



Drug and Alcohol Abuse Prevention Program

2015

Drug and Alcohol Policy Statement

MIAT College of Technology is committed to a campus free from illegal drugs, abuse of legal drugs, alcohol use on school property as well as alcohol and drug use outside the school which adversely affects the student learning process or student and employee performance.

The Drug Free Schools and Campuses Regulations (34 CFR Part 86) of the Drug-Free Schools and Communities Act (DFSCA) require an Institution of Higher Education (IHE) such as MIAT College of Technology (MIAT), to certify that it has implemented programs to prevent the abuse of alcohol and use, and /or distribution of illicit drugs both by MIAT students and employees either on its premises and as a part of any of its activities. At a minimum, an IHE must annually distribute the following in writing to all students and employees:

- I. Standards of conduct that clearly prohibit the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees;
- II. A description of the legal sanctions under local, state, or federal law for the unlawful possession or distribution of illicit drugs and alcohol;
- III. A description of the health risks associated with the use of illicit drugs and alcohol abuse;
- IV. A description of any drug or alcohol counseling, treatment, or rehabilitation or reentry programs that are available to employees or students; and
- V. A clear statement that the institution will impose sanctions on students and employees and a description of those sanctions, up to and including expulsion or termination of employment and referral for prosecution, for violations of the standards of conduct or law.

I. Standards of Conduct

A. Employees

MIAT College of Technology complies with the Drug-Free Workplace Act (41 USC 701) and the Drug Free Schools and Communities Act (20 USC 1145g). See MIAT College of Technology Employee Handbook.

B. Students

Students attending MIAT College of Technology are held responsible to adhere to all policies and procedures outlined in the Student Catalog and Student Handbook in addition to local, state and federal laws. This includes, but is not limited to, the Drug and Alcohol policies published in the Student Handbook and the drug and alcohol policies of the Federal Aviation Administration.

This includes the unauthorized use, possession, manufacturing or distribution of illegal drugs, controlled substances, look-alike drugs, narcotics or alcoholic beverages or being under the influence of the same. Prohibited conduct includes the use of a prescription drug if the prescription was not issued to the student and sniffing toxic vapors.

Sanctions for violating policies are outline in Section V below and addressed in the Student Catalog and/or Student Handbook which can be found at www.miat.edu/student-catalogs and www.miat.edu/student-handbook.

II. Legal Sanctions

A. Federal

Federal law provides criminal and civil penalties for unlawful possession or distribution of a controlled substance. Under the Controlled Substance Act, as well as other related federal laws, the penalties for controlled substance violations include but are not limited to: incarceration, fines, potential for the forfeiture of property used in possession or to facilitate possession of a controlled substance (which may include homes, vehicles, boats, aircraft and any other personal or real property), ineligibility to possess a firearm, and potential ineligibility to receive federal educational benefits (such as student loans and grants).

B. State

The State of Michigan has numerous laws regulating the possession and use of controlled substances and alcohol. As an example, under current Michigan state law, “a person shall not knowingly or intentionally possess or distribute a controlled substance.” If an individual is found guilty of a violation of the state law, they may be subject to large fines and imprisonment.

A minor (defined as a person under the age of 21) may not “purchase or attempt to purchase alcoholic liquor, consume or attempt to consume alcoholic liquor, possess or attempt to possess alcoholic liquor, or have any bodily alcohol content.” Violations of the law may subject the individual to fines, participation in a substance abuse program, imprisonment, community service hours, and/or out of pocket expenses related to required substance abuse screenings.

Michigan laws can be found at:

<http://legislature.mi.gov/doc.aspx?chapterindex>

C. Local

Canton Charter Township, (Wayne County) Michigan has several ordinances regulating the possession and use of controlled substances and alcohol including, but not limited to public intoxication, minor in possession and controlled substances including synthetic marijuana and other synthetic hallucinogenic drugs.

Canton Charter Township Ordinances can be found at:

[https://www.municode.com/library/mi/canton_charter_township_\(wayne_co\)/codes/code_of_ordinances](https://www.municode.com/library/mi/canton_charter_township_(wayne_co)/codes/code_of_ordinances)

D. Financial Aid

Pursuant to 484(r) of the Higher Education Act, a student who has been convicted of any offense under Federal or State law involving the possession or sale of a controlled substance may be determined to be ineligible to receive any Title IV grant, loan or work assistance. The period of ineligibility is determined by the type of conviction as well as whether or not the student was receiving federal student aid at the time of the offense.

If a student is convicted of a drug-related offense after submitting a FAFSA, the student may lose eligibility for federal student aid and may be liable for returning any financial aid received during a period of ineligibility. The period of ineligibility is dependent upon the type of conviction (sale or possession) and if there are any previous offenses. If the student is convicted of both selling and possessing illegal drugs, the student will be ineligible for the longer period.

More information can be found at:

<https://studentaid.ed.gov/eligibility/criminal-convictions>

III. Health Risks

A. Drug Abuse

The following is a list of the most frequently used drugs and the risks associated with their use. (See Controlled Substances – Uses and Effects Appendix I for more information).

1. Cannabinoids (marijuana & hashish)

Known risks are “cough, frequent respiratory infections, possible mental health decline, and addiction.”

2. Opioids (heroin & opium)

Known risks are “constipation, endocarditis, hepatitis, HIV, addiction, and fatal overdose.”

3. Stimulants (cocaine, amphetamine & methamphetamine)

Known risks are “weight loss, insomnia, cardiac or cardiovascular complications, stroke, seizures, and addiction.” Specific risks associated with cocaine use include “nasal damage from snorting.” Specific risks associated with methamphetamine use include “severe dental problems.”

4. Depressants (barbiturates, benzodiazepines & sleep medications)

Known risks are lowered blood pressure, slowed breathing, tolerance, withdrawal, addiction; increased risk of respiratory distress and death when combined with alcohol.

5. Club Drugs (MDMA-methylene-dioxy-methamph-etamine [also known as: Ecstasy, Adam, clarity, Eve, lover's speed, peace, uppers]; Flunitrazepam [also known as: Rohypnol: forget-me pill, Mexican Valium, R2, roach, Roche, roofies, roofinol, rope, rophies]; GHB [also known as: Gamma- hydroxybutyrate: G, Georgia home boy, grievous bodily harm, liquid ecstasy, soap, scoop, goop, liquid X])

Known risks are “sleep disturbances, depression, impaired memory, hyperthermia, addiction.” Risks specific to GHB are “unconsciousness, seizures, and coma.”

6. Dissociative Drugs (Ketamine [also known as: Ketalar SV: cat Valium, K, Special K, vitamin K]; PCP and analogs [also known as: Phencyclidine: angel dust, boat, hog, love boat, peace pill]; Salvia divinorum [also known as: Salvia, Shepherdess's Herb, Maria Pastora, magic mint, Sally-D]; Dextrometh- orphan (DXM) [also known as: cough and cold medications: Robotripping, Robo, Triple C]).

Known risks are “anxiety, tremors, numbness, memory loss, and nausea.

7. Hallucinogens (LSD [also known as: Lysergic acid diethylamide: acid, blotter, cubes, microdot yellow sunshine, blue heaven]; Mescaline [also known as: buttons, cactus, mesc, peyote]; Psilocybin [also known as: Magic mushrooms, purple passion, shrooms, little smoke])

Known risks are “flashbacks and Hallucinogen Persisting Perception Disorder.”

8. Other Compounds (Anabolic steroids [also known as: Anadrol, Oxandrin, Durabolin, Depo-Testosterone, Equipoise: roids, juice, gym candy, pumpers]; Inhalants [also known as: Solvents (paint thinners, gasoline, glues); gases (butane, propane, aerosol propellants, nitrous oxide); nitrites (isoamyl, isobutyl, cyclohexyl): laughing gas, poppers, snappers, whippets])

Known risks for anabolic steroids are “hypertension, blood clotting and cholesterol changes, liver cysts, hostility and aggression, acne, (in adolescents) premature stoppage of growth, (in males) prostate cancer, reduced sperm production, shrunken testicles, breast enlargement, (in females) menstrual irregularities, and development of beard and other masculine characteristics.” For inhalants, the known risks are “cramps, muscle weakness, depression, and memory impairment, damage to cardiovascular and nervous systems, unconsciousness, and sudden death.”

B. Prescription Drug Abuse

Commonly abused classes of prescription drugs include opioids (for pain), central nervous system (CNS) depressants (for anxiety and sleep disorders), and stimulants (for ADHD and narcolepsy). The use of prescription medications by anyone other than the prescribed individual is illegal and dangerous. Known health risks for inappropriate or illegal use include those listed above for these drug categories.

C. Nicotine Abuse

Nicotine can be found in cigarettes, cigars, bidis and smokeless tobacco (snuff, spit tobacco, chew). Known health risks include chronic lung disease, cardiovascular disease, stroke, cancers of the mouth, pharynx, larynx, esophagus, stomach, pancreas, cervix, kidney, bladder, and acute myeloid leukemia; adverse pregnancy outcomes, and addiction.

D. Alcohol Abuse

Known health risks include increased risk of injuries, violence, fetal damage (in pregnant women), depression, neurologic deficits, hypertension, liver and heart disease, addiction, and fatal overdose.

“Alcohol affects every organ in the drinker's body and can damage a developing fetus. Intoxication can impair brain function and motor skills; heavy use can increase risk of certain cancers, stroke, and liver disease. Alcoholism or alcohol dependence is a diagnosable disease characterized by a strong craving for alcohol, and/or continued use despite harm or personal injury. Alcohol abuse, which can lead to alcoholism, is a pattern of drinking that results in harm to one's health, interpersonal relationships, or ability to work.”

IV. Drug and Alcohol Programs

The Campus President provides an overall coordination of MIAT's Drug and Alcohol Abuse Prevention Program. However, many services are the responsibility of other areas or individuals including:

- Alcohol and Drug Abuse Education: Student Services
- Referral and Counseling: Student Services and Human Resources
- School Disciplinary Actions: Members of Senior Management and Director of Training

The following training programs, resources, counseling, treatment, rehabilitation or reentry programs are available to employees and/or students as described below:

A. Employees

Prior to employment with MIAT College of Technology all candidates must successfully complete a drug and alcohol screening as part of the hiring process. Details of the screening process are published in the Employee Handbook.

The Human Resources department offers a free online training module for all employees through Global Compliance Network entitled “Alcohol and Drug Awareness for Employees. This 12-minute video explains how drug and alcohol use negatively affects every member in the workplace increasing the risk of illness, injury or fatality and decreasing productivity, morale and attendance. The tutorial defines substance abuse, provides statistics and helps identify signs of use and discusses prevention measures.

Substance abuse needs are also covered by the medical plans offered by MIAT College of Technology and employees pay only their plan’s deductible or co-pay for treatment services. The benefit package offered to eligible employees also includes access to an Employee Assistance Program (EAP). Details of the employee benefits are published in the Employee Handbook.

MIAT College of Technology reserves the right to conduct workplace searches and/or drug and alcohol testing to confirm suspected violations of the school’s drug and alcohol policy. Details of workplace searches and drug and alcohol testing are published in the Employee Handbook.

B. Students

Prior to enrollment at MIAT College of Technology all applicants are required to complete and authorization and disclosure form permitting MIAT to conduct a secure background evaluation. These evaluations are conducted to identify potential employment limitations and advise applicants prior to investing in the training. This also helps to ensure the safety of our student population, staff and faculty. Further details on the background evaluation used for admissions are published in the Student Catalog.

The MIAT College of Technology Student Services staff can provide referrals for personal counseling needs; this includes referrals to drug abuse resources, treatment, or rehabilitation. List of resources, publications and contact

information community support organizations are maintained by the Student Services department. A sample of the community substance abuse resources available to students and employees include:

- Alcoholic Anonymous 24 hour help line: 248-332-3521
- Oakdale Recovery Center: 734-397-3088
- Growth Works: 734-495-1722
- Narcotics Anonymous 24 hour help line: 248-543-7200
- Psychiatric Intervention Center: 734-721-2000

Prior to graduation students undergo an exit interview process with the Career Services department. Part of the process includes completion of a drug screen test. The screen is a tool used by Career Services to help students find employment and does not prevent a student from graduating. Students are provided with referrals should the test results show signs of drug or alcohol use.

V. Disciplinary Sanctions

MIAT College of Technology will impose sanctions on students and employees for violation of MIAT's policies including the Drug and Alcohol policies (consistent with federal, state and local laws) up to and including warnings, fines, probation, suspension, expulsion, termination and referral for prosecution.

A. Employees

Disciplinary policies, procedures and practices for MIAT employees are documented and published in the Employee Handbook.

B. Students

Disciplinary policies, procedures and practices for MIAT students are documented and published in the Student Catalog and Student Handbook.

VI. Notification of MIAT's Drug and Alcohol Prevention Program (DAAPP)

A. Employees

Notification of the information contained in the DAAPP is distributed to all current employees on an annual basis via an all-employee e-mail. New employees receive notification during their new hire/onboarding process. The DAAPP is also available for review online on the company's computer network at: M:\shared\catalogsandhandbooks...

B. Students

Notification of how to access the information contained in the DAAPP is distributed to all newly enrolled students during their orientation. All students receive notification of any updates to the DAAPP via e-mail. The DAAPP is also available for review online and can be accessed at: www.miat.edu/daapp

VII. DAAPP Oversight

The Drug and Alcohol Abuse Prevention Program is reviewed annually by Senior Management. The management discusses the plan and any updates/revisions that need to be addressed to ensure compliance.

MIAT College of Technology's Compliance Committee is responsible to review the document for compliance with the assistance of legal counsel if required.

Appendix I

Controlled Substances Uses & Effects

Drug CSA Schedule		Trade or Other Names	Medical Uses	Physical Dependence	Psychological Dependence	Toler- ance	Duration (hours)	How Used	Possible Effects	Symptoms of Overdose	Withdrawal Syndrome
Narcotics	Opium II III V	Dover's Powder, Paregoric Parepectolin	Analgesic, antidiarrheal	High	High	Yes	3-6	Oral, smoked	Euphoria, drowsiness, respiratory depression, constricted pupils, nausea	Slow and shallow breathing, clammy skin, convulsions, coma, possible death	Watery eyes, runny nose, yawning, loss of appetite, irritability, tremors, panic, cramps, nausea, chills and sweating
	Morphine II III	MS-Contin, Roxanol, Roxanol-SR	Analgesic, antitussive	High	High	Yes	3-6	Oral, smoked, injected			
	Codeine II III V	Tylenol w/ Codeine, Empirin w/ Codeine, Robitussin A-C, Fiorinal w/Codeine	Analgesic, antitussive	Moderate	Moderate	Yes	3-6	Oral, injected			
	Heroin I	Diacetylmorphine, Horse, Smack	None	High	High	Yes	3-6	Injected, sniffed, smoked			
	Hydromorphone II	Dilaudid	Analgesic	High	High	Yes	3-6	Oral, injected			
	Meperidine (pethidine) II	Demerol, Mepergan	Analgesic	High	High	Yes	3-6	Oral, injected			
	Methadone II	Dolophine, Methadose	Analgesic	High	High-Low	Yes	12-24	Oral, injected			
Other Narcotics I II III IV V	Numorphan, Percodan, Percocet, Tylox, Tussionex, Fentanyl, Darvon, Lomotil, Talwin	Analgesic, antidiarrheal, antitussive	High-Low	High-Low	Yes	Variable	Oral, injected				
Depressants	Chloral Hydrate IV	Noctec	Hypnotic	Moderate	Moderate	Yes	5-8	Oral	Slurred speech, disorientation, drunken behavior without odor of alcohol	Shallow respiration, clammy skin, dilated pupils, weak and rapid pulse, coma, possible death	Anxiety, insomnia, tremors, delirium, convulsions, possible death
	Barbiturates II III IV	Amytal, Butisol, Fiorinal, Lotusate, Nembutal, Seconal, Tuinal, Phenobarbital	Anesthetic, anticonvulsant, sedative, hypnotic, veterinary euthanasia agent	High-Mod	High-Mod	Yes	1-16	Oral			
	Benzodiazepines IV	Ativan, Dalmane, Diazepam, Librium, Xanax, Serax, Valium, Tanxex, Verstan, Versad, Halcion, Paxipam, Restoril	Antianxiety, anticonvulsant, sedative, hypnotic	Low	Low	Yes	4-8	Oral			
	Methaqualone I	Quaalude	Sedative, hypnotic	High	High	Yes	4-8	Oral			
	Glutethimide III	Doriden	Sedative, hypnotic	High	Moderate	Yes	4-8	Oral			
	Other Depressants III IV	Equanil, Miltown, Noludar, Placidyl, Valmid	Antianxiety, sedative, hypnotic	Moderate	Moderate	Yes	4-8	Oral			
Stimulants	Cocaine II	Coke, Flake, Snow, Crack	Local anesthetic	Possible	High	Yes	1-2	Sniffed, smoked, injected	Increased alertness, excitation, euphoria, increased pulse rate & blood pressure, insomnia, loss of appetite	Agitation, increase in body temperature, hallucinations, convulsions, possible death	Apathy, long periods of sleep, irritability, depression, disorientation
	Amphetamines II	Biphatamine, Deicobase, Decoxyn, Daxedrine, Obertrol	Attention deficit disorders, narcolepsy, weight control	Possible	High	Yes	2-4	Oral, injected			
	Phenmetrazine II	Preludin	Weight control	Possible	High	Yes	2-4	Oral, injected			
	Methylphenidate II	Ritalin	Attention deficit disorders, narcolepsy	Possible	Moderate	Yes	2-4	Oral, injected			
	Other Stimulants III IV	Adipex, Cylert, Didrex, Ionamin, Melfiat, Plagine, Sanorex, Tenuate, Tepanil, Prelu-2	Weight control	Possible	High	Yes	2-4	Oral, injected			

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Hallucinogens	LSD I	Acid, Microdot	None	None	Unknown	Yes	8-12	Oral	Illusions and hallucinations, poor perception of time and distance	Longer, more intense "trip" episodes, psychosis, possible Death	Withdrawal syndrome not reported
	Mescaline and Peyote I	Mexc, Buttoris, Cactus	None	None	Unknown	Yes	8-12	Oral			
	Amphetamine Variants I	2.5-DMA, PMA, STP, MDA, MDMA, TMA, DOM, DOB	None	Unknown	Unknown	Yes	Variable	Oral, injected			
	Phencyclidine II	PCP, Angel Dust, Hog	None	Unknown	High	Yes	Days	Smoked, oral, injected			
	Phencyclidine Analogues I	PCE, PCPy, TCP	None	Unknown	High	Yes	Days	Smoked, oral, injected			
	Other Hallucinogens I	Butotenine, Ibogaine, DMT, DET, Psilocybin, Psilocyn	None	None	Unknown	Possible	Variable	Smoked, oral, injected, sniffed			
Cannabis	Marijuana I	Pot, Acapulco Gold, Grass, Reefer, Sinsemila, Thai sticks	None	Unknown	Moderate	Yes	2-4	Smoked, oral	Euphoria, relaxed inhibitions, increased appetite, disoriented behavior	Fatigue, paranoia, possible psychosis	Insomnia, hyper-activity, and decreased appetite occasionally reported
	Tetrahydrocannabinol I II	THC, Marinol	Cancer, chemotherapy, antinauseant	Unknown	Moderate	Yes	2-4	Smoked, oral			
	Hashish I	Hash	None	Unknown	Moderate	Yes	2-4	Smoked, oral			
	Hashish Oil I	Hash Oil	None	Unknown	Moderate	Yes	2-4	Smoked, oral			

Appendix I (continued)

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	<p>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.</p> <p>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.</p>	Cocaine 5 kilograms or more mixture	<p>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.</p> <p>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.</p> <p>2 or More Prior Offenses: Life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.</p>
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	
Substance/Quantity		Penalty		
Any Amount Of Other Schedule I & II Substances		<p>First Offense: Not more that 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.</p> <p>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.</p>		
Any Drug Product Containing Gamma Hydroxybutyric Acid				
Flunitrazepam (Schedule IV) 1 Gram				
Any Amount Of Other Schedule III Drugs		<p>First Offense: Not more than 10 yrs. If death or serious bodily injury, not more that 15 yrs. Fine not more than \$500,000 if an individual, \$2.5 million if not an individual.</p> <p>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.</p>		
Any Amount Of All Other Schedule IV Drugs (other than one gram or more of Flunitrazepam)		<p>First Offense: Not more than 5 yrs. Fine not more than \$250,000 if an individual, \$1 million if not an individual.</p> <p>Second Offense: Not more than 10 yrs. Fine not more than \$500,000 if an individual, \$2 million if other than an individual.</p>		
Any Amount Of All Schedule V Drugs		<p>First Offense: Not more than 1 yr. Fine not more than \$100,000 if an individual, \$250,000 if not an individual.</p> <p>Second Offense: Not more than 4 yrs. Fine not more than \$200,000 if an individual, \$500,000 if not an individual.</p>		