



Alcohol and Drug Free Policy- Notification to Students and Employees of North Park University

Distributed January 2020

In compliance with the Drug-Free Schools and Communities Act (DFSCA), the University has drafted this North Park University Alcohol and Drug Free Policy, which includes references to other University policies concerning alcohol and other drugs, summarizes certain legal penalties under Federal and State law for the illegal possession or distribution of drugs and alcohol and internal and external consequences for violating these policies.

Below you will find all pertinent information regarding North Park University's alcohol and drug policies, University sanctions and state and federal penalties, health risks related to alcohol and drugs and where students and employees can seek help for problems with alcohol or drugs.

The following information is critical and should be read carefully by all members of the University community.

I. University Policies Pertaining to Alcohol and Illegal Drugs

The University maintains an alcohol and drug free campus policy: North Park University Alcohol and Drug Free Policy. Students may find additional specific policies pertaining to them in the [Student Handbook](#). Employees may find additional specific policies pertaining to them in [Employee Handbook](#).

Alcohol:

Students and employees are subject to all federal, state, and local laws pertaining to alcohol. In the event prosecution occurs outside the University, violators also may be subject to the University's Student Conduct Process. North Park University, as an educational institution, sets supplementary community standards for its members that are over and above prescribed federal, state, and local laws. North Park University recognizes that personal choices involving the use of alcohol have an impact on both the individual and the community. The University's alcohol policy, written in accordance with Illinois state law, supports the mission of the institution and its academic and student engagement goals.

The North Park community is committed to supporting those seeking recovery from chemical dependency and to raising the collective conscience of alcohol and drug use and misuse. We support members of the community in their efforts to pursue treatment for addiction and to maintain drug-free and alcohol-free lifestyles. As it pertains to students, the Residence Life staff as well as other community members, upon observing consistent behavior patterns of alcohol abuse, will express concern to the dean of students or designated staff, who may make referrals. Employees cannot report to work when under the influence or having noticeable evidence of recent alcohol use. If the policy is violated by an employee, North Park University may administer disciplinary action up to and including termination of employment depending on the severity of the case. An employee may also be referred for rehabilitation if deemed appropriate. Questions regarding the Alcohol and Drug-Free Campus Policy Statement should be referred to the dean of students for students and to the office of human resources for employees.

Drugs:

North Park University is committed to enforcing the requirements of the Drug Free Workplace Act of 1988 and in doing so publicly commits to a drug-free and alcohol-free learning and work environment. The drug policy will be enforced to protect North Park's status as a responsible source for the award of federal grant monies. This means that we strictly prohibit the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance on North Park property or in conjunction with school sponsored events on or off campus.

Both Illinois and federal law prohibit the possession and/or distribution of illegal drugs. Criminal penalties include fines, imprisonment, and, in certain cases, the seizure and forfeiture of the violator's property. Penalties are increased for second time offenses. In addition, financial aid (particularly federal aid) may be forfeited according to the Anti-Drug Abuse Act of 1988. North Park University students and employees are subject to all federal, state, and local laws pertaining to the use, possession, and presence of drugs. The University cooperates fully with law enforcement officials in the prosecution of cases involving controlled substances.

II. University Sanctions

Please read over the possible sanctions for students and employees for violations of North Park University's policies related to alcohol and other drugs.

Students:

In addition to possible criminal prosecution by state and/or federal authorities for violations of state or federal law, students who violate North Park's policy concerning drugs and alcohol will be referred to the dean of students (University) or the dean of students and community life (Seminary), as appropriate, for possible disciplinary action, up to and including dismissal, depending on the severity of the case. Student Handbooks should be consulted for applicable disciplinary policies and procedures. Student Handbooks should also be consulted for the policies related to student drug testing. A student may also be referred to rehabilitation.

North Park University reserves the right to notify a student's parent, legal guardian, spouse, and/or other designated emergency contact in emergency situations, and in certain situations involving violations of university policies or laws related to alcohol and controlled substances.

For a complete description of the Student Conduct Process along with examples of sanctions, please visit the [Traditional Undergraduate Student Handbook](#). Intercollegiate athletes should also refer to the [Student Athlete Handbook](#) for additional information.

Employees:

If employees violate North Park University's policies pertaining to alcohol or drugs, the University may administer disciplinary action up to and including termination of employment depending upon the severity of the case. An employee may also be referred to rehabilitation.

Please refer to the [Employee Handbook](#) for additional information on University sanctions and process.

III. Local, State and Federal Penalties Applicable to Students & Employees

Local, state and federal law prohibit the sale, manufacture, possession, use, or distribution, of illegal drugs. Use of alcohol by persons under 21 years of age is illegal under state law. Violations of local, state or federal law may

result in arrest and conviction on charges of misdemeanor or felony offense. Penalties for conviction under local, state and federal law include incarceration and fines. Property used in connection with illegal drugs may be confiscated.

Illinois Penalties- Alcohol and Drugs:

Violations of Illinois’ alcohol laws are either Class A or Class B Misdemeanors, though certain instances of driving under the influence may warrant a Felony charge. Violations of Illinois’ laws regarding the manufacture, delivery, or possession of drugs range from Class A Misdemeanors to Class X Felony charges. The type and amount of drug(s) in a particular case often determines the severity of charges and penalties. Penalties for alcohol or drug-related violations include but aren’t limited to:

- Monetary fines
- Suspension or revocation of one’s driver’s license
- Prison sentences
- Mandatory counseling programs
- Community Service
- Mandatory drug testing

Federal Penalties- Drugs:

The use, possession, or distribution of illegal drugs is prohibited by federal law and strict penalties may be enforced if a person is convicted. Lengthy mandatory prison sentences and steep fines are often part of federal penalties pertaining to drug violations. Conviction of drug trafficking can include a mandatory life sentence, and persons convicted of drug trafficking within 1000 feet of a university can face fines and prison terms twice as high as regular trafficking offenses. In addition, federal law allows for these drug-related penalties:

Denial of Federal Aid: Pursuant to the Higher Education Act, students convicted under federal or state law for drug-related offenses will be rendered ineligible for federal financial aid. This includes all federal loans, work study programs, and grants. Length of ineligibility depends on the type and number of convictions the student has. Eligibility may be reinstated if student completes an approved drug rehabilitation program.

Forfeiture of Personal Property and Real Estate: Persons sentenced to 1 or more years in jail for a drug conviction will forfeit to the United States any personal or real property that was related to the drug violation. Examples of such property include houses, cars, and various personal belongings.

Local Laws

The City of Chicago has additional laws related to drug and alcohol use. For example, with limited exceptions, it is illegal to drink in a public way or near a parade route. Penalties for alcohol or drug- related violations include but aren’t limited to monetary fines and prison sentences.

IV. Health Risks Associated with Alcohol and Drugs

Use of alcohol or other drugs has short- and long-term physical effects. Below is a summary of various Substances and their physical effects

Substance	Acute Effects	Health Risks
Alcohol	In low doses, euphoria, mild stimulation, relaxation, lowered inhibitions; in higher doses,	Increased risk of injuries, violence, fetal damage (in pregnant women); depression; neurologic deficits;

Substance	Acute Effects	Health Risks
	drowsiness, slurred speech, nausea, emotional volatility, loss of coordination, visual distortions, impaired memory, sexual dysfunction, loss of consciousness	hypertension; liver and heart disease; addiction; fatal overdose
Marijuana & Hashish	Euphoria; relaxation; slowed reaction time; distorted sensory perception; impaired balance and coordination; increased heart rate and appetite; impaired learning, memory; anxiety; panic attacks; psychosis	Cough, frequent respiratory infections; possible mental health decline; addiction
Opioids (Heroin, Opium)	Euphoria; drowsiness; impaired coordination; dizziness; confusion; nausea; sedation; feeling of heaviness in the body; slowed or arrested breathing	Constipation; endocarditis; hepatitis; HIV; addiction; fatal overdose
Stimulants (Cocaine, Amphetamine, Methamphetamine)	Increased heart rate, blood pressure, body temperature, metabolism; feelings of exhilaration; increased energy, mental alertness; tremors; reduced appetite; irritability; anxiety; panic; paranoia; violent behavior; psychosis	Weight loss, insomnia; cardiac or cardiovascular complications; stroke; seizures; addiction. For cocaine: nasal damage from snorting. For meth: dental problems.
Club Drugs (Ecstasy/MDMA, Rohypnol/roofies, GHB. Latter 2 known as “date rape drugs.”)	For Ecstasy: Mild hallucinogenic effects; increased tactile sensitivity; empathic feelings; lowered inhibition; anxiety; chills; sweating; teeth clenching; muscle cramping. For Rohypnol: Sedation; muscle relaxation; confusion; memory loss; dizziness; impaired coordination. For GHB: Drowsiness; nausea; headache; disorientation; loss of coordination; memory loss	For Ecstasy: Sleep disturbances; depression; impaired memory; hyperthermia; addiction. For Rohypnol: Addiction. For GHB: Unconsciousness; seizures; coma
Dissociative Drugs (PCP, Ketamine)	Feelings of being separate from one’s body and environment; impaired motor function	For Ketamine: Analgesia; impaired memory; delirium; respiratory depression and arrest; death. For PCP: Analgesia; psychosis; aggression; violence; slurred speech; loss of coordination; hallucinations
Hallucinogens (LSD, psilocybin, mescaline)	Altered states of perception and feeling; hallucinations; nausea	Flashbacks, Hallucinogen Persisting Perception Disorder
Steroids	No acute intoxication effects	Hypertension; blood clotting and cholesterol changes; liver cysts; hostility and aggression; acne; in adolescents; premature stoppage

Substance	Acute Effects	Health Risks
		of growth; in males: prostate cancer, reduced sperm production, shrunken testicles, breast enlargement; in females: menstrual irregularities, development of beard and other masculine characteristics
Inhalants	Stimulation; loss of inhibition; headache; nausea or vomiting; slurred speech; loss of motor coordination; wheezing	Cramps; muscle weakness; depression; memory impairment; damage to cardiovascular and nervous systems; unconsciousness; sudden death
Prescription Drugs	Acute effects depend on the drug.	Many prescription stimulants and painkillers are abused or habit-forming.

(Above chart adapted from the National Institute on Drug Abuse and National Institutes of Health)

V. Help and Support for Students and Employees

Students:

Students who are experiencing problems with alcohol and/or drugs have on-campus resources available to them. Students may meet with a counselor in North Park University [Counseling Support Services](#) (773-244-5569) and may also meet with North Park University's [Health Services](#) (773-244-4892). Should the student need more help that what can be offered on-campus, students will be given referrals to agencies and treatment centers in the community. Students needing time away from school for substance abuse treatment may contact the Dean of Students at 773-244-5737 for class-withdrawal procedures. Students can also find out about free support groups- such as 12-step meetings- from any of the abovementioned campus offices.

Employees:

North Park believes that rehabilitation is the preferred solution to drug and alcohol abuse. We are committed to the health, safety and well-being of employees and their families. For this reason, the Assistant Vice President of Human Resources (773-244-5601) is prepared to make available to employees: (1) information about community resources for assessment and treatment, (2) information on medical insurance benefits for substance abuse programs, and (3) information on any available employee assistance programs. The responsibility for following through with treatment recommendations and referrals belongs to the individual employee. Participation in rehabilitation does not shield an employee from disciplinary action for noncompliance with North Park policy or poor performance.

Good Samaritan/Medical Amnesty Policy:

To encourage students to obtain the help they or their fellow students need without fear of disciplinary penalty or retribution, this [Good Samaritan/Medical Amnesty Policy](#) has been adopted. This Policy may be invoked by the person in need of assistance and by the person calling for assistance. Neither student will be charged with violating University policy prohibiting the use or possession of drugs or alcohol as a result of reporting alcohol and/or other drug-related emergencies to the proper authorities (9-1- 1, Residence Life and Housing staff, Campus Safety Officers), for the purpose of seeking medical or safety assistance. This Policy refers to isolated incidents only. It

does not:

- excuse or protect those who flagrantly or repeatedly violate the North Park Community Standards;
- preclude disciplinary action regarding other violations of Community Standards, such as causing or threatening physical harm, sexual abuse, damage to property, harassment, or hazing; or
- prevent action by local and state authorities.