



Drug & Alcohol Policy

July 2020

**395 Main Street, Box 873
Dubuque, IA 52001
563-58-2379**

**2945 Williams Parkway, SW
Cedar Rapids, IA 52404
319-364-1541**

**2540 E. 53rd Street
Davenport, IA 52807
563-388-6642**

**2323 Crossroads Blvd.
Waterloo, IA 50702
319-234-2600**

**This policy is distributed to all employees and students annually. We review our Drug and Alcohol Policy for effectiveness at least once every two years through Campus Security reporting and by the number of drug and alcohol related disciplinary actions, treatment referrals, and incident reports to and from police. If changes are deemed necessary, they will be implemented and the students/staff informed.*

Drug & Alcohol Policy

The school is committed to providing a campus environment free of the use of alcohol and illegal drugs. To strengthen that commitment, the school has adopted and implemented a program that seeks to prevent the abuse of alcohol and drugs by its employees and students. The School's policies concerning the use of alcohol and drugs are outlined below. This statement is provided annually to students, faculty and staff of the school in compliance with the requirements of the Drug-Free Schools and Communities Act, Public Law 101-226.

The unlawful manufacture/distribution/dispensation/possession and/or use of a controlled substance (drugs) and the unlawful possession or use, of alcohol are prohibited in and on property owned or controlled by the school.

No employee or student is to report for work, attend class, or participate in a school activity while under the influence of illegal drugs, alcohol, or prescription drugs that would affect his/her performance.

Capri College Disciplinary Sanctions:

Violation of the policies and laws referenced above by an employee or student will be grounds for disciplinary actions up to and including termination or expulsion in accordance with the applicable school policies. A referral may also be made for prosecution consistent with local, state and federal criminal laws. Disciplinary action taken against a student or employee by the School does not preclude the possibility of criminal charges being filed against that individual. The filing of criminal charges similarly does not preclude action by the school.

The school may conduct searches for illegal drugs or alcohol on School facilities at any time, without prior notice to employees and students. Regarding employees, School Facilities include, without limitation: offices, desks, drawers, cabinets, files, lockers, equipment, including computers, email and voicemail, School vehicles, and any area on the School's premises. Regarding students, School Facilities include, without limitation: desks, drawers, lockers, and any area on the School's premises. These examples are provided as an illustration only and do not create an expectation of privacy in locations not listed.

Students and employees should have no expectation of privacy with respect to items brought onto Company property and/or stored in company facilities. In addition, when the school has a reasonable suspicion that a School policy is being violated that necessitates a search, employees and students may be required to submit to reasonable searches of personal vehicles, parcels, purses, handbags, backpacks, briefcases, lunch boxes, student kits or any other possessions or articles brought on to the company's property.

Employees and students are expected to fully cooperate. Persons entering the premises who refuse to cooperate in an inspection conducted pursuant to this policy may not be permitted to enter the premises. All employees must cooperate in an inspection; failure to do so is insubordination and will result in disciplinary action, up to and including discharge.

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As a condition of employment, school employees must consent to a drug or alcohol screening at any time during employment if the School has reasonable suspicion that the employee is under the influence of drugs and/or alcohol. The refusal to consent to testing may result in disciplinary action, including termination. The school will cover the costs associated with such drug and/or alcohol screening.

Local, State and Federal Sanctions:

Local State and Federal laws prohibit the possession of alcoholic beverage by persons under age 21. No person may sell, give, serve alcoholic beverages to a person under age 21, and it is unlawful for a person underage to misrepresent his or her age in order to obtain alcohol. It is a crime for any person to possess or distribute a controlled substance (drug).

The State of Iowa has established ordinances regarding alcoholic beverages. The City regulates licensing and sales of alcoholic beverages. As well the City of Sioux Falls has ordinances that deal with the consumption of alcohol on public streets, sidewalks and/or alleyways. The violation is a petty offence resulting in a maximum of a \$500 fine and/or up to 30 days in jail.

IOWA Penalties for DRIVING UNDER THE INFLUENCE OF ALCOHOL/DRUGS

<https://dui.drivinglaws.org/iowa.php>

OFFENSE	FINE	JAIL	LICENSE SUSPENSION
1 st	Up to \$1250	48 hours to 1 year	180 days – 1 year
2 nd	\$1875 minimum	7 days to 2 years	1-2 years
3 rd and Subsequent	\$3125 minimum	30 days to 5 years	6 years

Federal Penalties for Illegal Possession of Controlled Substances:

21 U.S.C. 844 (a)

- 1st conviction: Up to 1-year imprisonment and fined at least \$1000 but not more than \$100,000, or both.
- After 1 prior drug conviction: At least 15 days in prison, not to exceed 2 years and fined at least \$2500 but not more than \$250,00, or both.
- After 2 or more prior drug convictions: At least 90 days in prison, not to exceed 3 years and fined at least \$5,000 but not more than \$250,000, or both.

Special sentencing provision for possession of crack cocaine: Mandatory at least 5 years in prison, not to exceed 20 years and fined up to \$250,000, or both, if:

- (a) 1st conviction and the amount of crack possessed exceeding 5 grams.
- (b) 2nd crack conviction and the amount of crack possessed exceeding 3 grams.
- (c) 3rd or subsequent crack conviction and the amount of crack possessed exceeds 1 gram.

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21 U.S.C. 853(a)(2) and 881(a)(7)

Forfeiture of personal and real property used to possess or facilitate possession of a controlled substance if that offense is punishable by more than one-year imprisonment (see special sentencing provisions re: crack.)

21 U.S.C 881(a)(4)

Forfeiture of vehicles, boats, aircraft or any other conveyance used to transport or conceal a controlled substance.

21 U.S.C. 844(a)

Civil fine of up to \$10,000 (pending adoption of final regulations.)

21 U.S.C. 853a

Denial of Federal benefits, such as student loans, grants, contracts, and professional and commercial licenses, for up to 1 year for first offense, up to 5 years for second and subsequent offenses.

Health Risks Associated with use and abuse of Alcohol and Illegal Drugs:

Alcohol consumption causes a number of marked changes in behavior. Even low doses of alcohol significantly impair the judgment and coordination required to drive a car safely, increasing the likelihood that the driver will be involved in an accident. The use of even small amounts of alcohol by a pregnant woman can damage the fetus. Low to moderate doses of alcohol also increases the likelihood of a variety of aggressive acts.

Moderate to high doses of alcohol cause marked impairment in higher mental functions, severely altering a person's ability to learn and remember information. Heavy use may result in chronic depression and suicide and may also be associated with the abuse of other drugs. Very high doses can cause respiratory depression and death. If combined with other depressants of the central nervous system, much lower doses of alcohol will produce effects described above for very high doses. Long-term, heavy alcohol use can cause digestive disorders, cirrhosis of the liver, circulatory system disorders and impairment of the central nervous system, all of which may lead to early death.

Repeated use of alcohol can lead to dependence, and at least 15-20 percent of heavy users eventually will become problem drinkers or alcoholics if they continue drinking. Sudden cessation of alcohol intake is likely to produce withdrawal symptoms, including severe anxiety, tremors, hallucinations and convulsions, which can be life threatening. The use of illegal drugs, and the misuse of prescription and other drugs, poses a serious health threat. For example, the use of marijuana (cannabis) may cause impairment of short-term memory, comprehension, and ability to perform tasks requiring concentration.

The use of marijuana also may cause lung damage, paranoia and possible psychosis. The use of narcotics, depressants, stimulants and hallucinogens may cause nervous system disorders and possible death as the result of an overdose. Illicit inhalants can cause liver damage.

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There are significant risks associated with the use of alcohol and drugs. These risks include impaired academic or work performance; lost potential; financial problems; poor concentration; blackouts; conflicts with friends and others; vandalism, theft and murder, sexual assault and other unplanned sexual relationships; spouse and child abuse; sexually transmitted diseases; and unusual or inappropriate risk-taking which may result in physical or emotional injury or death.

The school maintains drug and alcohol education information that can be obtained from the Student Services Director.

RESOURCES (by Capri Location) for Information or Help

CEDAR RAPIDS, IA

Area Substance Abuse Council	319-390-4611		www.asac.us/
Cedar Rapids Police Department	319-268-5491 or 911		www.cedar-rapids.org/local_government/departments_g_-_v/police/index.php
Crisis Center	319-362-2174		www.foundation2.org/
Waypoint Domestic Abuse	319-363-2093		www.waypointservices.org/
Mercy Hospital	319-398-6011		www.mercycare.org/
St. Luke's Hospital	319-369-7211		www.unitypoint.org/cedarrapids/default.aspx
Poison Control Center	800-222-1222		www.iowapoinson.org/
Sexual Assault Intervention	319-363-2093		www.waypointservices.org/
Capri College School Director- Chris Fiegen	319-364-1541 x 203		clfiegen@capricollege.com
Capri College Student Services- Sara Hollingshead	319-364-1541 x 206		shollingshead@capricollege.com

DAVENPORT, IA

Center for Alcohol & Drug Services	563-322-2667		www.cads-ia.com
Davenport Police Department	563-326-7979 or 911		www.cityofdavenportiowa.com
Safe Path Crisis Line – Sexual Assault	563-326-9191		www.famres.org
Genesis Medical Center	563-421-1000		www.genesishealth.com
Trinity Medical / Unity Point Health	563-779-5000		www.unitypoing.org
Poison Control Center	800-222-1222		www.poison.org/
Family Resources – Domestic Abuse	309-797-1777		www.famres.org
Capri College School Director- Melody Sawvell	563-388-6642 x 203		msawvell@capricollege.com
Capri College Student Services- Mary Vance	563-388-6642 x 204		mvance@capricollege.com

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DUBUQUE, IA

Dubuque Substance Abuse Center	563-582-3784	www.rehab.com
Dubuque Police Department	563-589-4467 or 911	www.cityofdubuque.org
New Beginnings / Domestic Violence Hotline	563-556-1100	www.newbegin.org
Domestic Abuse (YWCA)	563-588-0048	www.ywcaworks.org
Mercy Hospital	563-589-2000	www.mercydubuque.com
Finley (Unity Point) Hospital	563-582-1818	www.unitypoint.org
Crescent Health Center	563-690-2850	www.crescentchc.org
Poison Control Center	800-222-1222	www.iowapoison.org
Riverview Center (Sexual Assault)	563-557-0310	www.riverviewcenter.org
Turning Point (Mercy Treatment Center)	563-589-8290	www.mercydubuque.com
Capri College School Director- Josh Miller	563-588-2379 x 313	jmiller@capricollege.com
Capri College Student Services- Meggan Merrick	563-588-2379 x 325	mdobson@capricollege.com

WATERLOO, IA

Waterloo Substance Abuse Center	319-235-6571	www.pathwaysb.org
Waterloo Police Department	319-291-4340 or 911	www.waterloopolice.com
Horizons Substance Abuse Center	319-272-2873	www.intherooms.com
Domestic Abuse Hotline	800-799-7233	www.thehotline.org
Waterloo Sexual Assault Center	319-335-6000	www.rvap.uiowa.edu
Covenant Medical Center	319-272-8000	www.wheatoniowa.org/locations/covenant-medical-center
Allen Memorial Hospital	319-235-3941	www.unitypoint.org/waterloo
Poison Control Center	800-222-1222	www.poison.org
Capri College School Director- Trish Erger	319-234-2600 x 102	terger@capricollege.com
Capri College Asst. Director- Julia Surprenant	319-234-2600 x 104	jsurprenant@capricollege.com

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Federal Drug Free Work-Place Requirements:

The following are required of the school and its employees and students:

1. An employee or student shall notify his or her supervisor, or other appropriate management representative, of any criminal drug statute conviction for a violation occurring in the workplace no later than (5) days after such conviction.
2. The School shall notify any federal contacting agency within ten days of having received notice that an employee or student engaged in the performance of such contract or grant has had a criminal drug statute conviction for a violation occurring in the workplace.
3. The School will take appropriate action against any employee or student who is convicted for a violation occurring in the workplace and will require the employee or student's satisfactory participation in a drug abuse assistance or rehabilitation program.

Standards of Conduct:

The Drug and Alcohol Prevention Program policy applies to all Employees/students. The unlawful possession, use, or distribution of illicit drugs and/or alcohol is strictly prohibited at this school. Employees/Students not complying with these standards will be subject to institutional sanctions. The prohibitions for use, possession, and distribution of illegal drugs or alcohol apply to all students on school property or as part of any school activity.

Drug Violation-Financial Aid Eligibility:

Federal Law prohibits illegal drug possession or sale.

A student who is convicted of either offense, while receiving Federal Financial Aid, will lose Federal Financial Aid eligibility, as follows:

1. Possession of Illegal Drug

Possession conviction results in loss of Federal Aid for 1 year from date of conviction; two possession convictions result in 2 years from conviction date.

2. Sale of Illegal Drug

Conviction of the Sale of illegal drugs results in loss of Federal Aid for 2 years from date of conviction.

A student may reinstate Federal Financial Aid eligibility upon documented successful completion of an acceptable drug rehabilitation program, which includes at least two unannounced drug tests, and:

The program is qualified to receive funds from federal, state or local government or from a federally (or state) licensed insurance company or be administered or recognized by a Federal, State or local government agency or court, or federally or state-licensed hospital, health clinic or medical