Principia College Drug and Alcohol Prevention Plan

Biennial Review

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Introduction

Principia is committed to maintaining a safe and healthy living and working environment for all students, faculty, and staff. Therefore, its campuses and Principia programs are expected to be alcohol and drug free. Principia recognizes that student, faculty, and staff success and well-being is enhanced by the maintenance of a "dry campus," and its policies support the prevention of drug and alcohol misuse.

This policy, in accordance with the Drug-Free Schools and Campus Regulations (34 CFR Part 86) of the Drug-Free Schools and Communities Act (DFCCA), certifies that Principia adopts, consistently implements, and provides annual notification about its policies and programs aimed at the prevention of alcohol abuse and the distribution of illicit drugs. Further, this policy lays out Principia's review process for its drug and alcohol programs and its notification system for students and employees.

Principia College Drug and Alcohol Prevention Program

Policy Statement

Principia College is a "dry community." A "dry community" means that all Principia College locations, events, and programs will be free from alcohol, tobacco, vaping, and controlled or illicit drugs. The possession or consumption of alcohol, tobacco, or controlled or illicit drugs, including legalized marijuana, in any form is prohibited on all campus properties and at all Principia-sponsored activities and programs, including off-campus social events and parties, academic class work, sports activities, abroad programs, student internships, and all Principia transportation.

Principia fosters a safe, socially rich environment for academic, spiritual, and personal growth. Substance use conflicts with the College's Christian Science principles, emphasizing temperance, honesty, and purity. By enrolling at Principia College, students choose to live and work in a "dry community" for deeper, richer social experiences and spiritual commitments. They accept the responsibility not only to refrain from the personal possession or consumption of alcohol, tobacco, marijuana, and other drugs, but also to actively support their peers' responsibility and commitments to do the same. Students who fail to comply with this policy, who purchase or consume controlled substances underage, drive under the influence, cause disturbances or property destruction while under the influence, attend campus events intoxicated, or who bring or distribute alcohol, tobacco, or drugs and related paraphernalia onto campus property will be subject to the conduct process.

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Condoning Consumption

In support of Principia College's desire to maintain a "dry community," the policy of condoning consumption will apply to any students who are found in the possession of alcohol, tobacco, vapes, marijuana, or other controlled or illicit drugs or who are found where such substances are stored or consumed on campus. This means a student who has or has evidence of any of these substances in their possession, on their person, among their belongings, in their room, or in their car will be considered to be condoning consumption of those substances.

A student who is reasonably aware that substances are in use or located in a student's room, on-campus car, or other campus space will be presumed to be condoning the consumption of those substances. The purpose of this clause is to reinforce the expectation that these are community commitments to which all students have agreed, and for which all students must hold each other accountable to ensure a safe and healthy living and learning environment. A student concerned about condoning consumption because of a roommate or friend's behavior can ask their RC for confidential support in approaching the topic with their roommate or friend. No student who makes a good faith effort to follow this policy will face disciplinary action.

Federal and State Controlled Substances Laws and Disclosure of Prescribed Medical Narcotics

Members of the College community are expected to follow applicable federal and state laws regarding the use of controlled substances. For the purposes of this policy, controlled substances include prescribed medication not used as indicated or prescribed, illegal drugs, and chemical substances not used for their intended purpose. Students who are prescribed medical narcotics may use them as directed but must disclose them to their RC or other Student Life employee. Federal, state, and local sanctions for unlawful possession or distribution of illicit drugs range from probation and forfeiture of property to fines and imprisonment.

The use, cultivation, manufacture, sale, manufacturing, distribution, and/or possession of drugs or controlled substances in violation of federal, state, or municipal laws is prohibited by the College and is not permitted in College Houses, on any College property, or while on College business.

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State and Federal Alcohol and Drug Laws and Penalties

Students should also understand that they are subject to state and federal laws regarding alcohol and drug possession, sale, or consumption which may lead to fines, community service, probation, loss of license, and/or imprisonment. Further, a student convicted of any offense under state or federal law involving possession or sale of a controlled substance will lose eligibility to receive any grant, loan, or work assistance beginning on the date of conviction and ending on a date specified by whether it was a first or second conviction. 21 U.S. Code1091(r). Additionally, Illinois law 235 ILCS 5/6-16(c) states, “Any person shall be guilty of a Class A misdemeanor where he or she knowingly authorizes or permits a residence which he or she occupies to be used by an invitee under 21 years of age, and the person occupying the residence knows that any such person under the age of 21 is in possession of or is consuming any alcoholic beverage.” See Appendix B – Federal and State Penalties.

Substance Use Risks

The College recognizes that there are numerous health risks associated with substance use. Similarly, substance use can lead to legal consequences and poor academic performance in addition to having a greater impact on the larger community, contributing to a host of other potential consequences (e.g., violence, social conflict, and property destruction).

See Appendix A - Health Risks for additional information about the short- and long-term physical and mental effects associated with drugs or abuse of alcohol.

Violation of Substance Use Policy: Offense Levels

Level 1

- Initial condoning consumption cases
- Initial cases of alcohol, tobacco, vaping, or drug consumption on campus or at campus programs
- Failure to report possession of prescribed narcotics

Level 2

- Second condoning consumption cases
- Second cases of alcohol, tobacco, vaping, or drug consumption at on-campus or off-campus programs

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- Initial cases of controlled or illegal drug consumption
- Initial cases of irresponsible or unsafe off- or on-campus substance use-related behaviors, including DUI

Level 3
- All subsequent condoning consumption cases
- All subsequent cases related to alcohol, tobacco, vapes, or drug consumption on campus or at campus programs
- All subsequent cases of controlled or illegal drug consumption
- All subsequent cases of irresponsible, or unsafe off or on-campus substance use-related behaviors
- All cases of purchasing for, providing to, or consuming with underage students

College Students' Conduct Sanctions Delineated

Level I Violations: (Minor or First-time Violations)

- Warning
- Probation
- Contact Restriction
- Restorative Justice Process
- Educational Programming
- Restitution
- Fines. A $100 fine will be automatic for petty theft, and a $200 fine will be automatic for substance use violations.
- Loss of Privileges
- Community Service
- Referral to appropriate College staff for support. This may include RC life coaching.
- Other discretionary sanctions related to the scope and severity of the violation.

Level II Violations: (Repeated or more serious first-time violations)

- Any sanctions from Level I, with increased severity
- Immediate suspension for the rest of the semester
- Co-curricular suspension
- Other discretionary sanctions related to the scope and severity of the violation.

Level III Violations: (Most serious violations, including but not limited to flagrant violations of

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policy; abuse of or non-cooperation with College staff; incidents involving threats or violence; or repeated violations of policy)

- Any sanctions from Level II, with increased severity
- Immediate suspension of up to a year
- Expulsion
- Other discretionary sanctions related to the scope and severity of the violation

Notice of automatic sanctions:

- Level I substance use offenses carry an automatic $200 fine, charged to a student's PrinBill under the description, "Substance Use Violation."
- Due to the serious impact on community safety, cases involving driving under the influence or providing substances to underage students will result in automatic suspensions.

Notice of the role of law enforcement:

While enforcement of alcohol laws on campus is the primary responsibility of Campus Security acting in conjunction with Student Life, should a situation arise where local or state law enforcement are on campus or asked to respond to campus, and in doing so, observe any law violations regarding alcohol or illegal drug use, law enforcement maintains the power to arrest. Examples might be sworn on-duty patrol officers observing minors in possession of alcohol or a student driving under the influence of alcohol, marijuana, or a controlled substance and acting on it. Principia College, being private property, does not make students exempt from arrest or in any way prioritize disciplinary referral to the Office of Student Life and the Conduct Process Administrator over the possibility of arrest, the latter being at the officer's discretion.

Goals and Objectives

Community expectations concerning drug and alcohol use and possession are enforced through the Student Code of Conduct and disciplinary conduct process. However, students may still find themselves face-to-face with decisions about their substance use or the responsibility to be an effective bystander at some point during their college experience. It is vital that students have access to fact-based information about substances that will support healthy decision-making and their overall well-being and success. The goals and objectives of Principia College's Drug and Alcohol Prevention Plan are delineated below:

Promote Awareness:

- *Education* - Educate the College community about the risks associated with drug and alcohol misuse.

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- *Implementation* - Implement values-aligned and safety-based decision-making strategies to prevent alcohol and drug misuse and to foster respect for campus substance-use policies.
- *Resources* - Provide resources and support for individuals struggling with substance abuse.
- *Compliance* - Ensure compliance with local, state, and federal laws.

Student Education and Awareness Programs

- **Pre-Orientation and Orientation Programs:** All new students participate in online drug and alcohol prevention education programs presented by Vector Solutions prior to arriving on campus. New students will receive additional prevention information during health and safety workshops during their on-campus orientation week.
- **Returning Student Programs:** All returning students participate in online drug and alcohol prevention review programs presented by Vector Solutions prior to their return to campus each semester.
- **Ongoing Prevention Programs:** Residential Life Coaches and the Principia College Wholeness Program offer regular drug and alcohol awareness and prevention information, workshops, and other events and/or speakers at least twice a year on the dangers of substance abuse, healthy lifestyle choices, and coping strategies.
- **Other Campaigns:** Awareness campaigns through posters, brochures, social media, and the College website are also implemented throughout the academic year.

Student Prevention Initiatives

- **Substance-Free Events:** All campus events promote substance-free social and recreational activities throughout the year.
- **RA Program:** Resident Assistants are given additional substance-use prevention training to provide support and information to their peers, and especially to first year students.
- **Counseling Services:** Principia College offers confidential counseling services to students, faculty, and staff experiencing substance-related issues.
- **Health Services:** The Wholeness Program maintains an online healthcare platform to assist students needing substance-use screenings and interventions for substance misuse.

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Employee Education Prevention and Intervention Initiatives

Principia strives to provide a safe and healthy environment for its employees. This commitment is reflected in our policies and in the protections and support provided to those who may need it. Principia offers:

- Employee Family Assistance Program (EFAP): Free confidential resource that is available to all benefits-eligible employees and their immediate family members. https://principia.eebenefits.site/employee-family-assistance-program-efap/
- Additional optional training is available through Vector Solutions (Safe Colleges):
    - Recommend for new hires and annual or biennial: "Drugs and Alcohol at Work"
    - Primarily faculty and Student Life staff: "Recognizing Drug & Alcohol Abuse – Supervisors"
- Communication Channels:
    - Link on HR website
    - Primary link on Principia's webpage
    - Annual Watercooler reminder to employees and students
    - New Employee Orientation and attestations of this policy, others, and of the Employee Handbook

Drug and Alcohol Counseling, Treatment, or Rehabilitation Programs

Resources for Students

Principia College students are required to have health insurance when enrolled. If students are not covered under family insurance, they may sign up for and enroll in student health insurance offered for Principia College by University Health Plans administered by Wellfleet Student.

Students enrolled in this insurance program have access to benefits including Outpatient Mental Health Disorder and Substance Use Disorder Benefits. There is also 24/7 Behavioral Telehealth and Nurseline Access via CareConnect which is an integrated behavioral health program offering students easy access to licensed behavioral health clinicians 24/7/365 via telephone (888) 857-5462. Students can connect to a registered nurse within seconds, helping them manage their health on their terms through easy access.

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Resources for Campus Faculty and Staff

Principia faculty and staff may enroll in one of four health plans through UMR, a United Healthcare Company. Depending on their chosen plan selection, mental health, behavioral health and/or substance abuse services are covered subject to deductibles and coverage limits.

Other resources

- Alcoholics Anonymous, Jersey County, IL: http://alcoholicsanonymous.com, 800-839-1686
- Narcotics Anonymous (NAWS): http://www.na.org 800-662-4357
- Marijuana Anonymous (MA): 800-766-6779
- Smart Recovery: https://www.smartrecovery.org/
- Substance Abuse and Mental Health Services Administration: https://www.samhsa.gov/find-help/national-helpline
- Central Services of A.A. (St. Louis Central Service Office), St Louis, MO (314) 647-3677 http://www.aastl.org

Support and Intervention

- **Early Identification:** Principia College provides training for Student Life staff to recognize the signs of substance misuse and to refer individuals to appropriate services.
- **Health and Safety Adjournment:** Principia College offers a Health and Safety Adjournment to support students returning home to seek treatment for a variety of physical and/or mental health issues, including those related to substance use or abuse. Principia College may require a student to take leave using the Health and Safety Adjournment due to disciplinary or other factors.
- **Referral System:** The Wholeness Program provides online medical and mental health services, which students can access for treatment. The Wholeness Program also provides information on local resources for individuals seeking assessment and treatment.
- **Re-entry**: College students may be subject to a re-entry agreement with Student Life.

Disciplinary Actions

Violations of this policy as outlined in the Student Code of Conduct and the Employee Handbook will result in disciplinary action, through either the Student Conduct Process or the Human Resources office, and may include but is not limited to:

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- **Students:** Sanctions may include educational sanctions, fines, community services, suspensions, and/or expulsion, depending on the severity of the violation.
- **Employees:** Sanctions may range from suspension or warnings to termination of employment and referral for prosecution.
- **Legal Consequences:** Violators may also face legal consequences in accordance with local, state, and federal law.

Policy Review and Evaluation

Principia will regularly review and update this policy to ensure its effectiveness by collecting community feedback to improve prevention and support programs and to track and analyze data related to substance misuse incidents and prevention program outcomes. Principia further conducts a biennial review in compliance with federal law (34 CFR 86.100(a)(5)) and as measure of best practice to create a safe and lawful environment for its College students and all employees.

Purpose of the Biennial Review:

- To determine the effectiveness of policies and prevention programs currently in place.
- To determine the consistency of alcohol and drug policy enforcement.
- To ensure that all students and employees are receiving the written documents within the campus notification system.
- To determine if Principia College is compliant with the Drug-Free Schools and Communities Act.
- To implement changes as necessary.

Biennial Review Process

The prevention plan will be reviewed every two years[1] according to the objectives described above and the College's expectations concerning confidentiality[2] by the Drug-Free Schools and

[1] *Given that this is a new policy, the DFSCA Compliance Committee will conduct a review after the first year of implementation in April/May 2025 and then again in April/May 2026. Subsequently, reviews will occur on a biennial basis.*

[2] *All information regarding individual cases of substance misuse will be handled confidentially, in accordance with College policy and state and federal privacy laws.*

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Communities Act (DFSCA) Compliance Committee. This committee will include the following members:

- Dean or Associate Dean of Students
- Conduct Process Administrator
- Directors of Human Resources for School and College
- Residential Life Coach and Assistant Conduct Administrator
- Director of the Wholeness Program
- Director of Campus Security
- Institutional Research Officer
- Compliance Program Manager

Federal law requires that Principia keep these biennial reports and minutes for these meetings for up to three (3) fiscal years.
Responsible party taking minutes/notes will send a copy of Principia College Drug and Alcohol Prevention Plan meeting notes to Principia's Archivist **Archivist@principia.edu** with the following naming taxonomy: (1) YYYYMMDD_NAME_OF_FILE_minutes.pdf for future record.

Policy Notification Process

Annual policy notification is developed and reviewed yearly by Principia. The notification document is distributed to all College students, faculty, and staff via email. This includes all currently enrolled College students, regardless of the number of semester hours for which they are enrolled, and all current faculty and staff, regardless of department or FTE. Students, faculty, and staff are all provided with a College email address, and this address is listed as the primary point of contact for communications.

Special Considerations for College Students
Notifications for students are sent on a rotating basis determined by the first week that registration is considered "closed" for each semester (Fall and Spring). See Appendix C – All College Campus Email Notification for Students. This is to ensure that the policy notification is reaching all current students, including all students who registered for courses early, late, and at each point in between. Once these periods are identified, Student Life and HR will send the reviewed documents for campus distribution, and notifications will be sent to all students, faculty, and staff within one to two weeks. It is essential that every member of the community, whether students, faculty, or staff, have access to the annual policy notification. Therefore, the policy notification is also available on Principia's webpage and/or within PrinWeb.

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Principia is dedicated to fostering a safe, healthy, and supportive environment for all members of the community. By working together, we can prevent drug and alcohol misuse and promote a culture of wellness and responsibility.

Special Considerations for Faculty and Staff

Faculty and staff are notified twice a year via the email that can be viewed in Appendix D – All-Campus Notification Email for Faculty and Staff. Each year, this notification is sent in mid-February and mid-September because of turnover in the workplace. This includes all benefits-eligible and non-benefits-eligible employees and faculty. This notification includes all information from the typical annual notification and also includes the information required for the Affordable Care Act notification.

Alcohol and Drug Sanction Reporting

ARREST & DISCIPLINARY REFERRALS REPORTING TABLE

OFFENSE	YEAR	ON-CAMPUS STUDENT HOUSING FACILITIES	ON-CAMPUS TOTAL	NON-CAMPUS	PUBLIC PROPERTY
Drug Abuse Arrests	2023	0	0	0	0
	2022	0	0	0	0
	2021	0	0	0	0
Drug Abuse Disciplinary referrals	2023	0	5	0	0
	2022	2	2	0	0
	2021	7	7	0	0
Liquor Law Arrests	2023	0	0	0	0
	2022	0	0	0	0
	2021	0	0	0	0
Liquor Law Disciplinary Referrals	2023	3	3	0	0
	2022	7	7	0	0
	2021	24	24	0	0

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Appendix A - Health Risks

Health Risks Associated with the Use of Drugs or Abuse of Alcohol
The College recognizes that there are numerous health risks associated with substance use. Similarly, substance use can lead to legal consequences and poor academic performance in addition to having a greater impact on the larger community, contributing to a host of other potential consequences (e.g., violence, social conflict, and property destruction).
As mentioned above, students are required to complete two courses concerning substance use:

Alcohol and Other Drugs and ***Cannabis: What You Should Know***
There are several health risks associated with the misuse of alcohol and other controlled substances. These risks can be short-term, long-term, and depend on the drug being used, among other factors.

Short-Term Intoxication
Consumption of more than two average-sized servings of alcohol within several hours will produce measurable impairment of motor coordination, judgment, and reasoning. The more alcohol consumed the greater the impairment. Although many students are aware that the blood alcohol concentration (BAC) of 0.08% by volume is the presumptive level of intoxication in most states for driving, intoxication and impairment begins at a much lower level. It is smartest and safest to avoid all alcohol if operating a vehicle.

Intoxication at levels of 0.20% BAC and above presents risks of loss of consciousness, nausea and vomiting, injuries, and even overdose death. Although the average lethal dose is about 0.40%, overdose deaths occur in some situations with BACs near 0.20%

Long-Term Heavy Drinking
Drinking to the point of intoxication one or two times per week or more frequently over a period of several years can cause serious health consequences, including: liver disease and cirrhosis, circulatory problems and cardiomyopathy, nervous system damage and polyneuropathy, alcohol dependence and psychosis. Alcohol abuse can increase the risks of certain types of cancers, including cancer of the tongue, mouth, pharynx, esophagus, larynx, and liver.

Warning Signs
Here are some basic warning signals that indicate a person might have a drinking problem:
1. Frequently drinking to a state of intoxication.
2. Behaving out of character while under the influence of alcohol.
3. Skipping classes, practices, or other activities because of hangovers.

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4. Experiencing blackouts and loss of memory from drinking.
5. Drinking alone out of boredom and loneliness, or to escape from reality.
6. Sustaining injuries because of drinking.
7. Denying an alcohol problem when approached about heavy drinking.
8. Relieving chronic hangovers by drinking more alcohol ("hair of the dog").
9. Relying on a drink to start the day.

Alcohol Intoxication

General Effect: Alcohol is a depressant drug that reduces activity in the central nervous system. The intoxicated person exhibits loose muscle tone, loss of fine motor coordination, and often has a staggering gait. The eyes may appear somewhat "glassy," pupils may be slow to respond to stimulus (nystagmus gaze), reflex responses may decrease, and reaction times may slow.

Effects related to Blood Alcohol Content (BAC):

BAC Level Effects[3]

0.02-0.04%

- Muscle relaxation
- Altered mood
- Increased body warmth
- Decline in visual function
- Diminished capacity to multitask
- Loss of judgment

0.05-0.07%

- Loss of fine motor control
- Exaggerated behavior
- Reduced coordination
- Lowered reaction time
- Impaired judgment
- Low alertness
- Heightened mood
- Lack of inhibition

0.08-0.09%

[3] Healthline, Hope Gillette; 4/10/2022

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- Small and large motor function decline
- Poor hearing, seeing, speaking, and coordination
- Short-term memory loss
- Inability to concentrate
- Impaired perception
- Reduced cognitive processing speed
- IT IS AGAINST THE LAW TO OPERATE A MOTOR VEHICLE AT THIS LEVEL OF INTOXICATION.

0.10-0.12%

- Noticeable lack of reaction time
- Slurred speech
- Slow thinking
- Poor coordination

0.15%+

- Major loss of motor control
- Poor or no balance
- Severe attention and reaction deficits
- Inability to cognitively process sounds or visuals
- Nausea or vomiting

0.25%

- Needs assistance in walking
- Total mental confusion
- Dysphoria with nausea and some vomiting

0.30%

- Loss of consciousness

0.40%

- Onset of coma
- Possible death due to respiratory arrest

The National Institute on Alcohol Abuse and Alcoholism provides a comprehensive description of the effects alcohol has on the body. Please see: https://www.niaaa.nih.gov/alcohols-effects-body.

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The National Institute on Drug Abuse provides a comprehensive description of the health consequences of drug misuse. Please see: https://www.drugabuse.gov/drugs-abuse/commonly-abused-drugs-charts.

Drugs' Effects on the Body[4]

All controlled substances have abuse potential or are immediate precursors to substances with abuse potential. In addition to having abuse potential, most controlled substances are capable of producing dependence, either physical or psychological. In the sections that follow, the effects of various classes of drugs on the mind or body are profiled.

1. ***Narcotics*** *(e.g., Fentanyl; Heroin; Hydromorphone; Methadone; Morphine; Opium; Oxycodone)*

Effect on the Mind:
Besides their medical use, narcotics/opioids produce a general sense of well-being by reducing tension, anxiety, and aggression. These effects are helpful in a therapeutic setting but contribute to the drugs' abuse. Narcotic/opioid use comes with a variety of unwanted effects, including drowsiness, inability to concentrate, and apathy.

Effect on the Body:
Narcotics/opioids are prescribed by doctors to treat pain, suppress cough, cure diarrhea, and put people to sleep. Effects depend heavily on the dose, how it's taken, and previous exposure to the drug. Negative effects include slowed physical activity, constriction of the pupils, flushing of the face and neck, constipation, nausea, vomiting, and slowed breathing. As the dose is increased, both the pain relief and the harmful effects become more pronounced. Some of these preparations are so potent that a single dose can be lethal to an inexperienced user. However, except in cases of extreme intoxication, there is no loss of motor coordination or slurred speech.

2. ***Stimulants*** *(e.g., Amphetamines; Cocaine; Khat; Methamphetamine)*

Effect on the Mind:

[4] Drugs of Abuse: A DEA Resource Guide, 2020 Edition, Drug Enforcement Administration, U.S. Department of Justice

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When used as drugs of abuse and not under a doctor's supervision, stimulants are frequently taken to produce a sense of exhilaration, enhance self-esteem, improve mental and physical performance, increase activity, reduce appetite, extend wakefulness for prolonged periods, and "get high." Chronic, high-dose use is frequently associated with agitation, hostility, panic, aggression, and suicidal or homicidal tendencies. Paranoia, sometimes accompanied by both auditory and visual hallucinations, may also occur. Tolerance, in which more and more drug is needed to produce the usual effects, can develop rapidly, and psychological dependence occurs. In fact, the strongest psychological dependence observed occurs with the more potent stimulants, such as amphetamine, methylphenidate, methamphetamine, cocaine, and methcathinone. Abrupt cessation is commonly followed by depression, anxiety, drug craving, and extreme fatigue, known as a "crash."

Effect on the Body:
Stimulants are sometimes referred to as uppers and reverse the effects of fatigue on both mental and physical tasks. Therapeutic levels of stimulants can produce exhilaration, extended wakefulness, and loss of appetite. These effects are greatly intensified when large doses of stimulants are taken. Taking too large a dose at one time or taking large doses over an extended period of time may cause such physical side effects as dizziness, tremors, headache, flushed skin, chest pain with palpitations, excessive sweating, vomiting, and abdominal cramps.

3. ***Depressants*** *(e.g., Barbiturates; Benzodiazepines; GHB; Rohypnol)*

Effect on the Mind:
Depressants used therapeutically do what they are prescribed for: induce sleep, relieve anxiety and muscle spasms, and prevent seizures. They also cause amnesia (leaving no memory of events that occur while under the influence), reduce reaction time, impair mental functioning and judgment, and cause confusion. Long-term use of depressants produces psychological dependence and tolerance.

Effect on the Body:
Some depressants can relax the muscles. Unwanted physical effects include slurred speech, loss of motor coordination, weakness, headache, lightheadedness, blurred vision, dizziness, nausea, vomiting, low blood pressure, and slowed breathing. Prolonged use of depressants can lead to physical dependence even at doses recommended for medical treatment. Unlike barbiturates, large doses of benzodiazepines are rarely fatal unless combined with other drugs or alcohol. But unlike the withdrawal syndrome seen with most other drugs of abuse, withdrawal from depressants can be life threatening.

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4. ***Hallucinogens*** *(e.g., Ecstasy/MDMA; Ketamine; LSD; Peyote and Mescaline; Psilocybin)*

Effect on the Mind:
Sensory effects include perceptual distortions that vary with dose, setting, and mood. Psychic effects include distortions of thought associated with time and space. Time may appear to stand still, and forms and colors seem to change and take on new significance. Weeks or even months after some hallucinogens have been taken, the user may develop an uncommon disorder called Hallucinogen Persisting Perception Disorder (HPPD) or experience "flashbacks." HPPD can include fragmentary recurrences of certain aspects of the drug experience in the absence of actually taking the drug. The occurrence of HPPD is unpredictable, but may be more likely to occur during times of stress and seems to occur more frequently in younger individuals.

Effect on the Body:

Physiological effects include elevated heart rate, increased blood pressure, dilated pupils, and often can induce nausea and vomiting.

5. ***Steroids***

Effect on the Mind:
Case studies and scientific research indicate that high doses of anabolic steroids may cause mood and behavioral effects. In some individuals, anabolic steroid use can cause dramatic mood swings, increased feelings of hostility, impaired judgment, and increased levels of aggression (often referred to as "roid rage"). When users stop taking steroids, they may experience depression that may be severe enough to lead one to commit suicide. Anabolic steroid use may also cause psychological dependence and addiction.

Effect on the Body:
A wide range of adverse effects is associated with the use or abuse of anabolic steroids. These effects depend on several factors including age, sex, the anabolic steroid used, amount used, and duration of use. In adolescents, anabolic steroid use can stunt the ultimate height that an individual might otherwise achieve. In boys, anabolic steroid use can cause early sexual development, acne, and stunted growth. In adolescent girls and women, anabolic steroid use can induce permanent physical changes, such as deepening of the voice, increased facial and body hair growth, menstrual irregularities, male pattern baldness, and lengthening of the clitoris. In men, anabolic steroid use can cause shrinkage of the testicles, reduced sperm count, enlargement of the male breast tissue, sterility, and an increased risk of prostate cancer. In both men and women, anabolic steroid use can cause high cholesterol levels, which may

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increase the risk of coronary artery disease, strokes, and heart attacks. Anabolic steroid use can also cause acne and fluid retention. Oral preparations of anabolic steroids, in particular, can damage the liver.

Users who inject anabolic steroids run the risk of contracting various infections due to non-sterile injection techniques, sharing of contaminated needles, and the use of steroid preparations manufactured in non-sterile environments. All these factors put users at risk for contracting viral infections such as HIV/AIDS or hepatitis B or C, and bacterial infections at the sight of injection. Users may also develop endocarditis, a bacterial infection that causes a potentially fatal inflammation of the heart lining.

6. Marijuana/Cannabis

Effect on the Mind:
When marijuana is smoked, the active ingredient THC passes from the lungs and into the bloodstream, which carries the chemical to the organs throughout the body, including the brain. In the brain, THC connects to specific sites called cannabinoid receptors on nerve cells and influences the activity of those cells. Many of these receptors are found in the parts of the brain that influence pleasure, memory, thought, concentration, sensory and time perception, and coordinated movement. The short-term effects of marijuana include problems with memory and learning, distorted perception, difficulty in thinking and problem-solving, and loss of coordination.

The effect of marijuana on perception and coordination are responsible for serious impairments in learning, associative processes, and psychomotor behavior (driving abilities). Long-term, regular use can lead to physical dependence and withdrawal following discontinuation, as well as psychological addiction or dependence. Clinical studies show that the physiological, psychological, and behavioral effects of marijuana vary among individuals and present a list of common responses to cannabinoids, as described in the scientific literature:

- Dizziness, nausea, tachycardia, facial flushing, dry mouth, and tremor initially
- Merriment, happiness, and even exhilaration at high doses
- Disinhibition, relaxation, increased sociability, and talkativeness
- Enhanced sensory perception, giving rise to increased appreciation of music, art, and touch
- Heightened imagination leading to a subjective sense of increased creativity
- Time distortions
- Illusions, delusions, and hallucinations are rare except at high doses

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- Impaired judgment, reduced coordination, and ataxia, which can impede driving ability or lead to an increase in risk-taking behavior
- Emotional lability, incongruity of affect, dysphoria, disorganized thinking, inability to converse logically, agitation, paranoia, confusion, restlessness, anxiety, drowsiness, and panic attacks may occur, especially in inexperienced users or in those who have taken a large dose
- Increased appetite and short-term memory impairment are common

Effect on the Body:
Short-term physical effects from marijuana use may include sedation, bloodshot eyes, increased heart rate, coughing from lung irritation, increased appetite, and increased blood pressure (although prolonged use may cause a decrease in blood pressure). Marijuana smokers experience serious health problems such as bronchitis, emphysema, and bronchial asthma. Extended use may cause suppression of the immune system. Withdrawal from chronic use of high doses of marijuana causes physical signs, including headache, shakiness, sweating, and stomach pains and nausea. Withdrawal symptoms also include behavioral signs such as restlessness, irritability, sleep difficulties, and decreased appetite.

7. Inhalants

Effect on the mind:
Inhalant abuse can cause damage to the parts of the brain that control thinking, moving, vision, and hearing. Cognitive abnormalities can range from mild impairment to severe dementia.

Effect on the body:
Inhaled chemicals are rapidly absorbed through the lungs into the bloodstream and quickly distributed to the brain and other organs. Nearly all inhalants produce effects similar to anesthetics, which slow down the body's function. Depending on the degree of abuse, the user can experience slight stimulation, feeling of less inhibition, or loss of consciousness.

Within minutes of inhalation, the user experiences intoxication along with other effects similar to those produced by alcohol. These effects may include slurred speech, an inability to coordinate movements, euphoria, and dizziness. After heavy use of inhalants, users may feel drowsy for several hours and experience a lingering headache.

Additional symptoms exhibited by long-term inhalant users include:

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- Weight loss, muscle weakness, disorientation, inattentiveness, lack of coordination, irritability, depression, and damage to the nervous system and other organs
- Some of the damaging effects to the body may be at least partially reversible when inhalant abuse is stopped; however, many of the effects from prolonged abuse are irreversible.
- Prolonged sniffing of the highly concentrated chemicals in solvents or aerosol sprays can induce irregular and rapid heart rhythms and lead to heart failure and death within minutes.

There is a common link between inhalant use and problems in school – failing grades, chronic absences, and general apathy.

Other signs include:
Paint or stains on body or clothing; spots or sores around the mouth; red or runny eyes or nose; chemical breath odor; drunk, dazed, or dizzy appearance; nausea; loss of appetite; anxiety; excitability; and irritability.

Source: https://www.dea.gov/sites/default/files/2020-04/Drugs%20of%20Abuse%202020-Web%20Version-508%20compliant-4-24-20_0.pdf

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Appendix B – Federal and State Penalties

Trafficking Drugs

DRUG/SCHEDULE	QUANTITY	PENALTIES	QUANTITY	PENALTIES
Cocaine (Schedule II)	500–4999 grams mixture	**First Offense:** Not less than 5 yrs, and not more than 40 yrs. If death or serious injury, not less than 20 or more than life. Fine of not more than $5 million if an individual, $25 million if not an individual. **Second Offense:** Not less than 10 yrs, and not more than life. If death or serious injury, life imprisonment. Fine of not more than $8 million if an individual, $50 million if not an individual.	5 kgs or more mixture	**First Offense:** Not less than 10 yrs, and not more than life. If death or serious injury, not less than 20 or more than life. Fine of not more than $10 million if an individual, $50 million if not an individual. **Second Offense:** Not less than 20 yrs, and not more than life. If death or serious injury, life imprisonment. Fine of not more than $20 million if an individual, $75 million if not an individual. **2 or More Prior Offenses:** Life imprisonment. Fine of not more than $20 million if an individual, $75 million if not an individual.
Cocaine Base (Schedule II)	28–279 grams mixture		280 grams or more mixture	
Fentanyl (Schedule II)	40–399 grams mixture		400 grams or more mixture	
Fentanyl Analogue (Schedule I)	10–99 grams mixture		100 grams or more mixture	
Heroin (Schedule I)	100–999 grams mixture		1 kg or more mixture	
LSD (Schedule I)	1–9 grams mixture		10 grams or more mixture	
Methamphetamine (Schedule II)	5–49 grams pure or 50–499 grams mixture		50 grams or more pure or 500 grams or more mixture	
PCP (Schedule II)	10–99 grams pure or 100–999 grams mixture		100 gm or more pure or 1 kg or more mixture	

		PENALTIES
Other Schedule I & II drugs (and any drug product containing Gamma Hydroxybutyric Acid)	Any amount	**First Offense:** Not more than 20 yrs. If death or serious injury, not less than 20 yrs, or more than life. Fine $1 million if an individual, $5 million if not an individual. **Second Offense:** Not more than 30 yrs. If death or serious bodily injury, life imprison- ment. Fine $2 million if an individual, $10 million if not an individual.
Flunitrazepam (Schedule IV)	1 gram	
Other Schedule III drugs	Any amount	**First Offense:** Not more than 10 years. If death or serious injury, not more that 15 yrs. Fine not more than $500,000 if an individual, $2.5 million if not an individu- al. **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.
All other Schedule IV drugs	Any amount	**First Offense:** Not more than 5 yrs. Fine not more than $250,000 if an individ- ual, $1 million if not an individual. **Second Offense:** Not more than 10 yrs. Fine not more than $500,000 if an individ- ual, $2 million if other than an individual.
Flunitrazepam (Schedule IV)	Other than 1 gram or more	
All Schedule V drugs	Any amount	**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 individ- ual, $500,000 if not an individual.

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Trafficking Marijuana

DRUG	QUANTITY	1st OFFENSE	2nd OFFENSE *
Marijuana (Schedule I)	1,000 kg or more marijuana mixture; or 1,000 or more marijuana plants	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 life. Fine not more than $10 million if an individual, $50 million if other than an individual.	Not less than 20 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than $20 moillion if an individual, $75 million if other than an individual.
Marijuana (Schedule I)	100 kg to 999 kg marijuana mixture; or 100 to 999 marijuana plants	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 life. Fine not more than $5 million if an individual, $25 million if other than an individual.	Not less than 10 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than $20 moillion if an individual, $75 million if other than an individual.
Marijuana (Schedule I)	More than 10 kgs hashish; 50 to 99 kg marijuana mixture More than 1 kg of hashish oil; 50 to 99 marijuana plants	Not less 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.	Not less than 30 yrs. If death or serious bodily injury, life imprisonment. Fine $2 million if an individual, $10 million if other than an individual.
Marijuana (Schedule I)	Less than 50 kilograms marijuana (but does not include 50 or more marijuana plants regardless of weight) marijuana plants; 1 to 49 marijuana plants;	Not less than 5 yrs. Fine not more than $250,000, $1 million if other than an individual	Not less than 10 yrs. Fine $500,000 if an individual, $2 million if other than individual
Hashish (Schedule I)	10 kg or less		
Hashish Oil (Schedule I)	1 kg or less		

*The minimum sentence for a violation after two or more prior convictions for a felony drug offense have become final is a mandatory term of life imprisonment without release and a fine up to $20 million if an individual and $75 million if other than an individual.

Source: https://www.dea.gov/sites/default/files/2021-12/Trafficking%20Penalties.pdf

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Illinois Laws and Penalties

Offense	Penalty	Incarceration	Max. Fine
Possession			
30 g or less*	No Penalty	None	$ 0
More than 30 - 100 g (first offense)*	Misdemeanor	1 year	$ 2,500
More than 30 - 100 g (subsequent offense)*	Felony	1 - 3 years	$ 25,000
More than 100 - 500 g	Felony	1 - 3 years	$ 25,000
More than 500 - 2000 g	Felony	2 - 5 years	$ 25,000
More than 2000 - 5000 g	Felony	3 - 7 years	$ 25,000
More than 5000 g	Felony	4 - 15 years	$ 25,000
* Illinois resident -- non-residents may possess up to 15 grams.			
Sale or Trafficking			
2.5 g or less	Misdemeanor	6 months	$ 1,500
More than 2.5 - 10 g	Misdemeanor	1 year	$ 2,500
More than 10 - 30 g	Felony	1 - 3 years	$ 25,000
More than 30 - 500 g	Felony	2 - 5 years	$ 50,000
More than 500 - 2000 g	Felony	3 - 7 years	$ 100,000
More than 2000 - 5000 g	Felony	4 - 15 years	$ 150,000
More than 5000 g	Felony	6** - 30 years	$ 200,000
** Mandatory minimum sentence			
Delivery on school grounds carries increased incarceration and fines			
Bringing 2500 grams or more of marijuana into the State of Illinois is trafficking and brings a mandatory minimum sentence of twice the minimum sentence as sale of marijuana.			

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Cultivation

5 plants or less for registered medical cannabis patient	No penalty	None	$ 0
5 plants or less for personal use	Violation	None	$ 200
More than 5 - 20 plants	Felony	1 - 3 years	$ 25,000
More than 20 - 50 plants	Felony	2 - 5 years	$ 25,000
More than 50 - 200 plants	Felony	3 - 7 years	$ 100,000
More than 200 plants	Felony	4 - 15 years	$ 100,000

Hash & Concentrates

5 g or less*	No Penalty	None	$ 0

Penalties for hashish are the same as for marijuana. Please see the marijuana penalties section for further details.

* Illinois resident – non-residents may possess up to 2.5 grams.

Paraphernalia

Possession of paraphernalia	Misdemeanor	1 year	$ 2,500
Sale of paraphernalia	Felony	1 - 3 years	$ 25,000
Sale to a minor	Felony	2 - 5 years	$ 25,000
Sale to a pregnant woman	Felony	3 - 7 years	$ 25,000

Miscellaneous

Civil Asset Forfeiture - Property is subject to forfeiture.

Source: https://norml.org/laws/illinois-penalties/

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Appendix C – All College Campus Email Notification for Students

TO: Principia College Students
FROM: Dean of Students
RE: Drug Free Campus and Workplace Notice for Students

All students have the right to pursue their individual and collective goals in a safe and healthy education and work environment that is free from the effects of alcohol and other drug (AOD) misuse. Students have a personal responsibility to adhere to all the applicable laws, policies, and regulations governing the use of alcohol or other drugs. Students who violate these policies will be held accountable for their behavior and will be subject to appropriate disciplinary sanctions. The Student Code of Conduct sets the standard for individual responsibilities.

In compliance with the federal Drug-Free Schools and Communities Act Amendments (DFSCA) of 1989 and the Drug-Free Workplace Act, Principia College regularly notifies you that the latest Drug and Alcohol Prevention Plan is available. The College urges you to read through the plan and become familiar with:

1. Standards of Conduct: Code of Conduct
2. Violation of Substance Use Policy: Offense Levels
3. Drug and Alcohol Counseling, Treatment, or Rehabilitation Programs
4. Health Risks and Legal Sanctions: Substance misuse can create serious health risks and result in the imposition of a range of criminal penalties, including large fines and imprisonment.

The institution will provide a paper copy of this information upon request

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Appendix D – All-Campus Notification Email for Faculty and Staff

Dear Faculty and Staff,

You are receiving this notification in accordance with the federal Drug-Free Schools and Communities Act Amendments (DFSCA) of 1989 and the Drug-Free Workplace Act, which requires colleges and universities to provide students and employees information annually about the College's Drug and Alcohol Abuse Prevention Plan.

Principia is committed to providing a safe, healthy, and productive work environment conducive to spiritual growth. Consistent with this commitment, it is the intent of Principia to maintain an alcohol-, drug-, and tobacco-free workplace. The policies are contained within the Employee Handbook.

Principia expressly prohibits employees from engaging in the following activities when they are on duty, conducting Principia business, or representing Principia (including wearing Principia gear), or on Principia premises (whether working or not):

- The use, abuse, or being under the influence of alcohol, illegal drugs, or other impairing substances,
- The possession, sale, manufacture, purchase, transfer, or transit of any illegal or unauthorized drug, including prescription medication that is not prescribed to the individual, or drug-related paraphernalia.
- The illegal use or abuse of prescription drugs, and
- The use of tobacco and nicotine products (except in designated smoking areas).

While the use of marijuana has been legalized under some state laws for medicinal and/or recreational uses, it remains an illegal drug under federal law. Principia does not discriminate against employees solely on the basis of their lawful off-duty use of marijuana. You may not consume or be under the influence of marijuana while on duty, at work, or on Principia premises. Principia may conduct employee drug tests as deemed appropriate. If you have a valid prescription for medical marijuana, refer to the Accommodation Policy for additional information. (See Employee Handbook.) Nothing in this policy is meant to prohibit your appropriate use of over-the-counter medication or other medication that can legally be prescribed under both federal and state law if it does not impair your job performance, safety, or the safety of others. Inform your manager if you believe the legal medication you take may impair your job performance, safety, or the safety of others or if you believe you need a reasonable accommodation before reporting to work while under the influence of that medication.

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Please refer to the Principia College Drug and Alcohol Prevention Plan for a more detailed description of these health risks, laws, and penalties.

If you have any questions or need any additional information, you may reach out to HR@principia.edu