



Drug and Alcohol Abuse Prevention Policy

Miami Regional University is committed to providing an environment free of the abuse of alcohol and the illegal use of alcohol and other drugs. MRU has adopted and implemented programs that seek to prevent the illicit use of drugs and the abuse of alcohol by MRU community members.

Standard of Conduct: The unlawful possession, use, or distribution of drugs and alcohol is prohibited on property owned and controlled by MRU. No employee or student is to report to work or class while under the influence of illegal drugs or alcohol.

Sanctions: Violation of the policies and laws described in this statement by an employee or student is grounds for disciplinary action up to and including termination or expulsion. Such disciplinary actions also may include reprimand or suspension. Student violations will be documented in the company database and with counseling forms. Staff action will be documented in their personnel file. Additionally, a violation may be reason for evaluation and treatment of a drug and/or alcohol-use disorder or referral for prosecution consistent with local, state, and federal criminal law. Disciplinary action by MRU does not preclude the possibility of criminal charges against a student or employee. The filing of criminal charges similarly does not preclude action by MRU.

Other Legal Sanctions: Under Section 562.111, Florida Statutes, it is unlawful for a person who is under the age of 21 to have in his/her/their possession an alcoholic beverage (to include beer, wine, liquor, mixed drink and other drinks). Possession may be actual or constructive in nature.

No person may sell, give, serve or permit to be served alcoholic beverages to a person under 21, and it is unlawful for a person under 21 to misrepresent his age in order to obtain alcohol. Violation of either of these offenses is also punishable by a definite term of imprisonment of up to 60 days and a fine of \$500.

Misrepresentation of age may also lead to curtailment of driving privileges. Under state law, it is a crime for any person to possess or distribute controlled substances/drugs as described in Section 893.03, Florida Statutes, except as authorized by law. Punishment for such crimes ranges from first-degree misdemeanors (up to one-year imprisonment and up to a \$1,000 fine) to first-degree felonies (up to 30 years imprisonment and up to a \$10,000 fine).

Individuals who have been convicted of a felony involving the sale of or trafficking in, or conspiracy to sell or traffic in, a controlled substance under certain circumstances may be disqualified from applying for state employment. Penalties under federal law for drug trafficking generally are greater than penalties under state law. Convictions on drug-related charges also may result in disqualification for federal financial aid. Punishments may include a fine of up to \$8 million and life imprisonment.

Health Risks Associated with the Use of Illicit Drugs and the Abuse of Alcohol

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 small



amounts of alcohol by a pregnant woman can damage the fetus. Low to moderate doses of alcohol also increases the incidence 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 also may 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 the effects described. Even occasional heavy drinking may be associated with the harmful effects described above. Binge drinking, which occurs over an extended period of time, involves repeated use of alcohol to the point of intoxication. A person may give up usual activities and responsibilities during this time in order to use alcohol, and serious impairment in all areas of functioning may occur. 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 to 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 also pose a serious threat to health. The use of marijuana (cannabis) may cause impairment of short-term memory, comprehension, and ability to perform tasks requiring concentration. Marijuana use 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.

Help for all members of the MRU community is available through :

Alcoholics Anonymous at : (305) 461- 2425 and Narcotics Anonymous at (800) 407-7195.

Additional places where one can get treatment are listed on the internet under AA.org "Near You" Visit www.aa.org or www.na.org

Students can get assistance through WellConnect :

Free and Confidential Counseling is Available 24/7 through WellConnect website:

<https://wellconnect.personaladvantage.com/portal/landing>

Phone Number: 866-640-4777

School Code: email ycabrera@mru.edu for school code

Employees can get assistance through

New Directions Employee Assistance Program

eap.ndbh.com School Code MRU

800-624-5544