

2024

Alliant International University

Alcohol and Drug Free School and Workplace Policy

May 2024

Introduction

The Drug Free Workplace Act of 1988 and the Drug Free Schools and Communities Act of 1989 require that each college and University, receiving federal financial assistance provide, annually, the following information to all students and employees about compliance with these laws. In compliance with applicable law, the university will distribute annually in writing to employees and students' information regarding this policy. This will include a description of the applicable legal sanctions for the unlawful possession or distribution of illicit drugs or alcohol; a description of the health risks associated with the use of illicit drugs and the abuse of alcohol; and a description of assistance resources available to employee and students.

Policy Statement

Alliant International University is dedicated to fostering personal and institutional excellence and strives to provide conditions under which the University operates effectively, efficiently, and with the highest standards of integrity. The University strictly prohibits the unlawful manufacture, distribution, dispensing, possession, use, sale, purchase, transfer, consumption, or being under the influence of a controlled substance on University property or as part of any University-sponsored activity. The University also prohibits the abuse of prescription drugs as well as the illegal use, purchase, sale or attempted sale of prescription drugs. The use of alcoholic beverages while on University premises, including meal periods and breaks, is absolutely prohibited except when authorized by the President's Office for approved University functions, or as set out in the Alcohol Use Policy. However, being under the influence of alcohol at any University function is prohibited.

All students, faculty, and staff of Alliant International University and their guests and visitors are subject to applicable California state law and Alliant International University's alcohol policy regarding possession and consumption of alcohol. Please also see the University's Drug Free School and Workplace Policy Statement.

University Standards and Procedures

Under special circumstances, with the advance, written approval of the University President, permission for alcohol consumption at an event held on the University campus may be granted if:

1. Possession and consumption of alcohol on campus is permitted by persons 21 years of age only at pre-approved University sponsored events.
2. Individuals are required to comply with all requests by staff or campus security for showing proof that they are at least 21 years of age. Failure to comply with such a request will subject the individual to disciplinary sanctions up to and including expulsion or termination from the University.
3. Possession, consumption and storage of alcohol is prohibited in all common areas, including, but not limited to: lobbies, public lounges, hallways, stairwells, bathrooms, landings, or outdoor areas.
4. Furnishing alcohol to a person under the age of 21 years on University property or at a University-sponsored event (on or off campus) is prohibited.
5. Public display of intoxication while on University property or at a University-sponsored event is prohibited.

6. Driving while under the influence of alcohol is prohibited.

Approval Procedures

1. The event is sponsored by a university department or registered campus organization and violations of any applicable California state law and/or the University's alcohol policies are the responsibility of the individual and the sponsoring organization(s) or its representatives.
2. The facility being utilized is to be scheduled through Campus Facilities.
3. The sponsoring organization(s) and its representative(s) establish and maintain strict controls for the events and will ensure that no minors consume, are served or transport alcoholic beverages to the facility or area.

Standards

1. All alcoholic beverages must be served by a certified Alcohol Beverage Control trained server.
2. The event shall be considered a closed function open to the members of the sponsoring group and their invited guests only.
3. Required administrative procedures will be followed and forms completed prior to approval of the event. [The University's Alcohol Service Request Form](#) must be submitted to the Campus Director and Campus Facilities two weeks prior to the scheduled event.
4. Possession and consumption of alcohol on campus is permitted by persons 21 years of age only at pre-approved University sponsored events.
5. The Student Government Association and the University will not allocate funds to student organizations for off-campus events where alcohol is served, with the exception of instances where a proprietor with a liquor license assumes full responsibility for the selling, dispensing and control of any alcohol available to guests or participants at the event. The location proprietor must provide a copy of their ABC license and proof of insurance.
6. Any and all types of advertising for any event, on or off campus, must not include information that alcohol will be served. This includes public media, campus calendars, student newsletters, flyers, banners, posters or invitations. The mention of alcoholic beverages cannot be included in advertising for the event, in any manner (i.e., words or phrases).

Alcohol & Drug Risks and Resources

As an educational institution, the University is primarily concerned with helping the individual students achieve academic goals. When health problems arise, the University may assist and guide a student whose mental or physical health is threatened. Because of the health hazards, students who choose to use alcohol or other drugs should do so in moderation. Should students or employees or their friends have a problem with alcohol or other drugs, there are several resources at the University where one can receive assistance.

The following provides information on the health risks associated with the abuse of alcohol and use of illicit drugs. The U.S. Department of Justice provides information on the effects of alcohol and commonly used drugs and can be referenced on the U.S. Department of Justice's website at www.dea.gov/factsheets

Alcohol Abuse Symptoms and Effects

Alcohol is the most widely used drug on American college and university campuses. Each year there are serious injuries and deaths resulting from its misuse. Alcohol abuse can lead to injuries, automobile accidents, fights, sexual assaults, vandalism, academic failure, an increased risk of AIDS and other sexually transmitted diseases, and even death by suicide, alcohol poisoning, drowning, falls, and other causes. This information is designed to give you an understanding of the properties of alcohol and health risks related to its use. Although many people do not think of it as a drug, alcohol is a powerful mood-altering substance. Technically, it falls into a class of drugs known as sedative-hypnotic. Alcohol depresses the brain centers for self-control and inhibition, which often leads to loud or aggressive behavior and makes alcohol appear to act like a stimulant. Like all drugs, its effects depend on the dosage.

According to the Surgeon General, women should not drink alcoholic beverages during pregnancy because of the risk of birth defects. Consumption of alcoholic beverages impairs the ability to drive a car or operate machinery and may cause health problems. If you drink on an empty stomach, are tired, sick, upset, or have taken medicine or drugs, you can be unsafe with fewer drinks. Persons who choose to drink alcohol are encouraged to use alcohol responsibly and in moderation.

Two Key Concepts About Alcohol

Impairment: This refers to the deficits in performance, judgment, memory, and motor skills, which occur because of alcohol consumption. Impairment becomes noticeable at blood alcohol levels of 0.05, which can occur when as few as two drinks are consumed.

The deceptive part about impairment is that, by definition, impaired judgment cannot recognize its own impairment. The individual thinks he or she is functioning well, when actually he/she is not. Later, there is an impaired memory of the impaired performance.

Impairment can be a group process. If a group of individuals is drinking heavily, they may reassure one another that they are all functioning well, when in fact each of them has significant mental and behavioral impairment that would be obvious to someone who has not been drinking.

Tolerance: Tolerance means that a drug becomes less effective with repeated usage, and that higher and higher doses are needed to gain the same feeling as before. It is the body's way of adapting to having a foreign substance in the system.

People develop a high tolerance to alcohol when they drink over an extended length of time. This does not mean all in one night but repeated usage of alcohol over many weeks, months, or years. While tolerance may seem to some to be desirable, it significantly increases the risk of alcoholism, long-term health problems, and social problems. For instance, alcohol taken in larger quantities over a long period can damage many body organs, including the liver, heart, and brain. In addition, a person with high tolerance may not feel or look intoxicated when consuming large amounts of alcohol, but his or her cognitive and psychomotor skills are nevertheless impaired. For example, a heavy drinker could still be lucid with a blood alcohol concentration of 0.25, whereas the average person would barely be able to function. Even so, both people would be dangerous on the highway. If an individual has established such high tolerance that she/he can be aware and functional at high blood alcohol levels, this fact by itself usually indicates an alcohol problem or addiction.

Other Drug Abuse Symptoms and Effects

Cocaine: Cocaine is a strong central nervous system stimulant that interferes with the re-absorption process of dopamine, a chemical messenger associated with pleasure and movement. Dopamine is released as part of the brain's reward system and is involved in the high that characterizes cocaine consumption. The physical effects of cocaine use include constricted peripheral blood vessels, dilated pupils, and increased temperature, heart rate, and blood pressure. The duration of cocaine's immediate euphoric effects, which include hyper-stimulation, reduced fatigue, and mental clarity, depends on the route of administration. High doses of cocaine and/or prolonged use can trigger paranoia. Smoking crack cocaine can produce a particularly aggressive paranoid behavior in users. When addicted individuals stop using cocaine, they often become depressed, which may lead to further cocaine use to alleviate depression. Prolonged cocaine snorting can result in ulceration of the mucous membrane of the nose and can damage the nasal septum enough to cause it to collapse. Cocaine-related deaths are often a result of cardiac arrest or seizures followed by respiratory arrest.

Fentanyl: Fentanyl is a synthetic opioid and is a very powerful anesthetic (30-50 times more potent than heroin and 50-100 times more potent than morphine) most often used with patients who are already taking other opioids to relieve chronic or breakthrough pain (such as the pain caused by cancer). Like heroin, morphine, and other opioid drugs, fentanyl works by binding to the body's opioid receptors, which are found in areas of the brain that control pain and emotions. Fentanyl, similar to other commonly used opioid analgesics (e.g., morphine), produces effects such as relaxation, euphoria, pain relief, sedation, confusion, drowsiness, dizziness, nausea, vomiting, urinary retention, pupillary constriction, and respiratory depression. Overdose may result in stupor, changes in eye pupil size, cold and clammy skin, cyanosis (bluing of extremities), coma, and respiratory failure leading to death. The presence of triad of symptoms such as coma, pinpoint pupils, and respiratory depression are strongly suggestive of opioid poisoning.

Heroin: Heroin abuse is associated with serious health conditions including fatal overdose, spontaneous abortion, collapsed veins, and infectious diseases, including HIV/AIDS and hepatitis. Mental functioning becomes clouded due to depression of the central nervous system. Long-term effects of heroin appear after repeated use for some period of time. Chronic users may develop collapsed veins, infection of the heart lining and valves, abscesses, cellulitis, and liver disease. Pulmonary complications, including various types of pneumonia, may result from the poor health condition of the abuser, as well as from heroin's depressing effects on respiration.

LSD: The effects of LSD are unpredictable. They depend on the amount taken; the user's personality, mood, and expectations; and the surroundings in which the drug is used. Usually, the user feels the first effects of the drug 30 to 90 minutes after taking it. The physical effects include dilated pupils, higher body temperature, increased heart rate and blood pressure, sweating, loss of appetite, sleeplessness, dry mouth, and tremors. LSD is not considered an addictive drug since it does not produce compulsive drug-seeking behavior as do cocaine, amphetamine, heroin, alcohol, and nicotine. However, like many of the addictive drugs, LSD produces tolerance, so some users who take the drug repeatedly must take progressively higher doses to achieve the state of intoxication they had previously achieved. This is an extremely dangerous practice, given the unpredictability of the drug. The National Institute on Drug Abuse (NIDA) is funding studies that focus on the neurochemical and behavioral properties of LSD. This research will provide a greater understanding of the effects of the drug.

Marijuana: Recent research findings indicate that long-term use of marijuana produces changes in the brain similar to those seen after long-term use of other major drugs of abuse. Someone who smokes marijuana regularly may have many of the same respiratory problems as tobacco smokers. These individuals may have daily cough and phlegm, symptoms of chronic bronchitis, and more frequent chest colds. Continuing to smoke marijuana can lead to abnormal functioning of lung tissue injured or destroyed by marijuana smoke.

MDMA (Ecstasy): MDMA causes injury to the brain, affecting neurons that use the chemical serotonin to communicate with other neurons. The serotonin system plays a direct role in regulating mood, aggression, sexual activity, sleep, and sensitivity to pain. Many of the risks users face with MDMA use are similar to those found with the use of cocaine and amphetamines, such as: psychological difficulties including confusion, depression, sleep problems, drug craving, severe anxiety, and paranoia – during and sometimes weeks after taking MDMA; physical symptoms such as muscle tension, involuntary teeth clenching, nausea, blurred vision, rapid eye movement, faintness, and chills or sweating; and increases in heart rate and blood pressure, a special risk for people with circulatory or heart disease. There is also evidence that people who develop a rash that looks like acne after using MDMA may be risking severe side effects, including liver damage, if they continue to use the drug.

Methamphetamine: Methamphetamine releases high levels of the neurotransmitter dopamine which stimulates brain cells enhancing mood and body movement. It also appears to have a neurotoxic effect damaging brain cells that contain dopamine and serotonin, another neurotransmitter. Over time, methamphetamine appears to cause reduced levels of dopamine, which can result in symptoms like those of Parkinson's disease, a severe movement disorder. Users may become addicted quickly and use it with increasing frequency and in increasing doses. The central nervous system (CNS) actions that result from taking even small amounts of methamphetamine include increased wakefulness, increased physical activity, decreased appetite, increased respiration, hyperthermia, and euphoria. Other CNS effects include irritability, insomnia, confusion, tremors, convulsions, anxiety, paranoia, and aggressiveness.

Rohypnol, GHB, and Ketamine: Coma and seizures can occur following abuse of GHB and, when combined with methamphetamine, there appears to be an increased risk of seizure. Combining use with other drugs such as alcohol can result in nausea and difficulty breathing. GHB may also produce withdrawal effects, including insomnia, anxiety, tremors, and sweating. In October 1996, because of concern about Rohypnol, GHB, and other similarly abused sedative-hypnotics, Congress passed the "Drug-Induced Rape Prevention and Punishment Act of 1996." This legislation increased federal penalties for use of any controlled substance to aid in sexual assault.

Recovery and Prevention Resources

Voluntary Rehabilitation

Alliant International University supports students, staff, and faculty who voluntarily seek rehabilitation for drug/alcohol-related problems. A list of resources in your area is listed in the following pages. These resources may be accessed for drug education programs as well as for drug rehabilitation programs.

Students may contact the Director of Campus Services at their campus location. Student who chooses to avail themselves of a rehabilitation program, will be provided with an Approved Academic Absence in accordance with the applicable policy.

Employees may contact the Office of People and Culture, for confidential assistance in this matter or for additional local resources in your area. The employee health plan may provide programs for substance use, abuse, and dependency.

If an employee chooses to take advantage of a rehabilitation program, the University will attempt to accommodate the employee with a “reasonable” leave of absence. Accrued sick leave and vacation benefits may be applied toward this leave but will not continue to accrue once expended. Health insurance benefits may be continued at the employees’ expense under COBRA.

The following is a select list of resources:

Student Assistance Program (SAP)

- Alliant Student Assistance Program: <https://alliant.mysupportportal.com/>, 1-866-893-LINC (5462), option 2, Passcode: alliant (Alliant email required to login)

Employee Assistance Program (EAP)

- Alliant Employee Assistance Program: For immediate assistance, please call the Care Center at 1-800-634-6433
- Website: <https://members2.mylifematters.com/portal/welcome/sso>
 - LifeMatters: App Store
 - LifeMatters: Google Play
 - Password: Bert1 (Alliant email required to login)

Nationwide

- 24/7 Treatment Referral Line (SAMHSA): 800.662.4357 (HELP)
- Alcoholics Anonymous: www.aa.org
- Narcotics Anonymous: www.na.org
- National Council on Alcoholism and Drug Dependence: www.recovered.org
- Smart Recovery: www.smartrecovery.org

Fresno

- Alcoholics Anonymous: Fresno: 559.221.6907; www.fresnoaa.org
- Fresno County Crisis line: 800.654.3937 — 24-hour/7-day hotline
- Narcotics Anonymous: 559.734.0403; www.kingstularena.net
- National Council on Alcoholism and Drug Dependence: 559.688.2994
- Smart Recovery: 559.213.0098 or 559.326.9509

Irvine

- Narcotics Anonymous: 714.590-2388; www.orangecountyna.org
- Alcoholics Anonymous: 714.556.4555; www.oc-aa.org/.org

- National Council on Alcoholism and Drug Dependence: 949.770.1191; www.partners4wellness.org
- Orange County Crisis Prevention Hotline: 877.727.4747 — 24-hour/7-day hotline

Los Angeles

- Alcoholics Anonymous: 800.923.8722; www.la-coaa.org
- LA County Mental Health Services: 800.854.7771 — 24-hour/7-day hotline

Narcotics Anonymous

- Hollywood: 323.850.1624; www.hollywoodna.org
- Westside (Santa Monica): 310.390.0279; www.westsidena.org
- National Council on Alcoholism and Drug Dependence East San Gabriel and Pomona Valleys: 626.331.5316; www.ncaddesgpv.org
- Pasadena: 626.795.9127; www.socialmodelrecovery.org

SMART Recovery

- Los Angeles: 310.625.6058 or 323.450.9656 or 213.986.6259
- Pasadena: 818.415.5706
- Santa Monica: 323.466.4708

Sacramento

- Alcoholics Anonymous: 916.454.1100; www.aasacramento.org
- County of Sacramento Crisis Line: 888.881.4881 — 24-hour/7-day hotline
- Narcotics Anonymous: 877.623.6363; www.sacfn.org

San Diego

- County of San Diego Access and Crisis Line: 888.724.7240 — 24-hour/7-day hotline
- Alcoholics Anonymous: 619.265.8762; www.aasandiego.org

Narcotics Anonymous: 800.479.0062; www.sandiegona.org

San Francisco Bay Area

Alcoholics Anonymous

- Oakland: 510.839.8900; www.eastbayaa.org
- San Francisco: 415.674.1821; www.aasfmarin.org
- San Mateo: 650.577.1310; www.aa-san-mateo.org
- Santa Rosa: 707.544.1300; www.sonomacountyaa.org
- City of San Francisco 24-Hour Hotline: 415.781.0500 — 24-hour/7-day hotline

Narcotics Anonymous

- Alameda County: 510.444.4673 (HOPE); www.naalamedacounty.org
- Marin: 877.612.7837; www.mcfna.org

- National Council on Alcoholism and Drug Dependence: 415.296.9900;
<https://www.ncaddms.org/>
- SMART Recovery: 415.673.2848

Statewide

- California Department of Health and Human Services <https://www.chhs.ca.gov/>

Policy Violations and Sanctions

Employees

Reports to the Office of People and Culture of an employee being under the influence of drugs or alcohol during work hours will be immediately investigated. The University reserves the right to take reasonable steps to determine if an employee is under the influence, including requiring non-invasive drug testing. Should an employee be found to have been under the influence in violation of this policy, disciplinary actions include, but are not limited to: suspension from work (unpaid), being placed on a Performance Improvement Plan (PIP), or termination of employment.

Students

Using or being under the influence of unauthorized drugs while attending University approved functions is also prohibited. Violation of this policy will constitute grounds for disciplinary action. Alliant International University will impose sanctions for violation of this policy which may include completion of an appropriate rehabilitation program, expulsion from school, or referral to the authorities for prosecution. Even though California passed Prop 64 in 2016 allowing recreational and medical use of marijuana in California, federal laws require Alliant International University to prohibit all illegal drug use. Since marijuana is still illegal under federal law, it remains an illegal substance to possess, sell, or use at Alliant International University.

Failure to comply with this policy may result in disciplinary action which may include probation, suspension, or expulsion from the University. Student violations will be reviewed under the [Non-Academic Student Code of Conduct](#) procedures.

Federal and State Law and Regulations

Federal Laws

A. Possession of Illicit Drugs

- (1) Federal laws prohibit illegal possession of controlled substances (U.S. Department of Justice and Drug Enforcement Administration).
 - (a) First offense: prison sentences up to one year and a minimum fine of \$1,000.
 - (b) Second offense: prison sentences up to two years and fined a minimum of \$2,500.
 - (c) Third offense: prison sentences up to three years and fined a minimum of \$5,000.
 - (d) Special sentencing provisions apply for possession of flunitrazepam, including imprisonment of three years as well as the fine schedule referenced above.

B. Trafficking of Illicit Drugs

(1) Under federal law, the manufacture, distribution, dispensation or possession with intent to manufacture, distribute or dispense of all Schedule I and II illicit drugs (e.g., cocaine, ecgonine, methamphetamines, heroin, PCP, LSD and all mixtures containing such substances) is a felony.

(a) First offense: (dependent upon the amount and type of substance) prison sentences of ten years to life (20 years to life if death or serious bodily injury is involved) and fines of up to \$10,000,000 for offenses by individuals (\$50,000,000 for other than individuals).

(b) Second offense: (dependent upon the amount and type of substance) prison sentences of 20 years to life (life imprisonment if death or serious bodily injury is involved) and fines up to \$20,000,000 for offenses by individuals (\$75,000,000 for other than individuals)

(2) Federal law also prohibits trafficking in marijuana, hashish, hashish oil and mixtures containing such substances.

(a) First offense: prison sentence up to five years and fines of up to \$250,000 for offenses by individuals (\$1,000,000 for other than individuals). Penalties vary depending upon the quantity of drugs involved.

(b) Second offense: prison sentence up to ten years, and fines of up to \$500,000 for offenses by individuals (\$2,000,000 for other than individuals).

(3) The trafficking of medically useful drugs (e.g., prescription and over-the-counter drugs) is illegal. Outcomes for trafficking of such drugs is dependent upon which Schedule the substance falls under according to the Controlled Substances Act (CSA).

For more information, please see: [United States Drug Enforcement Administration](#)

State of California Laws

A. Alcohol

(1) It is a crime to sell, furnish or give alcoholic beverages to a person under age 21 or to any obviously intoxicated person (California Business & Professions Code 25658 & 25602).

(2) It is a crime for a person under the age of 21 to purchase or possess alcoholic beverages (California Business & Professions Code 25658 & 25662).

(3) It is a crime to sell alcohol without a valid liquor license or permit (California Business & Professions Code 23301).

(4) It is a crime for any person to drink any alcoholic beverage while driving a motor vehicle, to drink any alcoholic beverage while riding as a passenger in any motor vehicle or to drive under the influence of alcohol (California Vehicle Code 23220-23222 & 23152).

(5) It is a crime to be intoxicated in a public place (California Penal Code 647(f)).

(6) Intoxication is presumed at blood levels of .08% or higher (California Vehicle Code 23152).

For more information, please see:

www.abc.ca.gov/law-and-policy

[California Legislative Information](#)

B. Penalties for Drunk Driving Offenses

- (1) First offense: fines up to \$1,000, imprisonment up to six months, driver's license suspension up to six months and interlock ignition device required in some counties.
- (2) Second offense: fines up to \$1,000, imprisonment up to one year, driver's license suspension up to one year and interlock ignition device required up to one year.
- (3) Third offense: fines up to \$1,800, imprisonment up to one year driver's license suspension up to three years and interlock ignition device required up to two years.
- (4) Refusal to submit to a blood alcohol content test: \$125 fine and driving privileges are suspended for one year, for two years if there is a prior offense within 10 years and for three years with three or more offenses within 10 years.
- (5) Drivers under the age of 21 found with any measurable amount of blood alcohol (.01% or more) will be fined up to \$300 and will have their driver's license suspended for one year and will be required to attend DUI school. If the driver does not have a license, there will be a one-year delay in obtaining one.

C. Marijuana

- (1) It is a crime for any person to smoke or ingest marijuana or any marijuana product while driving a motor vehicle, to smoke or ingest marijuana or any marijuana product while riding as a passenger in any motor vehicle or be under the influence of any illegal drug while driving a motor vehicle (California Vehicle Code 23220, 23221 & 23152).

D. Illicit Drugs

- (1) Under California law, first offenses involving the sale or possession for sale of amphetamines, codeine, cocaine, heroin, LSD, mescaline, methadone, methamphetamine, morphine, PCP, peyote, and psilocybin (among others) are felonies carrying prison terms of up to four years (California Health & Safety Code 11054, 11055 & 11351).
- (2) If the offense involved heroin, cocaine, cocaine base, or any analog of these substances and occurred upon the grounds of, or within, a church or synagogue, a playground, a public or private youth center, a child day care facility, or a public swimming pool, during hours in which the facility is open for business, classes, or school-related programs, or at any time when minors are using the facility, the defendant shall, as a full and separately served enhancement to any other enhancement provided in paragraph (3), be punished by imprisonment in the state prison for one year (California Health & Safety Code 11353.1).
- (3) It is unlawful to possess any pipe, or any device, contrivance, instrument, or paraphernalia used for unlawfully injecting or smoking a controlled substance from Section 11054 and Section 11055 (California Health & Safety Code 11364).
- (4) Personal property may be subject to forfeiture if it contains drugs or was used in a drug manufacture, sale, possession for sale, offer for sale, offer to manufacture or conspiracy to commit one of these

offenses, if the exchange, violation, or other conduct which is the basis for the forfeiture occurred within five years of the seizure of the property, or the filing of a petition under this chapter, or the issuance of an order of forfeiture of the property, whichever comes first (California Health & Safety Code 11470).

(5) The illegal possession of most of the above-mentioned drugs may be felonies or misdemeanors depending upon amounts involved.

(6) The California Legislature declares that the dispensing and furnishing of prescription drugs, controlled substances and dangerous drugs or dangerous devices without a license poses a significant threat to the health, safety and welfare of all persons residing in the state. It is the intent of the Legislature in enacting this provision to enhance the penalties attached to this illicit and dangerous conduct. (California Health & Safety Code 11352.1).

For more information, please see:

[California Legislative Information](#)