

## **Knox College Drug and Alcohol Policy**

The federal government has enacted two phases of legislation aimed at preventing substance abuse. The first phase, called The Drug-Free Workplace Act of 1988, requires Knox College to establish a policy on drug use by employees, including student employees, and to take additional steps toward maintaining a drug-free workplace. The second phase of legislation, called The Drug Free Schools and Communities Act Amendments of 1989, requires the College to implement a program aimed at preventing the use of illicit drugs and the abuse of alcohol. We have adopted policies and related programs, which comply with the legislation, as a prerequisite to receiving any federal funds, including grants, contracts, and participation in federally funded or guaranteed student loan programs.

### **Drug-Free Workplace Policy**

The unlawful manufacture, distribution, dispensation, possession or use of a controlled substance is prohibited in and on property owned or operated by Knox College. No College employee may report to or engage in college-related work while under the influence of illegal drugs.

Employees who are convicted of a violation of a criminal drug statute that occurred in the workplace must notify the College's Personnel Office within five days of their conviction. Such a conviction will be grounds for mandatory evaluation and possible treatment for a substance abuse disorder and for disciplinary action up to and including dismissal. Failure to comply with the foregoing will be grounds for disciplinary action up to and including dismissal.

The terms of this policy statement are conditions of employment at Knox.

### **Drug and Alcohol Abuse Prevention Policy**

Pursuant to the requirement of Public Law 101-226, Knox College issues the following statement regarding a drug-free school.

### **Prohibited Conduct**

Knox College prohibits the unlawful possession, use, or distribution of illicit drugs or alcohol by students and employees on College property or as any part of its activities.

### **Applicable Legal Sanctions**

A. The Illinois Criminal Code classifies drug-related offenses (e.g. manufacture or delivery of a controlled substance, engaging in a calculated criminal drug conspiracy, drug trafficking, unauthorized possession, etc.) as either Class A misdemeanors or Class 1, 2, 3, 4, or X felonies depending upon the severity and nature of the conduct. The following criminal penalties are applicable to the identified categories of offenses.

<b>Category of Offense</b>	<b>Monetary Fines</b>	<b>Imprisonment</b>
Class A Misdemeanor	\$1,000	Up to 1 year
Class 4 Felony	\$15,000	1 to 3 years
Class 3 Felony	Up to \$150,000	2 to 4 years
Class 2 Felony	Up to \$200,000	3 to 7 years

Class 1 Felony	Up to \$250,000	4 to 15 years
Class X Felony	Up to \$500,000	6 to 60 years

B. The law of the State of Illinois requires that persons be 21 years of age or older to purchase, possess, or consume alcoholic beverages, including beer and wine. State law prohibits charging for alcoholic beverages without proper licensing arrangements. In addition, anyone under the age of 21 who receives or accepts liquor, even as a gift, or who borrows or defaces the identification of any person for the purpose of obtaining liquor, is guilty of a Class C misdemeanor and is subject to penalties and fines of up to 30 days in jail and \$500 (Chapter 43, Section 134a-Illinois Revised Statutes). A person injured by an intoxicated individual has the right to sue for damages the supplier of the liquor as well as the intoxicated individual (Chapter 43, Section 135-Illinois Revised Statutes).

C. The applicable Federal penalties and sanctions for illegal possession of a controlled substance are given on the attached [Appendix A](#).

D. The City of Galesburg controls and regulates the sale, possession, and distribution of alcohol according to Ordinance No. 84-940. Each of the following offenses is punishable by a monetary fine of \$50 to \$500: unlicensed sale, to minor, sale to minor by licensee, sale to incompetent persons by licensee, sale off premises by licensee, illegal possession/transportation, illegal possession/consumption by minor, unlawful purchase by minor, minor frequenting licensed premises, allowing minors to frequent, employment of minor, conduct on licensed premises, gambling on licensed premises, weapons, misrepresentation of age by minor, providing fraudulent identification.

**Health Risks**

The use of illicit drugs and the abuse of alcohol may result in serious health consequences. A description of health risks associated with substances covered by the Controlled Substances Act (21 U.S.C. 811) is given on the attached [Appendix B](#).

A summary description of health risks associated with alcohol is given on the attached [Appendix C](#).

**Counseling, Treatment, and Rehabilitation Services**

Employees and students are urged to seek assistance for drug and alcohol related problems. There are provisions in the College's group health insurance plan to help with the expenses of such assistance for those who are insured. Students may seek assistance from either the College's Counseling Center or some other qualified source. Additional information may be obtained from the Personnel Office or a member the Office of Student Development. Any inquiries will be treated confidentially.

Drug and alcohol counseling, treatment, or rehabilitation services are available in the community to students and employees.

**College Sanctions and Penalties**

Knox College employees or students found in violation of the prohibitions set forth under "Prohibited Conduct" in this Section will be subject to disciplinary action up to and including dismissal, suspension, or termination and possible referral for prosecution. Each case will be evaluated on an individual basis. It is possible a disciplinary sanction may include the completion of an appropriate rehabilitation program.

**Biennial Policy Review**

Knox College will review this policy biennially to determine its effectiveness and to recommend changes in the program to the President if they are needed. Such a review will also determine that the College's disciplinary sanctions are consistently enforced.