



**ALBIZU UNIVERSITY DRUG, ALCOHOL
AND TOBACCO PREVENTION
PROGRAM**

Miami Campus

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Albizu University Drug, Alcohol and Tobacco Prevention Program

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Albizu University Drug, Alcohol and Tobacco Prevention Program

I. Introduction

Albizu University is committed to maintaining a safe work and study environment for its staff, faculty, and students. Individuals who are under the influence of alcohol, drugs, and other controlled substances may endanger not only their own safety and health but also that of all those who interact with them.

The University fully understands that our institution's success depends on the physical and psychological well-being of its employees and students. Therefore, the University has the right, obligation, and intention to take reasonable action to guarantee that alcohol, tobacco, addictive drugs, and any medicine without medical prescription do not pose a risk to the success of our institution or adversely affect our employees or students.

This program, in compliance with the federally mandated Drug-Free School and Campus Regulations, has been created to raise awareness of the harmful effects of drug and alcohol abuse as well as to implement a prevention strategy. Its goal is to orient and inform on the harmful effects of the use of tobacco, excessive consumption of alcohol, and use of other addictive drugs. The program's focus has been on the repercussions, standards of behavior, and sanctions related to the possession, abuse, sale, and distribution of drugs and alcohol by employees and students within our University and in any activity thereof. Lastly, the program seeks to offer information on treatments and programs available to employees and students as applicable or according to identified needs.

II. Prevention strategies

- Prevention seminars and workshops
- Dissemination of policies and regulations
- Informative handouts
- Information on available services and community resources

III. Definitions

1. **Alcohol** is a colorless liquid with a characteristic odor, soluble in water and fats. It is a psychoactive substance and a depressant of the central nervous system, which can cause dependency.
2. **Cocaine** is produced from coca leaves. It is a stimulant that affects the central nervous system. It can be inhaled or dissolved in water and injected. Crack is processed cocaine in the form of a crystal rock that produces vapor and can be smoked.
3. **Heroin** is produced from morphine. It can be injected, inhaled, or smoked.
4. **Inhalants** are volatile substances producing inhalable chemical vapors. These can

be diverse products found at home or in the workplace, such as aerosol paints, cleaning products, and others containing volatile substances with psychoactive properties.

5. **Marijuana** is a mixture of hemp (*Cannabis sativa*) flowers, stalks, seeds, and dried and chopped leaves. The main chemical psychoactive component in marijuana is delta-9-tetrahydrocannabinol (THC), which produces the intoxicating effects which its recreational users seek.
6. **Tobacco** is an agricultural product processed from the leaves of *Nicotiana tabacum*. There are diverse ways to consume it, mostly by smoking it.
7. **Hallucinogens** are hallucination-causing drugs; they induce deep alterations in the user's perception of reality.
8. **Anabolic steroids** are synthetic (artificial) substances related to male sex hormones.
9. **Spice** (synthetic marijuana) is a mixture of dry herbs that affect the human body similarly to marijuana. This substance is made up of dry plants and chemical components, causing psychoactive (mind-altering) effects in human beings.
10. **Crack** is crystallized marijuana. It can be consumed mixed with tobacco or smoked in a water pipe. Its effects are almost instantaneous and disappear in about 10 minutes.
11. **Over-the-counter and medically prescribed drugs** are thought to be less dangerous than illegal ones; however, this is only true when they are used as prescribed or following the label's directions. Many of these medicines contain psychoactive (mind-altering) components, and their indiscriminate use can lead to drug addiction and even death.

IV. Risks associated with the use of illegal drugs and alcohol abuse

Illegal drug consumption and alcohol abuse pose significant risks to the user's social, physical, and emotional health. Users may injure the body's primary organs, such as the heart, liver, kidneys, and central nervous system. Drugs can be deadly, and drug and alcohol abuse during pregnancy can cause birth defects or the death of the fetus. Drug users can hamper their concentration and memory, thus limiting their capacity to learn.

Drug users can be moody and experience impaired judgment, isolation, and depression. This behavior can also contribute to motor vehicle accidents, personal injury, domestic violence, haphazard confrontations, and sexual aggression. Drugs can deteriorate family relationships and sever friendships and other support systems.

Although it may be difficult to imagine, substance abuse can dramatically change one's life, damaging the body as well as one's personal and professional life. It may lead to health complications, legal and financial problems, accidental injuries, and even death.

The human brain is the most complex organ of the human body. Although it may weigh less than three pounds, it controls our thoughts and the physiological processes that keep us alive. Drugs and alcohol change the way you feel by altering the chemical balance that keeps the brain working adequately. When drugs are consumed for the first time, the brain releases a chemical substance called dopamine that provokes euphoria and creates an urge for it. As time passes, the mind becomes so accustomed to the increased intake of dopamine that it cannot function properly without the drug. Everything starts to change, including personality, memory, and body processes, all of which may go unnoticed by the affected person.

Health Complications

Drug and alcohol consumption affect almost every part of your body, from the heart to the intestines. Substance abuse can cause an abnormal heart rate and heart attacks; injected drugs can provoke veins to collapse and induce infections in the heart valves. Some drugs may also prevent adequate bone growth, while others cause severe muscular cramps and weakening. Prolonged exposure to drugs will eventually harm your kidneys and liver.

Infections

While under the influence of drugs and alcohol, safe sex may not be practiced. Having sex without protection increases the probability of contracting a sexually transmitted disease. Sharing needles to inject certain drugs may cause diseases like hepatitis C, hepatitis B, and HIV. Sharing pipes and bongs can also help spread common colds and the flu.

Legal consequences

Drug and alcohol abuse is not only hazardous to your health; it may also bring about lifelong legal implications. Many employers require potential employees to take a drug test before hire. Some employers require routine and random drug testing of current employees. Unwillingness to quit drugs may result in job termination and thus lead to further social problems. Driving under the influence of drugs or alcohol may result in your driver's license being suspended from six months to two years. Aggravating factors may result in hefty fines, even longer license suspensions, revocation of driving privileges, or imprisonment.

Financial problems

Drugs and alcohol are expensive, especially when they are excessively and constantly consumed. Substance abuse also adversely affects work and academic productivity and achievement. Time spent looking for, consuming, and recovering from drugs can be better devoted to acquiring new skills that can help advance your career. Legal problems related to drug consumption will significantly increase your expenses. Payments on your car and health insurance may become steeper.

Injuries and death

Drug and alcohol consumption increases the occurrence of physical injuries and car accidents. There is also a greater risk of death due to suicide or homicide. Drug-related deaths are on the

rise; they have doubled since the beginning of the 1980s. Alcohol consumption causes 5.2 million accidental injuries and 1.8 million deaths every year. The World Health Organization has estimated that one out of every four deaths is due to drug and alcohol use.

V. General concepts on substance addiction

What are drugs?

A drug is any substance that once introduced in the body can modify one or more of its functions, creating a pattern of frequent use, tolerance, and abstinence syndrome. They may be chemical, natural or synthetic substances that alter the body's functions and produce a change in feelings, perceptions, and behavior.

What is an addiction?

According to the National Institute on Drug Abuse, addiction is a chronic disease characterized by the need and compulsive use of drugs which affect a person's biological, psychological and social life-changing the individual's normal behavior in his/her environment (NIDA, 2014). The American Psychiatric Association's Diagnostics and Statistics Manual on Mental Disorders DSM-V (2016) states that drug dependence includes cognitive, behavioral and physiological symptoms. Drug use affects the body as a whole. The central nervous system, composed by the brain and the spinal cord, is one of the body's most affected areas by addiction. The brain is formed by many parts working together like a team which coordinate and carry out its varied functions. It controls the body's basic functions, and interprets and responds to what a person experiences, shaping his/her thoughts, feelings and behaviors. Drugs can alter important areas of the brain that perform vital functions, triggering compulsive drug abuse typical of addiction.

VI. Prohibition of illegal drug consumption and alcohol abuse

Any person, employee or student, who fails to comply with any University (Institutional Policy on Drugs, Alcohol and Tobacco CNG 01-2016-2917) or state or federal agency policies will be subject to disciplinary measures and administrative procedures dealing with such violations and/or face civil and criminal charges according to applicable laws.

The University will not absolve any person of legal responsibility due to possession, sale, use, or distribution of controlled substances or for being intoxicated on University premises or while being engaged in activities under the authority thereof. Federal regulations include the applicability of sanctions while engaging in activities of recognized student organizations sponsored by the University, where its regulations are violated.

The Federal Government, which regulates the use of drugs, does not establish any difference between medical and recreational use of marijuana. Albizu University is a Title V recipient of federal funds consisting of financial aid for students (grants, loans and study and work programs) and federal research grants. Albizu University must certify that it is in compliance with the Drug-Free Schools and Communities Act (DFSCA) (20 USC 114 5G part 86 Regulations for the Prevention of Drug and Alcohol Use) to receive financial aid.

Therefore, in compliance with DFSCA regulations and to avoid loss of federal funds, Albizu University bans the use of marijuana, including medicinal marijuana, and establishes sanctions against its use.

Pursuant to Federal Drug-Free Workplace Act of 1988 (Public Law 101-690), academic institutions which are recipients of federal aid must provide their employees information on the law and notify them of activities and actions which violate its regulations.

Drug-Free Schools and Communities Act (Public Law 101-2260) requires that all academic institutions participating in Success For All (SFA) programs must provide information on drug and alcohol use prevention to their students, professors and employees.

Academic institutions should provide their students, professors and employees the following information:

- Standards of behavior that clearly and strictly preclude illegal possession, use or distribution of drugs and alcohol inside the University or on its premises, or as part of prevention activities.
- A description of legal sanctions applicable at local and state level for possession, use, and distribution of illegal drugs and alcohol, and of federal laws ruling on such prohibition.
- A description of any counseling or treatment on drug and alcohol abuse and rehabilitation programs available for students and employees.
- A description of the health risks associated with the use of illegal drugs and alcohol.
- A clear statement that, pursuant to local, state and federal law, sanctions will be imposed on students, faculty and staff who violate regulations on drug use; it will contain a description of these sanctions which include expulsion or termination of employment and referral for prosecution in compliance with the academic institution's regulations.

VII. Procedure to report incidents related to drug and/or alcohol abuse and consumption

Any employee and/or student who has evidence proving improper conduct by any member of the University community may file a complaint regarding the misconduct. The procedure is as follows:

1. The first step is to file a complaint in writing to be brought before the appropriate University authorities. If the complaint is against an employee or contractor, it must be brought before the Human Resources Office. If the complaint is against a student, it is brought before the Dean of Students Office.
2. When a complaint is filed, the reported incident is investigated. The proceedings will be conducted in strict confidentiality. The University will decide if the student or employee has had any behavior in violation of institutional regulations within a ten-day period.

3. If the complaint can be handled at the University level, disciplinary action will be taken according to the General Policies and Disciplinary Procedures Manual.
Generally, no information or evidence is released by any party or witness during the adjudicative process.
4. If the complaint requires the intervention of external agencies, law enforcement will be called to conduct a formal investigation. Law enforcement will also be in charge once the complaint is filed in court.

VIII. Adjudicative procedure for disciplinary actions

To comply with the University's policy on the illegal consumption of controlled substances and alcohol abuse, Albizu University will take disciplinary measures against any employee, student, supplier, or contractor who is proven to be intoxicated and/or under the influence of drugs while on University premises or participating in any activity sponsored by the institution.

Student organizations should report within 48 hours any incident related to alcohol and drug abuse that occurs during an official activity of the organization. Noncompliance with the policy may lead to sanctions against those who do not meet their obligations as described in the General Policies and Disciplinary Procedures Manual. Any student organization infringing on these obligations may be decertified.

Disciplinary sanctions will be applied if the policy is violated as stipulated in the current institutional regulations. Disciplinary sanctions apply to students, employees, and contractors, as deemed appropriate. Said sanctions could include summary suspension of the employee or student or immediate termination of the contractual relationship.

A student found guilty of any offense under state or federal law regarding the possession or sale of controlled substances is not eligible to receive any type of scholarship, loan, or employment assistance (i.e. Federal Work-Study Program) during the period beginning on the date of conviction and ending on the period of time indicated below:

<i>Period of ineligibility (effective as of date of conviction)</i>	<i>Possession of controlled substances</i>	<i>Sale of controlled substances</i>
First offense	1 year from the date of conviction	2 years from the date of conviction
Second offense	2 years from the date of conviction	Indefinite period
Third+ offense	Indefinite period	Indefinite period

IX. Applicable laws

This program is based on the following laws:

- a. Drug-Free Workplace Act of 1988 (41 U.S.C. 701-707, as amended)
- b. Drug-Free Schools and Communities Act Amendments of 1989 (H.R. 3614)
- c. Part 84—U.S. Department of Education Governmentwide Requirements for Drug-Free Workplace (Financial Assistance)
- d. Controlled Substances Act (Title II, Part F of the Comprehensive Drug Abuse Prevention and Control Act of 1970) and subsequent amendments
- e. Drug Abuse Prevention and Control (Florida Statute Title XLVI, Chapter 893)
- f. Act No 80 of May 30, 1976 known as Unjustified Dismissal Act
- g. Any other applicable law

X. Penalties

Florida Statute § 893.13 makes it unlawful for any individual to sell, manufacture, or deliver, or possess with intent to sell, manufacture, or deliver, a controlled substance. A person who violates this law can be held responsible depending on the classification and amount of controlled substance that is involved:

- a. Felony in the first degree: Up to 30 years imprisonment and a \$10,000.00 fine
- b. Felony in the second degree: Up to 15 years imprisonment and a \$10,000.00 fine
- c. Felony in the third degree: Up to 5 years imprisonment and a \$5,000.00 fine
- d. Misdemeanor in the first degree: Up to 1 year of imprisonment and a \$1,000.00 fine
- e. Misdemeanor in the second degree: Up to 60 days imprisonment and a \$500.00 fine
- f. Non-criminal charge: Other fines and civil penalties determined by court

Violation of Section 893.13 pertaining to the injury or death of a member of a protected class may result in a second or third degree charge.

Federal drug penalties can be found under Part D of the Title 21 United States Code (USC) Controlled Substances Act: [Reports Required by 21 CFR \(usdoj.gov\)](#)

The sale and distribution of tobacco products to minors are prohibited in Florida; its Health Department has likewise warned that smoking is hazardous to your health. Besides tobacco products, the sale and distribution of alcohol is also prohibited to minors in Florida.

XI. Disciplinary sanctions

Disciplinary sanctions will be in accordance with the regulations in the General Policies and Disciplinary Procedures Manual, the Employee Handbook, or the Faculty Handbook, as applicable. In cases of alleged violations of University policies, the guiding criterion when applying any preventive measure or sanction should be to ensure the safety and collective well-being of all members of the University community and the recovery of the individual consuming illegal substances.

XII. Assistance Programs

As stated in its Institutional Policy on Drugs, Alcohol, and Tobacco (Article 11), Albizu University will recommend education, prevention, counseling, and treatment programs for students or employees who require them. Especially, said recommendations will be given when the consumption of alcohol and substances affects the performance and security of the user or of students, employees, and other staff members. There are various types of treatments according to the substance being used that may be provided to the persons needing them. Given the complex nature of substance abuse, diverse interventions are available, such as ambulatory programs, medical-assisted withdrawal facilities, partial hospitalization, Intensive Outpatient Patient (IOP), and/or therapeutic communities.

XIII. Community Resources

Miami-Dade:

Coral Gables Alcoholics Anonymous
(AA) Coral Room
1100 Ponce de Leon Blvd.
Coral Gables, FL 33134 305-446-9558
[Coral Room | ALCOHOLICS ANONYMOUS – MIAMI-DADE INTERGROUP \(aamiamidade.org\)](http://aamiamidade.org)

Alcoholics Anonymous
Miami-Dade Intergroup 24 Hours Helpline: 305-461-2425
www.aamiamidade.org

Miami Dade Community Services Inc. 1901 SW 1st Street
Miami, FL 33135
305-631-8933
<http://www.miami-dade-community.com>

Florida Free Rehab Centers
800-780-2294
<http://www.freerehabcenters.org/state/florida>

New Horizons Community Mental Health Center, Substance Abuse Unit 1469
NW 36th Street
Miami, FL 33142
305-635-7444
www.newhorizonscmhc.org/

Broward County:

Alcoholics Anonymous Broward County
Intergroup Oakland Commerce Center

3317 NW 10th Terrace, Suite 404
 Ft. Lauderdale, FL 33309
 954-462-0265 or 954-462-7202
www.aabroward.org

Broward Addiction Recovery Center (BARC)
 325 SW 28th Street
 Ft. Lauderdale, FL 33315
 954-357-4851
www.broward.org/addictionrecovery

Palm Beach County:

Alcoholics Anonymous Palm Beach County Intergroup
 1371 Okeechobee Road West
 Palm Beach, FL 33401
 561-655-6431
[Palm Beach County Intergroup of Alcoholics Anonymous \(aa-palmbeachcounty.org\)](http://aa-palmbeachcounty.org)

Local Helplines

Switchboard of Miami
 211 or 305-576-6550
[211 Miami - Jewish Community Services South Florida \(jcsfl.org\)](http://jcsfl.org)

Narcotics Anonymous South Dade Area
 305-265-9555
<http://www.namiami.org>

Narcotics Anonymous North Dade Area
 866-935-8811
<http://www.northdadearea.org/>

Narcotics Anonymous Beach and Bay Area
 800-918-2330

Narcotics Anonymous South Florida Region
 844-623-5674
[South Florida Region of NA \(sfrna.net\)](http://sfrna.net)

National Helpline:

Substance Abuse and National Health Services Administration (SAMHSA)
 National Helpline 800-662-HELP (4357)
www.samhsa.gov/find-help/national-helpline

XIV. Biennial Review

Albizu University complies with the Drug-Free Schools and Campuses Regulations that require a biennial review by the institution to determine the effectiveness of its efforts to raise awareness about the effects of drug and alcohol use. As per federal regulation, annual notice is distributed to all students and staff via Albizu University email. This notice can be found at: <http://www.albizu.edu/discover-cau/policies-procedures-and-consumer-information>