

College for Technical Education
Lexington, KY

College for
Technical
Education

Drug Free Schools and Communities Act Information
Drug and Alcohol Abuse Prevention (DAAPP)
And Biennial Review
July 20, 2018

Employment Solutions, Inc. / College for Technical Education's mission: to assist people with barriers to employment to become self-sufficient. With the understanding that some of those barriers may be drug and alcohol related, it is the mission of the college to assist students with receiving help if sought out. It is also the strong desire to work towards a complete drug and alcohol free campus. The safety and security of our students and faculty are of prime concern. Students are all provided this information during their initial orientation and staff/faculty/employees are provided with updates as required by law. All educational programs with Employment Solutions, Inc./College for Technical Education are designed to be completed in less than one year.

In keeping with the mission and as a requirement to stay in compliance with the Department of Education Drug-Free Schools and Campuses Act, the College for Technical Education provides the information enclosed to all students and employees of the College on an annual basis. Information within discusses the expectations made of students with the College for Technical Education as it pertains to Drug and Alcohol use. You will also find information on the health risks related to the use of Drugs and Alcohol, where you may seek additional information, policies on campus regarding the use of drugs and alcohol and the sanctions students may face at the campus level and the local, state and federal law enforcement level. Please note that the enclosed information is available to all students and employees through www.cte.edu, with notifications of its updates and availability through transcripts and emails. Additional Policies apply to employees and contractors of Employment Solutions, Inc. / College for Technical Education and annual notification is given to each.

In addition to the information contained herein, you will find the requirement of the biennial report on the efforts being made to reduce the use of drugs and alcohol on campus and to aid students who wish to seek confidential treatment.

Standards of Conduct **Drug and Alcohol-Free Policy**

CTE is an illegal drug and alcohol-free environment. The use of illegal drugs or any traceable amount of alcohol diminishes the capacity of its users to learn, to make sound judgments and to follow rules of safety.

In order to ensure a safe and positive academic environment, CTE enforces a drug and alcohol testing policy. If a student is suspected to be under the influence of any such substance, the Director of Student Affairs and/or the College Director will require the student to take a drug or alcohol test. All attempts at testing the student on the campus will be made. If testing is not a possibility on campus, students are free to obtain independent testing from a local facility. Students who wish independent testing are to do so at their own expense and results from testing at a medical facility will take precedence over onsite testing at the campus.

CTE is a non-residence campus and has no off-campus facility or organizations. If in the future CTE were to have on campus housing or organizations sanctioned for outside activities, students and employees would be held to the same Drug and Alcohol-Free policy.

Suspicion of an employee of the College for Technical Education will be addressed by the Human Resources Department and falls under the ES Employee Drug and Alcohol Abuse Policy.

Sanctions

Sanctions for the use, sale, distribution or manufacturing of illegal drugs and the use, sale and possession of alcohol on campus will result in sanctions on the campus level, but are not limited to the campus policies. Students and Employees found to be in violation of campus policy are subject to both the college sanction and to criminal sanctions provided by federal, state, and local law.

Federal Sanctions

The Federal Government information regarding conviction and the sanctions of the US Drug Enforcement Administration can be found on the web at <http://www.justice.gov/dea/druginfo/ftp3.shtml>.

Federal Trafficking Penalties for Schedules I, II, III, IV, and V (except Marijuana)				
Schedule	Substance/Quantity	Penalty	Substance/Quantity	Penalty
II	Cocaine 500-4999 grams mixture	First Offense: Not less than 5 yrs. and not more than 40 yrs. If death or serious bodily injury, not less than 20 yrs. 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 bodily injury, life imprisonment. Fine of not more than \$8 million if an individual, \$50 million if not an individual.	Cocaine 5 kilograms or more mixture	First Offense: Not less than 10 yrs. and not more than life. If death or serious bodily injury, not less than 20 yrs. 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 bodily 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
II	Cocaine Base 28-279 grams mixture		Cocaine Base 280 grams or more mixture	
IV	Fentanyl 40-399 grams mixture		Fentanyl 400 grams or more mixture	
I	Fentanyl Analogue 10-99 grams mixture		Fentanyl Analogue 100 grams or more mixture	
I	Heroin 100-999 grams mixture		Heroin 1 kilogram or more mixture	
I	LSD 1-9 grams mixture		LSD 10 grams or more mixture	
II	Methamphetamine 5-49 grams pure or 50-499 grams mixture		Methamphetamine 50 grams or more pure or 500 grams or more mixture	
II	PCP 10-99 grams pure or 100-999 grams mixture		PCP 100 grams or more pure or 1 kilogram or more mixture	

		individual.
Substance/Quantity	Penalty	
Any Amount Of Other Schedule I & II Substances	First Offense: Not more 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 not an individual.	
Any Drug Product Containing Gamma Hydroxybutyric Acid	Second Offense: Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if not an individual.	
Flunitrazepam (Schedule IV) 1 Gram	First Offense: Not more than 10 yrs. If death or serious bodily injury, not more than 15 yrs. Fine not more than \$500,000 if an individual, \$2.5 million if not an individual.	
Any Amount Of Other Schedule III Drugs	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.	
Any Amount Of All Other Schedule IV Drugs (other than one gram or more of Flunitrazepam)	First Offense: Not more than 5 yrs. Fine not more than \$250,000 if an individual, \$1 million if not an individual.	
	Second Offense: Not more than 10 yrs. Fine not more than \$500,000 if an individual, \$2 million if other than an individual.	
Any Amount Of All Schedule V Drugs	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 individual, \$500,000 if not an individual.	

Federal Trafficking Penalties for Marijuana, Hashish and Hashish Oil, Schedule I Substances	
Marijuana 1,000 kilograms or more marijuana mixture or 1,000 or more marijuana plants	First Offense: 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 \$10 million if an individual, \$50 million if other than an individual. Second Offense: Not less than 20 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$20 million if an individual, \$75 million if other than an individual.
Marijuana 100 to 999 kilograms marijuana mixture or 100 to 999 marijuana plants	First Offense: 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 \$5 million if an individual, \$25 million if other than an individual. Second Offense: Not less than 10 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$8 million if an individual, \$50million if other than an individual.

Marijuana 50 to 99 kilograms marijuana mixture, 50 to 99 marijuana plants	First Offense: Not more 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. Second Offense: Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if other than an individual.
Hashish More than 10 kilograms	
Hashish Oil More than 1 kilogram	
Marijuana less than 50 kilograms marijuana (but does not include 50 or more marijuana plants regardless of weight) 1 to 49 marijuana plants	First Offense: Not more than 5 yrs. Fine not more than \$250,000, \$1 million if other than an individual. Second Offense: Not more than 10 yrs. Fine \$500,000 if an individual, \$2 million if other than individual.
Hashish 10 kilograms or less	
Hashish Oil 1 kilogram or less	

Kentucky State and local Sanctions

The Commonwealth of Kentucky designates the age of 21 for the use and purchase of alcohol. The use and sale of illicit drugs by any age group, is illegal in the Commonwealth and may lead to punishment by the courts and may include fines up to and including incarceration. Below is a chart outlining the Kentucky State laws. This information is from <http://norml.org/laws/penalties/item/kentucky-penalties-2>

Offense	Penalty	Incarceration	Max. Fine
Possession			
Less than 8 oz.	misdemeanor	45 days	\$ 250
Sale or Trafficking			
Less than 8 oz. (first offense)	misdemeanor	1 year	\$ 500
Less than 8 oz. (subsequent offense)	felony	1* - 5 years	\$ 10,000
8 oz. - 5 lbs. (first offense)	felony	1* - 5 years	\$ 10,000
8 oz. - 5 lbs. (subsequent offense)	felony	5* - 10 years	\$ 10,000

5 lbs. or more (first offense)	felony	5* - 10 years	\$ 10,000
5 lbs. or more (subsequent offense)	felony	10* - 20 years	\$ 10,000
To a minor (first offense)	felony	5* - 10 years	\$ 10,000
To a minor (subsequent offense)	felony	10* - 20 years	\$ 10,000
Within 1000 yards of a school or park	felony	1* - 5 years	\$ 10,000

* Mandatory minimum sentence

Cultivation

Less than 5 plants (first offense)	misdemeanor	1 year	\$ 500
Less than 5 plants (subsequent offense)	felony	1* - 5 years	\$ 10,000
5 plants or more (first offense)	felony	1* - 5 years	\$ 10,000
5 plants or more (subsequent offense)	felony	5* - 10 years	\$ 10,000

* Mandatory minimum sentence

Hash & Concentrates

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

Paraphernalia

Possession of paraphernalia	misdemeanor	1 year	\$ 500
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CTE Disciplinary Sanctions

Should a student refuse to take a test or tests positive for an illegal drug or any traceable amount of alcohol, the student will be required to leave campus and will be suspended for no more than three school days. Students may not return to class before attending a Student Review Board meeting. A Student Review Board (SRB) will meet for final disposition of the student status. If the decision is permit the student to enter into the classroom following the suspension, any further testing positive may result in termination of the student.

Standards of conduct of the College for Technical Education clearly prohibit the unlawful possession, use, or distribution of illicit drugs and alcohol on school property or as part of any school activities. In the event of knowingly possessing, using or distribution of drugs and/or alcohol on campus, students will be dismissed from school and may be reported to the local authorities. Local authorities and the College have a significant relationship and may be called upon quickly with the on-site location of the Lexington Police Department.

Disciplinary action necessary of employees of the College for Technical Education will be addressed by the Human Resources Department and falls under the ES Employee Drug and Alcohol Abuse Policy.

Serious Health Effects Associated with Drug/Alcohol use

Alcohol

Alcohol goes directly into the bloodstream and gives physical affects to the whole body. Various serious illnesses and health problems may occur with the use of Alcohol. The list below is not all inclusive and should not be considered as the only possible affects. Individuals experience the effects of alcohol differently.

- **Hangovers.** Headaches, nausea, vomiting, aches and pains all result from drinking too much.
- **Weight gain.** Alcohol is not water and may include nearly 150 “empty” calories.
- **High blood pressure.** Along with being overweight, high blood pressure is associated with many serious health problems.
- **Depressed immune system.** Impaired immunity makes you more likely to contract viral illnesses such as flu and infections.
- **Cancer.** 2-4% of all cancer cases are related to alcohol. Upper digestive tract cancers are the most common, hitting the esophagus, mouth, larynx, and pharynx. Women who drink prior to menopause are more likely to develop breast cancer. Your risk of skin cancer doubles if you drink slightly more than "moderate levels." Some studies implicate alcohol in colon, stomach, pancreas and lung cancer.
- **Liver disease.** Heavy drinking can cause fatty liver, hepatitis, cirrhosis and cancer of the liver. The liver breaks down alcohol at the rate of only one drink per hour.
- **Alcohol poisoning.** Drinking large amounts can result in alcohol poisoning, which causes unconsciousness and even death. Breathing slows, and the skin becomes cold and may look blue. Don't let a person in this condition "sleep it off." Call 911.
- **Heart or respiratory failure.** Excessive drinking can have serious results. Heart or respiratory failure often means death.

Other long-term effects of heavy alcohol use include loss of appetite, vitamin deficiencies, stomach ailments, sexual impotence, central nervous system damage, and memory loss.

Alcoholism is a disease to which some people seem predisposed. Alcoholics are unable to control their drinking-- how much, when, and if. Alcoholism puts you at great risk for other health problems, and it can shorten your life by more than 10 years. Alcoholism cannot be cured, but it can be treated. Through education, treatment, and self-help support such as AA, people can learn to live alcohol-free and feel good.

Drugs

Like many prescription drugs, "recreational" drugs come with potentially harmful side effects that can have serious and long-term effects on your health. The list below is not all inclusive and should not be considered as the only possible affects. Individuals experience the effects of drugs differently.

High doses of many of the drugs, or impure or more dangerous substitutes for these drugs, can cause immediate life-threatening health problems such as **heart attack, respiratory failure, and coma**. Combining drugs with each other or with alcohol is especially dangerous.

- Barbiturates and tranquilizers are commonly abused prescription drugs. They can cause **hangover-like symptoms, nausea, seizures, and coma. Overdose or mixing these drugs with alcohol can be fatal.**
- Cocaine can cause such long-term problems as **tremors, seizures, psychosis, and heart or respiratory failure.**
- LSD can cause **nausea, rapid heart rate, depression, and disorientation**. Long-term effects include **paranoia and psychosis.**
- Marijuana and hashish can cause **rapid heart rate and memory impairment** soon after use. Long-term effects include **cognitive problems, infertility, weakened immune system, and possible lung damage.**
- Narcotics such as heroin can bring on **respiratory and circulatory depression, dizziness, impotence, constipation, and withdrawal sickness**. Overdoses can lead to **seizures and death.**
- PCP, in addition to triggering **unpredictable and violent behavior**, can cause **dizziness, numbness, high heart rate and blood pressure, convulsions**, and in high amounts **fatal heart and lung failure or ruptured blood vessels.**
- Stimulants such as amphetamines have health effects that include **high heart rate and blood pressure, headache, blurred vision, dizziness, impotence, skin disorders, tremors, seizures, and psychosis.**

Drug and Alcohol Abuse Education Programs

It is not always possible that CTE can provide the support necessary or requested by student and/or employee, therefore it is important that we maintain in close contact with local agencies. Below are listings of where you can find help by reaching out. The College for Technical Education highly encourages students, employees and the community to use the information below to seek help beyond what the campus can offer. The health, safety and welfare of students are a top priority.

It is also encouraged that students learn the signs of alcohol, drug and domestic abuse, so that they may reach out to help others.

Signs of alcohol abuse

- You have problems at work or school because of your drinking, such as being late or not going at all.
- Signs of alcohol dependence or addiction
- You cannot quit drinking or control how much you drink.
- You need to drink more to get the same effect.

- You have withdrawal symptoms when you stop drinking. These include feeling sick to your stomach, sweating, shakiness, and anxiety.
- You spend a lot of time drinking and recovering.
- You have given up other activities so you can drink.
- You keep drinking even though it harms your relationships and causes health problems.

Know the signs and help a friend:

The following are some obvious signs that a person may be smoking cigarettes, drinking alcohol, or using other substances. This is not a complete list of signs to look for. If you suspect a particular drug or drugs, get more information on signs of use for those substances. (www.webmd.com)

Cigarettes

- A distinctive smell on the breath and clothing
- Cigarettes and lighter in his or her possession
- Cigarette butts outside a bedroom window or in other odd places around the home

Alcohol

- Alcoholic beverages missing from the home storage cabinet
- Alcohol or mouthwash (used to cover up alcohol) breath or hangover symptoms (nausea, vomiting, or headache), if recently used

Marijuana

- Sweet smell on clothing or bloodshot eyes, if recently used, and frequent use of eye drops to decrease the redness
- Drug paraphernalia (pipes) in his or her possession
- Carelessness in grooming, increased fatigue, and changes in eating and sleeping patterns, if using regularly

Inhalants

- Chemical breath, red eyes, or stains on clothing or face, if recently used
- Soaked rags or empty aerosol containers in the trash

Club drugs

- Baby pacifiers in his or her room or worn when attending an all-night party or rave
- Small bottles with liquid or powder in his or her possession

Stimulants

- Persistent runny nose and nosebleeds, injection marks on arms or other parts of the body, or long periods of time without sleep
- Possession of drug paraphernalia, such as syringes, spoons with smoke stains, small pieces of glass, and razor blades

LSD or other hallucinogens

- Trance-like appearance with dilated pupils, if recently used
- Small squares of blotter paper (sometimes stamped with cartoon characters) or other forms of the drug in his or her possession

Heroin

- Very small pupils and a drowsy or relaxed look, if recently used
- Possession of injecting supplies, called an outfit or rig, that may consist of a spoon or bottle cap, syringe, tourniquet, cotton, and matches

Anabolic steroids

- An unpleasant breath odor
- Mood changes, including increased aggression
- Changes in physical appearance that can't be attributed to expected patterns of growth and development
- Possession of medicines or syringes

Other general signs

- Changes in sleeping patterns
- Changes in appetite or weight loss
- Changes in dress
- Loss of interest and motivation
- Hoarseness, wheezing, or persistent cough

Important Numbers and who to contact... <http://www.lexingtonky.gov/index.aspx?page=107>

Alcoholics Anonymous	276-2917
American Red Cross	253-1331
Bluegrass East Comprehensive Care Center	233-0444
Center for Women, Children & Families	254-9319
Commonwealth's Attorney	246-2060
Community Action Council	233-4600
Community Based Services (Adults)	245-7136
Community Based Services (Children)	245-5258
Department for Social Services	246-2298
Domestic Violence Crisis Line	255-9808 800-544-2022
Emergency Protective Orders (District Ct.)	246-2248
Fayette County Attorney's Office	254-4941
Fayette Co. Bar Assoc. Pro Bono Program	255-7244
Fayette County District Court	246-2228

Fayette County Health Dept.	252-2371
Fayette County Sheriff's Dept.	252-1771
Florence Crittenton Home (teenage girls)	252-8636
Hope Center (men's shelter)	252-7881
Legal Aid of the Bluegrass	233-4556
M.A.S.H. Drop-Inn (children's shelter)	254-2501
Rape Crisis Center	253-2615
Rape Crisis Line	253-2511
The Ridge (hospital/substance abuse/mental)	269-2325
Salvation Army (women and family shelter)	252-7706
United Way's First Link (referrals to services)	313-5465
Kentucky State Registered Sex Offender database	http://kentuckystatepolice.org/sor.htm

Biennial Review

Description of Alcohol and other Drug Program at the College for Technical Education

The College for Technical Education is dedicated to promoting the environment of a Drug and Alcohol Free Campus. It is a primal concern that students and employees feel welcome into a safe environment free from the dangers that may be closely associated with Drug and Alcohol use. With this in mind, it should be understood that the campus is a non-residential, commuter campus that provides no off campus activities, organizations or social events. At no time are social events/activities offered to students that permit alcohol to be served. Students are subject to random drug screening as discussed during each student's New Student Orientation. It should also be noted that NO student may begin school without attending New Student Orientation. Once class has dismissed for the day, students are expected to leave campus, unless working in the Learning Resource Center or with the permission of an instructor who is working with that student individually.

Students attending the College for Technical Education are provided with Lifeskills events, on average, twice per month. Lifeskills are lunch events that feature speakers on alcohol, personal motivation and professionalism, budgeting and banking. . All Lifeskills programs feature positive reinforcement to student's lives. The work of the Bluegrass Career Services representatives on campus offer personal assistance towards reaching the final goal of education towards employment.

Drugs and alcohol are strictly banned on campus and no student, employee or visitor may be under the influence. Visitors will be escorted from the campus upon discovery, students and employees will face sanctions as listed within the Drug and Alcohol policies of CTE.

Statement of Alcohol and other Drug Program goals and achievement.

- To reduce the use of Alcohol and Drugs by members of the student body.
- To ensure that students and faculty are working within a safe environment, free of drugs and alcohol.
- To offer programs to students and employees that may lead to reduction or elimination of use of illegal drugs and alcohol.
- To consistently and effectively ensure that all reports of drug or alcohol use are addressed as privately as possible.
- To consistently ensure that all drug and alcohol policies whether student or employee, are addressed equitably.

- To consistently address all reports of drug and alcohol use quickly and thus, avoiding a “getting away with it,” attitude that may promote use by other students/staff.

Summary of Alcohol and other Drug Program strengths and weaknesses

Through positive reinforcement of the programs offered at the campus, including Lifeskills, Bluegrass Career Services and the introduction of a Student Advisor information, the overall effectiveness of ensuring a positive learning environment, free of alcohol and drugs, appears to be improving based on the fact that there are less reports of students who appear to be under the influence of drugs or alcohol on campus. Since the last survey, students in the Medical Assistant program were tested for the possibility of being under the influence. In those tests, four students either proved positive or admitted to the use of a banned substance within the past 24 hours and were suspended from school or from their program. Heightened awareness and education of the staff and faculty in these matters added to the student awareness of no tolerance.

A confidential survey was conducted in 2017 to ensure the drug and alcohol awareness and education program on site was valid. It was determined that the student use of the substances, off campus, had not changed to any substantial degree over the last survey. The survey was given to students in their classroom environment and all efforts were made towards privacy of the results. The surveys were given out by the College Director to the classroom and then collected upside down for inclusion in a communal envelope for all students. This reduced the appearance of matching student answers with the actual student. The survey resulted with 59% of the student body responding from across all programs, which was determined to be a good sample. The survey did not require the student to answer all questions on the survey and results were tallied by percentages of the answers given, by the number of responses.

It was also shown that less students felt it was necessary to conduct some form of formalized drug and alcohol recovery program on campus, including either Narcotics Anonymous or Alcoholics Anonymous.

Distribution annually of the of Alcohol and other Drug Program notification to students and employees

The Drug Free Schools and Campus Act and information of the Biennial Review is given to each student New Student Orientation. For those students within the classrooms, the Act information and Review will be re-distributed upon completion each time. Each employee will also be requested to sign for their receipt of new information as it becomes available.

Recommendations for revising the Alcohol and other Drug Programs.

Recommendations may be made to the Alcohol and other Drug Program by any member of the College for Technical Education employment team. Revisions and discussion of the program may be addressed at any College for Technical Education staff meeting, occurring approximately eight (8) times per year. Input from the Academic team is encouraged as they are the direct line from students to policy. In most cases, it is the faculty members that first recognize a potential problem with a student and their behavior and possible use of drugs and/or alcohol. Input from students is also encouraged as to how we as a school may best meet the needs of the student body.