
Drug and Alcohol Abuse Prevention Program (DAAPP) Notification

December 2020

The Drug Free Schools and Campus Regulations of the Drug-Free Schools and Communities Act (DFSCA) require an Institution of Higher Education (IHE) to certify that it has implemented a drug and alcohol abuse prevention program (DAAPP). At minimum, an IHE must annually distribute the following in writing to all students and employees:

- Standards of conduct that clearly prohibit the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees on the institution's property or as part of any of its activities;
- A description of the applicable legal sanctions under local, State, and Federal law for the unlawful possession or distribution of illicit drugs and alcohol;
- A description of the health risks associated with the use of illicit drugs and the abuse of alcohol;
- A description of any drug or alcohol counseling, treatment, or rehabilitative or reentry programs that are available to employees or students; and
- 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.

These matters will be discussed in more detail in the upcoming sections.

Employee Standards of Conduct and Sanctions

UTI/MMI/NASCAR Tech (collectively "UTI") seeks to provide a safe and healthy workplace for all employees. Accordingly, UTI has adopted a policy that attempts to provide drug-free work sites and prohibits working while under the influence of alcohol or any drug that could adversely affect an employee's job performance or create a safety issue.

UTI strictly prohibits the unlawful manufacture, distribution, dispensing, exchange, sale, possession, or use of drugs or alcohol on UTI premises (excluding moderate alcohol use at certain approved company-sponsored functions). In addition, having metabolites of controlled substances in one's body, or being intoxicated by, or under the influence of, alcohol or illegal drugs or the misuse of legal drugs on Company premises or when conducting Company business is also forbidden. A violation of the policy may result in disciplinary action up to and including immediate termination.

In support of a drug and alcohol-free environment, UTI will follow specific testing procedures outlined in the Drug Free Workplace Policy and Drug and Alcohol Testing Policy. Adherence to testing requirements is a condition of employment.

The UTI Drug and Alcohol Policy provides detailed information on unauthorized substances, testing methods, testing



criteria, and consequences of positive drug/alcohol tests. Drug and alcohol testing may be conducted under various circumstances which include, but are not limited to, pre-employment, post-accident, safety, reasonable suspicion, random, return-to-work, mandatory follow-up, general, and periodic. Drugs tested for may include, but are not limited to, alcohol, amphetamines, barbiturates, benzodiazepines, cocaine, marijuana, methadone, methaqualone, opiates, phencyclidine (PCP), and propoxyphene.

The site for performance of work done in connection with the drug/alcohol-free workplace consists of any campus or Company location, including parking lots, company leased space (including storage facilities and company owned/leased vehicles), and customer facilities.

Refusal to participate in required drug and alcohol testing or refusal to accept the terms and conditions of testing as specified is a violation of Company policy and may result in termination of employment. UTI will respect the specific laws and regulations of each of the states in which it conducts business.

The intent of the UTI Drug and Alcohol Policy is to support a productive and safe working environment for all employees. UTI encourages existing employees who recognize that they have a drug or alcohol problem to seek treatment immediately.

Copies of the UTI Drug and Alcohol Policy are available through the Human Resources department. Information is also available on UTI's Inside Track.

Student Standards of Conduct and Sanctions

UTI supports a drug-free environment and does not allow the unlawful possession, use or distribution of illicit drugs or alcohol on or off campus. As a condition of acceptance, students agree to random and for-cause drug testing throughout their attendance as set forth in the Substance Abuse Prevention Policy. A violation will result in UTI taking appropriate action up to and including termination of enrollment. UTI has developed a strict and rigidly enforced policy regarding drug and alcohol abuse. UTI cannot and does not condone drug or alcohol abuse by its students. UTI will not allow the possession, use or distribution of illicit drugs or alcohol by students or staff on its property or as part of any of its officially sponsored off-campus activities. Students are also prohibited from being under the influence of alcohol, illegal drugs or any other substance that could adversely affect the health, safety or welfare of students, faculty or staff on UTI property or at any of its officially sponsored activities. This includes field trips and student-sponsored activities if they are considered sponsored by the school. All forms of synthetic marijuana are prohibited, regardless of the legality of the substance.

Medical Marijuana: Although UTI has campuses in some states that have passed laws allowing the use of medical marijuana in certain circumstances (i.e., possessing lawfully issued medical marijuana card), federal laws classify medical marijuana as a controlled substance and prohibit marijuana use, possession, and distribution at institutions of higher education. As such, the use of medical marijuana is prohibited on all UTI campuses and as any part of their activities. In addition, UTI cannot accommodate off campus use of medical marijuana. This means students who fail a drug test due

to marijuana usage cannot avoid responsibility under UTI policies by claiming that they are legally using marijuana.

UTI will take appropriate disciplinary action whenever a student violates or is suspected of violating the Substance Abuse Prevention Policy. Reporting to campus under the influence of alcohol, drugs or any substance that impairs a student's mental or physical capacity will not be tolerated. This includes all forms of synthetic marijuana. Any student using physician-prescribed medication or other medication that may impair performance in either the classroom or the lab should immediately inform his or her instructor of such medication. Additionally, any physician-prescribed drug that might result in a positive drug test must be reported to the Student Services Department as soon as the student begins using the medication. Failure to provide such notification in a timely manner may subject the student to all the actions, requirements and conditions described in the Drug Testing Procedures of the Substance Abuse Prevention Policy. Possession of illegal drugs, drug paraphernalia or alcohol is prohibited.

When UTI becomes aware of reasonable grounds (as listed below) to believe a student has violated the Substance Abuse Prevention Policy, UTI will immediately investigate. Such investigation may include appropriate drug and/or alcohol testing. As a result of such investigation and at UTI's sole discretion, one or more of the following actions may occur, depending upon factors that include the nature and severity of the offense:

- Verbal warning/advisement
- Written warning/advisement
- Immediate screening test
- Referral to an approved rehabilitation/counseling agency
- Removal from the student's current course that may result in an attendance failure and/or professionalism downgrades
- Suspension
- Termination
- Referral for prosecution

Students should be aware that UTI may bring matters of illegal drug use to the attention of local law enforcement. Students should fully understand that UTI supports the criminal prosecution of policy violators, when appropriate. Reasonable grounds for suspecting substance abuse include, but are not limited to, any one or more of the following:

- Slurred speech
- Red eyes
- Erratic behavior
- Inability to perform job/task
- Smell of alcohol or marijuana emanating from a student's body
- Inability to carry on a rational conversation
- Other unexplained behavioral changes
- Dilated pupils

-
- Incoherence
 - Unsteadiness on feet
 - Increased carelessness
 - Receipt of information by UTI indicating a violation of this policy has occurred

To ensure clear communication of the required standards of conduct and the sanctions imposed for violation of those standards, UTI provides students with a copy of the Substance Abuse Prevention Policy via the course catalog during the enrollment process. In addition, the catalog can be accessed at www.uti.edu/catalogs at any time. Students are notified that compliance with standards of conduct required by the Substance Abuse Prevention Policy is mandatory. In order to ensure compliance, UTI may engage in drug and/or alcohol screening tests under the following circumstances:

- After an accident at UTI.
- If UTI believes an individual has been observed possessing or using a prohibited substance on campus.
- When UTI believes an individual may be affected by the use of drugs or alcohol, and the use may adversely affect the individual's effectiveness in the classroom environment, or his or her safety or the safety of others.
- When UTI believes a student is impaired during school hours or while engaged in UTI business or sponsored activities.
- When UTI receives a written report from another individual with a relationship to the student (e.g., roommate, parent, landlord) alleging, with documented reasonable grounds, the student has abused drugs or alcohol.
- Upon notification by proper authorities of alleged violations of the Substance Abuse Prevention Policy.
- In addition, periodic random drug screening tests may be administered, and any individual who has had a positive drug or alcohol impairment test may be subjected to further testing for the duration of his or her program.

Legal Sanctions

UTI will report to local and/or state law enforcement, as applicable by federal and state drug laws, any student who is found in possession of, using or selling illegal drugs on campus as well as anyone who is found to have broken the state laws regarding underage drinking.

Possible federal penalties and sanctions for illegal trafficking and possession of a controlled substance are described below. Convictions for federal drug offenses can also result in a student's loss of eligibility for federal financial aid.

FEDERAL TRAFFICKING PENALTIES

DRUG/SCHEDULE	QUANTITY	PENALTIES	QUANTITY	PENALTIES
Cocaine (Schedule II)	500-4999 grams mixture	First Offense: Not less than 5 yrs, and not more than 40 yrs. If death or serious injury, not less than 20 or more than life. Fine of not more than \$5 million if an individual, \$25 million if not an individual.	5 kgs or more mixture	First Offense: Not less than 10 yrs, and not more than life. If death or serious injury, not less than 20 or more than life. Fine of not more than \$10 million if an individual, \$50 million if not an individual.
Cocaine Base (Schedule II)	28-279 grams mixture		280 grams or more mixture	
Fentanyl (Schedule II)	40-399 grams mixture		400 grams or more mixture	
Fentanyl Analogue (Schedule I)	10-99 grams mixture		100 grams or more mixture	
Heroin (Schedule I)	100-999 grams mixture		1 kg or more mixture	
LSD (Schedule I)	1-9 grams mixture	Second Offense: Not less than 10 yrs, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$8 million if an individual, \$50 million if not an individual.	10 grams or more mixture	Second Offense: Not less than 20 yrs, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.
Methamphetamine (Schedule II)	5-49 grams pure or 50-499 grams mixture		50 grams or more pure or 500 grams or more mixture	
PCP (Schedule II)	10-99 grams pure or 100-999 grams mixture		100 gm or more pure or 1 kg or more mixture	
PENALTIES				
Other Schedule I & II drugs (and any drug product containing Gamma Hydroxybutyric Acid)	Any amount	First Offense: Not more than 20 yrs. If death or serious injury, not less than 20 yrs, or more than life. Fine \$1 million if an individual, \$5 million if not 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 not an individual.		
Flunitrazepam (Schedule IV)	1 gram			
Other Schedule III drugs	Any amount	First Offense: Not more than 10 years. If death or serious injury, not more than 15 yrs. Fine not more than \$500,000 if an individual, \$2.5 million if not an individual. 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.		
All other Schedule IV drugs	Any amount			
Flunitrazepam (Schedule IV)	Other than 1 gram or more	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.		
All Schedule V drugs	Any amount			

FEDERAL TRAFFICKING PENALTIES—MARIJUANA

DRUG	QUANTITY	1st OFFENSE	2nd OFFENSE *
Marijuana (Schedule I)	1,000 kg or more marijuana mixture; or 1,000 or more marijuana plants	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.	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 (Schedule I)	100 kg to 999 kg marijuana mixture; or 100 to 999 marijuana plants	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.	Not less than 10 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 (Schedule I)	More than 10 kgs hashish; 50 to 99 kg marijuana mixture More than 1 kg of hashish oil; 50 to 99 marijuana plants	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.	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.
Marijuana (Schedule I)	Less than 50 kilograms marijuana (but does not include 50 or more marijuana plants regardless of weight) 1 to 49 marijuana plants;	Not more than 5 yrs. Fine not more than \$250,000, \$1 million if other than an individual.	Not more than 10 yrs. Fine \$500,000 if an individual, \$2 million if other than individual.
Hashish (Schedule I)	10 kg or less		
Hashish Oil (Schedule I)	1 kg or less		

*The minimum sentence for a violation after two or more prior convictions for a felony drug offense have become final is a mandatory term of life imprisonment without release and a fine up to \$20 million if an individual and \$75 million if other than an individual.

State and local laws also provide penalties for violations of laws relating to the unlawful manufacture, sale, or use or possession of drugs and alcohol. Sanctions may range from local citations to state law felonies. Penalties range from small fines to imprisonment, depending on the violation and past criminal history of the individual. A summary of some key state laws and local ordinances are discussed below.

Arizona State Laws	
Dangerous Drugs	<ul style="list-style-type: none"> Class 4 felony, if not previously convicted of a felony and the drug was not meth or another type of amphetamine, possible reduction Class 1 misdemeanor Fine of not less than \$2000 or 3 times the value of substance, whichever is greater 0 to 1 year in jail if no priors, or up to 3.75 years in prison if prior convictions
Narcotic (Cocaine)	<ul style="list-style-type: none"> Class 4 felony, if not previously convicted of a felony, possible reduction Class 1 misdemeanor Fine of not less than \$2000 or 3 times the value of substance, whichever is greater 0 to 1 year in jail if no priors, up to 15 years with 2 prior convictions

Marijuana (less than 2 lbs)	<ul style="list-style-type: none"> • Class 6 felony if it's found to be for personal use, but can be reduced to a misdemeanor; Class 5 felony if it was personally produced; Class 4 felony if it's for sale • Fine of not less than \$2000 or 3 times the value of substance, whichever is greater • 0 to 1 year in jail if no priors, up to 3.75 with prior convictions
Minor in Consumption or Possession of Alcohol	<ul style="list-style-type: none"> • Driver's license suspension for up to 2 years • Fines up to around \$500 plus court costs • A misdemeanor record • Community service
Minors Who Obtain Alcohol Illegally	<ul style="list-style-type: none"> • ARS 4-241L – If someone under the age of 21 gets a fake ID to purchase alcohol, he/she will be charged with a Class 1 Misdemeanor. Up to \$2,500, revocation of driver's license for up to 6 months or 180 days, and jail time of up to 6 months. • ARS 4-241M – If someone under the age of 21 asks another person to purchase, give or sell alcohol, he/she will be charged with a Class 3 Misdemeanor. The potential penalties include fines up to \$500, potential loss of driver's license for 6 months, and possible jail time of up to 6 months. • ARS 4-241N – If using a fake ID to get into a place that is licensed to sell alcohol, one will be charged with a Class 1 Misdemeanor. If arrested, up to \$2,500, suspended driver's license for up to 6 months, and jail time of up to 6 months.
DUI	<p>DUI: Operating a motor vehicle while visibly impaired to the slightest degree by alcohol or drugs or have a BAC of 0.08 percent or more.</p> <ul style="list-style-type: none"> • Typical First time DUI Penalties: <ul style="list-style-type: none"> ○ Fines, fees and surcharges ○ Jail time (Min. 10 days) ○ License suspension (90 days-one to 1 year) ○ Ignition interlock device ○ DUI Counseling ○ Community service ○ Probation up to five years

Local Ordinances	<ul style="list-style-type: none"> Avondale: Except as specifically set forth in subsection <u>17-21(b)</u>, it shall be unlawful for any person to consume or have in his or her possession any intoxicating beverage in any public park area located within the city. A violation of this section shall constitute a class one misdemeanor, punishable by a fine of not more than two thousand five hundred dollars (\$2,500.00) or by imprisonment for not more than six (6) months in jail. There are no relevant local ordinances related to alcohol or drugs in Phoenix.
------------------	--

California State Laws	
Controlled Substances (not marijuana)	<p>After Prop 47, the following crimes are punished as misdemeanors only, with penalties including up to one year in the county jail, <i>not state prison</i>:</p> <ul style="list-style-type: none"> Schedule I opiates, opium derivatives, cocaine base, mescaline, peyote, or synthetic cannabis (including their isomers, esters, ethers, salts, and salts of isomers, esters, and ethers) Schedule II narcotics or opiates Schedule III hallucinogens, and Schedule III, IV or V
Marijuana	<ul style="list-style-type: none"> Possession of more than 28.5 grams of marijuana, other than concentrated cannabis, is punishable by incarceration of up to 6 months, a fine of not more than \$500, or both Possession of not more than 28.5 grams of marijuana, legal for those 21 and over, an infraction for those 18 and under (mandatory drug education course and community service)
Concentrated Cannabis	<ul style="list-style-type: none"> Possession of up to 8 grams of concentrated cannabis is legal, over 8 grams is punishable by incarceration of up to 1 year, a fine of up to \$500, or both
Minor in Consumption or Possession of Alcohol	<ul style="list-style-type: none"> First offense: <ul style="list-style-type: none"> -A fine of \$250 -24 to 36 hours of community service Second offense: <ul style="list-style-type: none"> -A fine of \$500 -36 to 48 hours of community service

Providing Alcohol to Minors	<ul style="list-style-type: none"> Under California BC 25658, the penalties for furnishing alcohol to a minor could include community service time, for a minimum of 24 hours, intended to be served at an alcohol or drug treatment facility, or the county coroner's office. In addition, a conviction could result in a \$1,000 fine. A second or subsequent violation can result in additional hours of community service.
DUI	<p>Typical First time DUI Penalties:</p> <ul style="list-style-type: none"> Immediate license suspension per the state's Admin Per Se policy for at least 4 months. Up to 6 months in jail. Up to \$1,000 in fines. Keep in mind additional penalty fines and legal fees. \$125 fee for license reissue. Installation of an ignition interlock device. DUI program. The length varies depending on factors like your BAC at the time of arrest. SR-22 filing.
Local Ordinances	<p>Los Angeles County – Long Beach</p> <ul style="list-style-type: none"> A person shall not enter, remain in or be in any park while he is under the influence of any alcoholic beverage or narcotic and dangerous drug. Every person who consumes any beer, wine or other intoxicating beverage on any public street, sidewalk, alley, highway or parking lot open to the public is guilty of a misdemeanor. This section shall not be deemed to proscribe any act which is positively permitted or prohibited by any law of the state of California. A person shall not enter, be, or remain on any beach while consuming any alcoholic beverages except at a concession facility duly authorized by the Board of Supervisors or in connection with a special event duly authorized by the Director of the Department of Beaches and Harbors for which the sponsoring organization is properly licensed by the State Department of Alcoholic Beverage Control. There are no relevant local ordinances related to alcohol or drugs in Sacramento. There are no relevant local ordinances related to alcohol or drugs in Rancho Cucamonga.
<p align="center">Florida State Laws</p>	
First Degree Misdemeanor Possession	<ul style="list-style-type: none"> Up to 20g marijuana (except for legally possessed medical marijuana) Misdemeanor offender with at least 4 priors is subject to enhanced penalties

Third Degree Felony Possession	<ul style="list-style-type: none"> More than 20g marijuana (except for legally possessed medical marijuana); up to 28 g cocaine; up to 10 g MDMA/ecstasy; up to 1g LSD; up to 4 g heroin/opiate
First Degree Felony Possession	<ul style="list-style-type: none"> More than 25 lbs. marijuana; more than 28 cocaine; more than 10g MDMA/ecstasy; more than 1g LSD; more than 4g heroin/opiate
Penalties	<ul style="list-style-type: none"> First Degree Misdemeanor: Up to 1 yr. in jail, plus court costs; those with at least 4 prior convictions may be sentenced to 1 yr. in jail, mandatory treatment, or home detention of up to 1 yr. Third Degree Felony: Up to 5 yr. in prison First Degree Felony: Up to 30 yrs. in prison and up to \$250,000 in fines; mandatory minimums apply (depending on type of drug and amounts)
Minor in Consumption or Possession of Alcohol	<ul style="list-style-type: none"> A first-time offense is a second-degree misdemeanor, with penalties including a fine of up to \$500 and up to 60 days in jail. A further offense is a first-degree misdemeanor, punishable by a fine of up to \$1,000 and up to a year of jail time.
Providing Alcohol to Minors	<ul style="list-style-type: none"> A first-time offense could yield a second degree misdemeanor charge. This could mean up to 60 days in jail and perhaps \$500 in fines. Someone convicted of giving alcohol to a minor could face driver's license suspension or revocation.
DUI	<ul style="list-style-type: none"> Fines: If this is your first conviction, your fine will be between \$500-\$2,000. If your blood alcohol level is .15 or higher, or you have a minor in the vehicle, the fine will be between \$2,000-\$4,000. Community Service: If this is your first conviction, you will need to serve a mandatory 50 hrs of community service or an additional fine of \$10 for each hour of required community service. Probation: For first convictions, the total period of probation and incarceration will not be greater than 1 year. Imprisonment is at the court's discretion. Sentencing terms may be served at a residential alcoholism or drug abuse treatment program, credited toward the term of imprisonment. For the first conviction, you will receive not more than 6 months. If your blood alcohol level is .15 or higher or there was a minor in the vehicle, you will receive not more than 9 months.

Local Ordinances	<ul style="list-style-type: none"> It is hereby made unlawful and a violation to sell, consume, or possess any alcoholic beverage in any open or unsealed container, at or within any public property within the corporate limits of the City, including, but not limited to, any public building, facility, park, playground, recreational facility, street, sidewalk, right-of-way, parking lot, and any other property owned or controlled by the City of Orlando unless an exemption has been approved. It shall be unlawful for any person to possess in any open container or to consume any alcoholic beverage or any mixture containing an alcoholic beverage in or upon any parking area open to public use, or in or upon any private property without the consent of the owner, tenant or other person lawfully in possession of said property. It shall be unlawful for any person to consume any alcoholic beverage or any mixture containing an alcoholic beverage while such person is in or on any vehicle which is located in or upon any parking area open to public use, or in or upon any private property without the consent of the owner, tenant or other person lawfully in possession of said property. It is unlawful for any person to possess an open container of an alcoholic beverage or to consume an alcoholic beverage, while in or on a boat, motorboat, or personal watercraft on a waterway.
------------------	--

Illinois State Laws	
Heroin	<p>This is a Class 1 Felony, punishable by up to \$200,000 in fines and imprisonment as follows</p> <ul style="list-style-type: none"> 15g-99g: Between 4-15 years in prison 100g-399g: Between 6-30 years in prison 400g-899g: Between 8-40 years in prison 900g or Higher: Between 10-50 years in prison
Cocaine	<p>This is a Class 1 Felony, punishable by up to \$200,000 in fines and imprisonment as follows:</p> <ul style="list-style-type: none"> 15g-99g: Between 4-15 years in prison 100g-399g: Between 6-30 years in prison 400g-899g: Between 8-40 years in prison 900g or Higher: Between 10-50 years in prison

Morphine	<p>This is a Class 1 Felony, punishable by up to \$200,000 in fines and imprisonment as follows:</p> <ul style="list-style-type: none"> • 15g-99g: Between 4-15 years in prison • 100g-399g: Between 6-30 years in prison • 400g-899g: Between 6-40 years in prison • 900g or Higher: Between 10-50 years in prison
Peyote, Barbituric Acid/Salts, Amphetamine	<ul style="list-style-type: none"> • 200g or more is a Class 1 Felony punishable by between 4 and 15 years in prison and up to \$25,000 in fines.
LSD	<p>This is a Class 1 Felony, punishable by up to \$200,000 in fines and imprisonment as follows:</p> <ul style="list-style-type: none"> • 15g-99g: Between 4-15 years in prison • 100g-399g: Between 6-30 years in prison • 400g-899g: Between 8-40 years in prison • 900g or Higher: Between 10-50 years in prison
Pentazocine, Methaqualone, Phencyclidine, and Ketamine	<ul style="list-style-type: none"> • Possession of 30g or more is a Class 1 Felony punishable by between 4 and 15 years in prison and up to \$25,000 in fines
Other Substances Not Listed in Statute	<ul style="list-style-type: none"> • Possession of any amount is a Class 4 Felony punishable by between 1-3 in prison and up to \$25,000 in fines.
Minor in Consumption or Possession of Alcohol	<p>Class A misdemeanor punishable by any of the following:</p> <ul style="list-style-type: none"> • Up to \$2,500 in fines • Probation • Community Service • 3 to 12-month driver's license suspension (regardless of whether you were in or around a car when the offense took place) • Alcohol education or treatment
Providing Alcohol to Minors	<ul style="list-style-type: none"> • Maximum \$2,500 fine and up to a year in jail for a misdemeanor offense. Felony offense can result in a prison sentence of a year or more and fines up to \$25,000.

DUI	<ul style="list-style-type: none"> Driver's license revocation: <ul style="list-style-type: none"> 21 years old and over: 1 year. Under 21 years old: 2 years. Maximum imprisonment: 6 months Minimum fine: \$1,000 Community service. Drug and alcohol program. Motor vehicle registration revocation.
Local Ordinance	<ul style="list-style-type: none"> The Clerk of the Circuit Court of DuPage County is authorized to collect a fee of five dollars (\$5.00) for all violations of the Illinois Vehicle Code or violations of similar provisions contained in County or municipal ordinances committed in DuPage. The Clerk of the Circuit Court of DuPage County is authorized to collect a fee of thirty dollars (\$30.00) for all violations of driving under the influence of alcohol or other drugs.

New Jersey State Laws	
Heroin, Cocaine, Methamphetamine (and all other illicit drugs)	<ul style="list-style-type: none"> Any Amount: 3rd degree crime (3-5 yrs. in prison and a fine of up to \$35,000)
Marijuana	<ul style="list-style-type: none"> Less than 50g (or less than 5g of hashish): Disorderly persons offense (up to 6 months in jail and a fine of up to \$1,000) More than 50g (or more than 5g of hashish): 4th degree crime (up to 18 months in prison and a fine of up to \$15,000)
Drug Paraphernalia	<ul style="list-style-type: none"> Anything intended to "introduce into the human body a controlled dangerous substance" (pipes, hypodermic needles, etc.): Disorderly persons offense (up to 6 months in jail and a fine of up to \$1,000)
Unauthorized Prescription Drugs	<ul style="list-style-type: none"> Any amount: 3rd degree crime (3-5 yrs. in prison and a fine of up to \$35,000)
Minor in Consumption or Possession of Alcohol	<ul style="list-style-type: none"> Can result in fines between \$500 and \$1,000 and as with any disorderly persons offense, there is the potential for jail time of up to 180 days.

Providing Alcohol to Minors	<p>Providing alcohol to minors is a criminal offense in New Jersey under N.J.S. 2C:33-17. This is a disorderly persons offense which includes the following:</p> <ul style="list-style-type: none"> • Up to a \$1,000.00 fine • Up to six (6) months in the county jail • A permanent criminal charge on your record (subject to expungement in certain circumstances after five (5) years)
DUI	<p>First offense with BAC of 0.08% but less than 0.10%:</p> <ul style="list-style-type: none"> • License suspension: 3 months. • Imprisonment: Maximum 30 days. • Fine: \$250 to \$400. • Intoxicated Driver Resource Center (IDRC): Mandatory 12 to 48 hours. • Intoxicated Driver Resource Center (IDRC) Fee: \$230. • Alcohol Education and Rehabilitation Fund Fee: \$100 • Drunk Driving Fund: \$100 • Neighborhood Services Fund: \$75 • Surcharges: \$1,000 per year for 3 years. <p>First offense with BAC of 0.10% or higher:</p> <ul style="list-style-type: none"> • License suspension: 7 to 12 months. • Imprisonment: Maximum 30 days. • Fine: \$300 to \$500. • Intoxicated Driver Resource Center (IDRC): Mandatory 12 to 48 hours. • Intoxicated Driver Resource Center (IDRC) Fee: \$230. • Alcohol Education and Rehabilitation Fund Fee: \$100 • Drunk Driving Fund: \$100 • Neighborhood Services Fund: \$75 • Surcharges: \$1,000 per year for 3 years. • Ignition Interlock Device (IID): 6 months to 1 year after license is restored if BAC was 0.15% or over.
Local Ordinances	<ul style="list-style-type: none"> • There are no relevant local ordinances related to alcohol or drugs in Bloomfield.

North Carolina State Laws	
Cocaine	<ul style="list-style-type: none"> • Possession: Class I felony, 6-12 mos. in jail • Sale: Class G felony • Trafficking: 28-200 g.: Class G felony, 35-51 mos. and \$50,000; 200-400 g.: Class F felony, 70-93 mos. and \$100,000; 400 g. and over: Class D felony, 175-222 mos. and \$250,000
Marijuana	<ul style="list-style-type: none"> • Possession: Less than 0.5 oz: misdemeanor, \$200 fine; 0.5 - 1.5 oz: 1-45 days in jail, \$1,000 fine; 1.5 oz. - 10 lbs: felony, 3-8 mos. in jail, \$1,000 fine. • Sale: Class I felony but not when under 5 g. for no consideration • Trafficking: 10-50 lbs.: Class H felony, 25-30 mos. and/or \$5000; 50-2000 lbs.: Class G felony, 35-42 mos. and/or \$25,000; 2000-10,000 lbs.: Class F felony, 70-84 mos. and/or \$50,000; Over 10,000 lbs.: Class D felony, 175-219 mos. and/or \$200,000
Heroin	<ul style="list-style-type: none"> • Possession: Class I felony • Sale: Class G felony; Sale of controlled substance to person under 16 or to pregnant female or within 300 ft. of school property: Class E felony • Trafficking: 4-14 g.: Class F felony, 70-84 mos. and \$50,000; 14-28 g.: Class E felony, 90-117 mos. and \$100,000; 28 g. and over: Class C felony, 225-279 mos. and \$500,000
Minor in Consumption or Possession of Alcohol	<ul style="list-style-type: none"> • A 19 or 20-year-old caught possessing beer or wine can be charged with a Class 3 misdemeanor and if found guilty could be fined up to \$200 and lose his or her driver's license. • For the first offense, a person convicted of selling or providing alcohol to someone under the age of 21 must pay a \$250 fine plus \$100 in court costs and do 25 hours of community service. • A person convicted for aiding and abetting the sale or provision of alcohol to a minor must pay a \$500 fine plus court costs and do 25 hours of community service work. • It is illegal for anyone to loan his or her ID to someone else to obtain alcohol. Upon conviction, DMV will revoke the loaner's driver's license.

Providing Alcohol to Minors	<ul style="list-style-type: none"> For the first offense, a person convicted of selling or providing alcohol to someone under the age of 21 must pay a \$250 fine plus \$100 in court costs and do 25 hours of community service. A person convicted for aiding and abetting the sale or provision of alcohol to a minor must pay a \$500 fine plus court costs and do 25 hours of community service work.
DUI	<ul style="list-style-type: none"> Fines, including court costs and lawyer fees License suspension or revocation. Jail time. For some offenses, the jail time is mandatory rather than possible Community service. Higher car insurance rates.
Local Ordinance	<ul style="list-style-type: none"> It is unlawful to consume an alcoholic beverage on any public road, street, highway, sidewalk, parking area, building, facility, park, recreation facility, or any other property owned, leased, or under the control of the Town of Mooresville, except by special event permit issued by the town manager or designee. Any violation of this article subjects the offender to a civil penalty of one hundred dollars (\$100.00). A person who violates this article shall be guilty of a class 3 misdemeanor with the maximum fine for such misdemeanor to be greater than fifty dollars (\$50.00) and not more than five hundred dollars (\$500.00).

Pennsylvania State Laws	
Cocaine	<ul style="list-style-type: none"> Possession: Misdemeanor, 1 yr. and/or \$5000; Subsequent offense: 3 yrs. and/or \$25,000 Sale: Felony, 15 yrs. and/or \$250,00 or higher fine if necessary to recover drug profit; Subsequent offense or sale to minor: double penalties
Heroin	<ul style="list-style-type: none"> Possession: Misdemeanor, 1 yr. and/or \$5000; Subsequent offense: 3 yrs. and/or \$25,000 Sale: Felony, 15 yrs. and/or \$250,00 or higher fine if necessary to recover drug profit; Subsequent offense or sale to minor: double penalties

Marijuana	<ul style="list-style-type: none"> • Possession: Under 30 g. - misdemeanor, 30 days and/or \$500; Over 30 g.: misdemeanor, 1 yr. and/or \$5000 Subsequent offense over 30g.: 3 yrs. and/or \$25,000 • Sale: Over 1000 lbs. - felony, up to 10 yrs. and/or \$100,000 or enough to recoup drug profit; Subsequent offense or sale to minor: double penalties
Minor in Consumption or Possession of Alcohol	<ul style="list-style-type: none"> • First offense, a fine up to \$500 and a 90-day driving restriction. • Secondary and subsequent offenses can lead to fines up to \$1000 and a year driving ban. • A revocation of driving privileges can increase to two years if the conviction is a third offense.
Providing Alcohol to Minors	<p>If charged with a Furnishing Alcohol to Minors Offense, you're facing the following penalties:</p> <ul style="list-style-type: none"> • Maximum sentence of up to 1-year in jail • Mandatory minimum fine of \$1,000 for the first offense and \$2,500 each subsequent violation • Mandatory driver's license suspension of 90-days for the first offense, 1-year for the second offense, and 2 years for a third or subsequent offense • A permanent criminal record
DUI	<p>First Offense:</p> <ul style="list-style-type: none"> • 6 months of probation • \$300 fine • Mandatory alcohol highway safety school • Alcohol and drug treatment
Local Ordinances	<ul style="list-style-type: none"> • There are no relevant local ordinances related to alcohol or drugs in Exton.

Texas State Laws	
Marijuana	<ul style="list-style-type: none"> • Possession of marijuana may be classified as light as a "Class B" misdemeanor, carrying a sentence of up to 180 days in jail and/or a fine of no more than \$10,000 for possession of two ounces or less of Marijuana. This penalty can go all the way up to life in prison and a fine of up to \$50,000 for possession of over 2,000 pounds of Marijuana.

Cocaine	<ul style="list-style-type: none"> • Possession: Less than 1 g.: state jail felony; 1-4 g.: 3rd degree felony; 4-200 g.: 2nd degree felony; 200-400 g.: 1st degree felony; 400 g. and over: 10-99 yrs. or life at Texas Dept. of Criminal Justice institution and/or \$100,000 • Sale: Less than 1 g.: state jail felony; 1-4 g.: 2nd degree felony; 4-200 g.: 1st degree felony; 200-400 g.: Texas Dept. of Criminal Justice institution for life or 10-99 yrs. and/or \$100,000; 400 g. and over: Texas Dept. of Criminal Justice institution for life or 15-99 yrs. and/or \$250,000; Delivery to minor under 17 who is enrolled in school: 2nd degree felony; Within drug-free zone: penalties doubled
Heroin	<p>Possession:</p> <ul style="list-style-type: none"> • Less than 1 g.: state jail felony; • 1-4 g.: 3rd degree felony; • 4-200 g.: 2nd degree felony • 200-400 g.: 1st degree felony; • 400 g. and over: 10-99 yrs. or life in Texas Department of Criminal Justice institution and/or \$100,000 <p>Sale:</p> <ul style="list-style-type: none"> • Less than 1 g.: state jail felony;& • 1-4 g.: 2nd degree felony; • 4-200 g.: 1st degree felony; • 200-400 g.: Texas Dept. of Criminal Justice institution for life or 10-99 yrs. and/or \$100,000; 400 g. and over: Texas Dept. of Criminal Justice institution for life or 15-99 yrs. and/or \$250,000; • Delivery to minor under 17 who is enrolled in school: 2nd degree felony; Within drug-free zone: stricter penalties
Meth	<ul style="list-style-type: none"> • Possession of under 1 gram of meth can lead to a fine of \$10,000 and up to 2 years in prison. For possession of 1 to 3.99 grams of meth, the crime is a third degree felony with a \$10,000 fine and 2 to 10 years in prison. For possessing 4 to 199 grams of meth, the crime is a second-degree felony with a \$10,000 fine and 2 to 20 years in prison. • Possessing of 200 to 399 grams of meth is a first-degree felony with a \$10,000 fine and 5 to 99 years in prison. Possessing 400 grams or more of meth is an "enhanced" first-degree felony with a \$10,000 fine and 10 to 99 years in prison.
Minor in Consumption Possession of Alcohol	<ul style="list-style-type: none"> • Class C misdemeanor, punishable by a fine up to \$500 • Alcohol awareness class • 8 to 40 hours community service • 30 to 180 days loss or denial of driver's license

Providing Alcohol to Minors	<ul style="list-style-type: none"> The punishment for making alcoholic beverages available to a minor is a class A misdemeanor, punishable by a fine up to \$4,000, confinement in jail for up to a year, or both. Additionally, the violator will have his or her driver's license automatically suspended for 180 days upon conviction. Sale to a minor is a class A misdemeanor, punishable by a fine up to \$4,000, confinement up to a year in jail, or both.
DWI	<p>First offense:</p> <ul style="list-style-type: none"> Class B Misdemeanor Up to \$2,000 fines 72 hours to 180 days jail time 90 to 365 days license suspension
Local Ordinances	<p>Irving</p> <ul style="list-style-type: none"> It is unlawful for any person to deliver, possess with intent to deliver, or manufacture with intent to deliver drug paraphernalia, knowing, or under circumstances where one reasonably should know, that it will be used to plant, propagate, cultivate, grow, harvest, manufacture, compound, convert, produce, process, prepare, test, analyze, pack, repack, store, contain, conceal, inject, ingest, inhale, or otherwise introduce into the human body a controlled substance in violation of the act. Any person violating this provision shall be deemed guilty of a misdemeanor, and upon conviction thereof, shall be fined not less than one dollar (\$1.00) unless otherwise provided herein, and in no event more than two hundred dollars (\$200.00). Each day the offense continues shall be a new and separate offense subject to the same fine. <p>Houston</p> <ul style="list-style-type: none"> It shall be unlawful for any person to possess, provide, sell, barter, produce, manufacture, distribute, or to offer, display, market or advertise for sale, or purchase with the intent to provide, sell, barter, produce, manufacture, or distribute, or to offer, display, market or advertise for sale any illicit synthetic drug. Any violation of this Code is a misdemeanor punishable upon conviction by a fine not to exceed \$2000.00. Each separate package, container, or other separate unit containing an illicit synthetic drug shall constitute a separate and distinct offense.

Health Risks of Drugs and Alcohol Use

Serious health and personal risks are associated with the use of illegal drugs, prescription drugs and abuse of alcohol. Most people take prescription medication responsibly. When misused or abused, prescriptions drugs can be as dangerous as illegal drugs. They may include temporary or permanent physical or mental impairment, injury or death.

Use and abuse of such substances may also give rise to conduct which causes injury, death or damage to the user/abuser or to the person or property of others, resulting in criminal or civil prosecution and liability. Use and abuse of such substances may also lead to unsafe and/or non-consensual sex, unwanted pregnancy, and may cause defects, injury or death in unborn children. Consequences may also include temporary or permanent loss of educational or employment opportunities.

1. Drugs and the Body—Narcotics (ex. Heroin, OxyContin, Vicodin, Percocet)

There are legal and illegal narcotics. Narcotics are effective in pain control and for other medical purposes when prescribed by a physician and used as directed. Use is often diverted, which can produce multiple problems as narcotics are highly addictive and often associated in drug dependency and overdoses.

Effects—The user may experience initial euphoria, followed by drowsiness and nausea. Someone under the influence may have constricted pupils, watery eyes and a “dazed” look.

Risks—There is a risk of overdose with narcotics and users may develop slow, shallow breathing, clammy skin, loss of appetite and weight. Overdose can lead to possible death without intervention. Narcotics are highly addictive and may require inpatient treatment to safely detoxify the body.

2. Depressants (Barbiturates, Benzodiazepines)

Depressants can also be legal and illegal. The most popular legal depressant is alcohol (see below). Depressants slow the central nervous system and may be prescribed by a physician to induce sleep, reduce stress, or help control anxiety. There is a danger of overdosing with depressants.

Effects—The user may experience some relaxation, calmness, drowsiness and even euphoria. In high levels the user may experience confusion, disorientation and impaired motor coordination, including slurred speech and loss of balance.

Risks—Overdose may produce shallow breathing, clammy skin, weak and rapid pulse, coma and possible death. Risk of overdose is increased when the person combines depressant drugs (intentionally or accidentally).

3. Stimulants (Cocaine; Methamphetamine e.g., Ritalin; Amphetamines e.g., Adderall)

Stimulants speed up the mental and physical processes of the body. Historically they have been used both in their legal (nicotine and caffeine and in the treatment of ADD/ADHD) and illegal forms. These substances help keep people awake, provide more energy, and suppress appetite. They have also been prescribed by physicians to increase enhance focus and concentration in individuals with ADD/ADHD. These drugs can be addictive and can produce withdrawal symptoms if stopped.

Effects—The user may experience an increased heart rate, increased energy and increased alertness. Users may also find they have an increased blood pressure, excessive talkativeness, and increased anxiety. In large doses, users find loss of coordination, dizziness, anxiety, cardiac and respiratory distress, and seizures, among other concerns.

Risks—Increase in body temperature, hallucinations, convulsions and possible death.

4. Hallucinogens (Mushrooms, LSD, PCP)

These are drugs that alter a person's state of mind and mood. Some types produce hallucinations, causing the person to hear, see, and smell things that are not real. Dissociative drugs do not cause hallucinations, but can cause the person to feel disassociated with their body, or feel detached from his/her surroundings.

Effects—Users may experience illusions or hallucinations. They may become confused, experience panic, anxiety, depression, and poor perception of time and distance.

Risks—Users may experience respiratory failure or death due to careless or accidental behaviors.

5. Dissociative Drugs (Ketamine, PCP)

Dissociative drugs can cause a person to feel disassociated from their body, or feel detached from their surroundings.

Effects—Users may experience feelings of detachment and distortions of space, time and body. They may become confused, experience panic, anxiety, depression, feelings of invulnerability or exaggerated strength.

Risks—Users can exhibit violent behavior, loss of coordination, severe muscle contractions, kidney damage, convulsions and possible death.

6. Predatory Drugs (Rohypnol, GHB)

These drugs are considered predatory because of their sedative affects. They can leave an individual with no recollection of what happened. They are colorless and odorless and when mixed with soda, alcohol and other beverage become virtually undetectable. They metabolize quickly and can become difficult to detect in as little as 12 hours.

Effects—Causes distortion in perception, delirium and amnesia.

Risks—Incapacitates user and can cause coma and seizures and amnesia. These drugs are often linked with sexual assault.

7. Club Drugs (Ecstasy)

Ecstasy comes in a tablet or capsule form. It is a synthetic drug that has stimulating and psychoactive properties similar to methamphetamine.

Effects—Can cause increased euphoria, energy and emotional warmth as well as distortion in time perception and tactile experiences. It can also cause nausea, chills, sweating and muscle cramps.

Risks—Users can experience impaired memory and learning, paranoia, psychotic behavior, hyperthermia, cardiac and liver toxicity, along with renal failure and death.

8. Cannabis (Marijuana, Hashish)

These drugs are illegal (Federal Law) though conversations and legislation for state legalization or decriminalization occur throughout the country regularly.

Effects—Users may experience euphoria, relaxation and/or drowsiness and an increased appetite. Short-term effects may include impaired short-term memory, impaired concentration, and attention. Long-term effects may include addiction (both psychological and physical), anxiety and memory loss. Users also report lack of motivation or difficulty setting and reaching goals.

Risks—There is little risk of overdose however there is a risk of an increasing tolerance which can lead to increased use. There are also medical complications, such as increased risk of respiratory infections, emphysema, certain cancers, and fertility issues.

9. Steroids (Anabolic)

Anabolic steroids are synthetic substances similar to the male sex hormone testosterone. They are generally taken orally or injected. Steroids are often abused to build muscle or enhance performance.

Effects—Using steroids can cause liver damage, water retention, and high blood pressure for both men and women. Side effects for men include shrinking testicles, baldness, breast development and infertility. For women, side effects include facial hair, male patterned baldness, menstrual changes and deepened voice.

Risks—Abuse by adolescents can prematurely end their growth spurt causing them to remain shorter in height than they would have been. There is also the potential for fatal liver cysts, liver cancer, blood clotting problems, cholesterol changes and hypertension which can lead to heart attack or stroke. It has also been suggested that high dose use can increase aggression.

10. Alcohol

The Food and Drug Administration defines low-risk drinking as:

- No more than 1 drink per day for women (if daily)
- No more than 2 drinks per day for men (if daily)
- No more than 3 drinks for women, 4 drinks for men on any given day

Alcohol is a depressant drug that is legal in the United States for those over the age of 21 years. Small quantities of alcohol (low-risk) have, for a legal-aged user, not been linked to any increased health risks, and in some cases, have been credited with some health benefits.

However, higher quantities (high-risk use) have been associated with increased risk for breast and colon cancer and in heart disease, as well as with a variety of unintentional consequences.

Effects—The users may experience a general relaxation, mild reduction in inhibitions and some impairment in judgment in low-risk amounts. Higher risk quantities may result in the user having greater impairment in judgment, alertness and coordination.

Risks—High-risk amounts can increase risk for:

- Risk taking behaviors (example: sexual, driving)
- Alcohol poisoning which can include passing out (coma or becoming unconscious) nausea/vomiting and memory loss (black outs)
- Hostility or other behavior changes
- Dependence and/or addiction
- Uncharacteristic family, school, work and/or legal problems
- Health problems such as cancers, health disease and cirrhosis of the liver
- Unintentional injuries and death
- Birth and developmental defects if exposed during pregnancy

Additionally, alcohol taken with other drugs can intensify the effects of the drug, alter the desired effect of the drug and can cause nausea, sweating, severe headaches, convulsions and death by overdose.

Further information on the health risks of alcohol abuse and illicit drug use can be found here:

http://www.dea.gov/pr/multimedia-library/publications/drug_of_abuse.pdf.

Drug and Alcohol Assistance Services

Staff/Faculty

UTI sponsors an Employee Assistance Program (EAP). The EAP has a 24-hour Crisis Line where a clinician can evaluate needs and make referrals, the EAP provides up to five free sessions of confidential counseling and support services; additional services are available for a fee. Pamphlets and general information regarding drug dependency and alcohol abuse are also available thru the EAP.

Contact a local Humans Resources representative for more information by calling 1-800-859-7249 (extensions provided in chart below), or reach out directly to: Employee Assistance Program 24-Hour confidential counseling and referral service: 888-881-5462 or www.supportlinc.com.

Human Resources Business Partners	WEST <i>Long Beach, Rancho, Sacramento, Field Regions 1, 2, 5, 7</i>	EAST <i>Bloomfield, Exton, NASCAR, Orlando, MMI- PHX, Military Admissions, Field Regions 9, 10, 11, 12, 13, 14</i>
	Kara Shropshire <i>Human Resources Business Partner (909) 510-6413 Ext. 14193 KShropshire@uti.edu</i>	Leigh Ann Palone <i>Regional Human Resources Director (321) 281-9625 Ext. 21125 LPalone@uti.edu</i>
	HOME OFFICE Grechen Elmore <i>Human Resources Director (623) 445-0774 Ext. 10774 GEI@uti.edu</i>	Jen Semetko <i>Human Resources Business Partner (321) 281-9804 Ext. 21054 JSemetko@uti.edu</i>
	CENTRAL <i>Avondale, DFW, Houston, Lisle, Field Regions 3, 4, 6, 8, 16</i>	
	Anthony Bernal <i>Human Resources Business Partner 480-737-6441 ANBernal@uti.edu</i>	

Students

Student seeking support for drug and alcohol related issues should visit the Student Services Department at their campus. Student Services will refer students to local drug and alcohol treatment centers or work with students individually to find a service provider. Pamphlets and general information regarding illegal drugs and alcohol abuse are also available in the Student Services Department. In addition, UTI's Annual Security Report, which can be found at www.uti.edu/asr or by contacting Student Services, provides a list of community resources for substance abuse treatment. Information is also available on UTI's Campus Safety page at www.uti.edu/campus-safety.

Students may also contact SAMHSA's (Substance Abuse and Mental Health Services Administration) National Helpline. SAMHSA's National Helpline is a free, confidential, 24/7, 365-day-a-year treatment referral and information service (in English and Spanish) for individuals and families facing mental health and/or substance use disorders. This service



provides referrals to local treatment facilities, support groups, and community-based organizations.

SAMHSA's National Helpline: 1-800-662-HELP (4357) or <https://www.samhsa.gov/>.

This information is provided in compliance with the Drug-Free Schools and Communities Act.