develop DAAPP Disclosure Information. Disclosures must be distributed annually to students enrolled for academic credit and employees. In addition, disclosures must be made to enrolled students and new employees who attend or are hired after the initial yearly disclosure distribution. Annual disclosures must include at least the Policy language at the beginning of this document.

Disciplinary Procedures

Consistent with federal, state, and local laws, Morton College will impose sanctions on students and employees for violation of the policies and Code of Student Conduct of Morton College, up to and including expulsion, termination, and referral for prosecution. Possible sanctions are described in more detail below.

Process and Sanctions for Students

Sanctions are administered on a case by case basis, taking into consideration the unique facts and/or mitigating or aggravating circumstances presented. The ultimate goal of the sanctions is to reinforce Morton's commitment to a positive and safe learning environment consistent with acceptable social standards and in accordance with federal, state and local laws. To achieve this goal, one or more of the sanctions listed below, may be assigned.

- The student may be placed on a warning and/or disciplinary probation status from enrollment
- Referral to an alcohol and drug education program. The student would be required to actively participate in a drug or alcohol abuse assistance or rehabilitation program by federal, state or local health, law enforcement or other appropriate agency.
- Requirement to participate in counseling services

- The student may be placed on disciplinary suspension status from enrollment
- The student may be expelled from Morton College

Process and Sanctions Employees

Sanctions for our employees will also be administered on a case by case basis, taking into consideration the unique facts and/or mitigating or aggravating circumstances presented. The ultimate goal of the sanctions is to reinforce Morton's commitment to a positive and safe working environment consistent with acceptable social standards and in accordance with federal, state and local laws. To achieve this goal, one or more of the sanctions listed below, may be assigned.

- The employee may be placed on a warning
- Referral to an alcohol and drug education program. The employee would be required to actively participate in a drug or alcohol abuse assistance or rehabilitation program by federal, state or local health, law enforcement or other appropriate agency.
- Requirement to participate in counseling services
- The employee may be placed on suspension status from employment
- The employee may be terminated from employment.