

# **2024 REMINGTON COLLEGE DRUG AND ALCOHOL PROGRAM BIENNIAL REPORT**

---

## **Introduction**

Remington College is committed to providing a healthy and safe learning environment for its students, employees, and guests. Abuse of drugs and alcohol disrupts this environment and interferes with the academic and personal development of the student, and personal and professional development of Remington College employees. Remington College enforces a strict policy against the use or possession of illegal drugs, alcohol and/or un-prescribed and/or improperly used controlled substances at any Remington College facility or event and encourages the abstinence or low risk consumption of alcohol away from Remington College facilities or events and complete abstinence of illegal or misused drugs. Anti-drug and alcohol policies can help minimize drug and alcohol abuse through disciplinary actions and awareness, but it is up to every member of Remington College to make an individual attempt to prevent the illegal use of drugs and abuse of alcohol.

Remington College students and employees may be subject to civil liability resulting from violation of the laws regarding drug and/or alcohol abuse. Such liability may exist independently of any disciplinary action taken by Remington College for violation of its policies (which includes violation of pertinent laws). Remington College is required by the Drug Free Schools and Communities Act Amendments of 1989 (“DFSCA”) to adopt and implement a Drug and Alcohol Program (“DAP”) to prevent the use of illicit drugs and the abuse of alcohol by students and employees. As part of the overall DAP, Remington College maintains both a student drug and alcohol abuse policy and an employee drug and alcohol abuse policy (“DAP Policy”). The DAP Policy is distributed annually to every student and employee of Remington College. Additional copies of the DAP Policy can be obtained from the Campus President at each Remington College campus.

---

## **Goals of the DAP**

The DAP is designed to educate students and employees of the risks associated with drug and/or alcohol use/abuse in an effort to minimize the negative impact and influences of drug and alcohol use both on and off campus, as well as help achieve the goals of promoting awareness of these risks through outreach and training, support and referral services, along with policy enforcement/discipline. The DAP seeks to accomplish these goals in several ways:

- Annual distribution of the DAP Policy to all current Remington College students and employees, thus reminding them on a yearly basis of the health and legal risks of drug and/or alcohol use/abuse.
- Distribution to incoming Remington College students at orientation of the DAP Policy.
- Ongoing posting of the DAP Policy on at least one bulletin board on each Remington College campus.
- Annual completion of compliance checklists and continual monitoring to determine the strengths and weaknesses of the DAP.
- Distribution of the DAP to new Remington College employees as part of the new-hire process.

### **Alcohol-Free/Drug-Free Options**

Remington College creates and promotes an environment on Campus in which alcohol and drug use is not tolerated. The use or possession of illegal drugs, alcohol and/or un-prescribed and/or improperly used controlled substances (*e.g.* medication) is banned at all times on any Remington College campus, which includes students and/or employees being on campus under the influence of alcohol and/or drugs even if consumed off campus.

---

### **Normative Environment**

Remington College takes efforts to maintain a social and academic environment that supports and encourages a healthy lifestyle through communication with students and employees concerning the risks associated with drug and/or alcohol use/abuse. This is accomplished through distribution to and/or review with students and employees of the DAP Policy. The DAP Policy is provided to all new students and employees through the applicable College Catalog or Employee Handbook that they receive at the beginning of their tenure with Remington College along with the DAP Policy being posted on at least one public bulletin board at each Remington College campus. Additionally, the DAP Policy is further discussed with new students during orientation. The DAP Policy contains contact numbers for several substance abuse programs should any student and/or employee desire to seek help and/or treatment.

Remington College encourages its students to strive for high academic goals and communicates the detrimental effects that alcohol and/or drug use can have on reaching those goals, and periodically, Remington College promotes pro-health messages throughout campus via posters and/or other postings on bulletin boards.

---

### **Alcohol Marketing and Promotion**

Remington College does not allow any advertising of alcohol on Campus. Alcohol industry sponsorship for any Remington College events is banned.

---

### **Policy Development and Enforcement**

The implementation of the DAP Policy at all Remington College campuses is designed to facilitate more consistent enforcement of the requirements outlined therein, and students and employees are notified of the penalties, both through Remington College and local, state, and federal law enforcement, which may result from violation of the DAP Policy. Completion of the annual compliance checklist and continual monitoring by the Remington College campuses helps facilitate ongoing policy review and evaluation of the DAP Policy. All reviews are conducted by the Remington College campuses in conjunction with the Remington College Legal and Human Resources Departments. It is the goal of Remington College to revisit and change any policies that are proven to be ineffective with respect to informing Remington College students and employees of the risks associated with drug and/or alcohol use/abuse or maintaining a drug and alcohol-free environment at all Remington College campuses.

## **Strengths and Potential Weaknesses of the DAP**

The strengths of Remington College's DAP are:

- Larger awareness of the risks associated with drug and/or alcohol use/abuse by students and employees through repetitive exposure to the DAP Policy.
- Provision of telephone help lines and contact information to students and employees that may be struggling with the effects of drug and/or alcohol use/abuse.
- Banishment of alcohol advertising and/or use/abuse of drugs and/or alcohol on all Remington College campuses, including being under the influence of drugs and/or alcohol while on campus.

The potential weakness of Remington College's DAP are:

- Lack of on-campus counselors to be utilized by students and/or employees; however, this potential weakness has been addressed through the provision of telephone help lines and contact information available to students and employees that may be struggling with the effects of drug and/or alcohol use/abuse.

---

## **Student and Employee Drug and Alcohol Abuse Policies**

### **A. Student Drug and Alcohol Abuse Policy**

All Remington College properties are designated as drug-free and alcohol-free environments. For purposes of this policy "Remington College activities" include those activities that are planned, promoted, or sponsored by Remington College and/or student externship sites, including student organization events, and "Remington College property" includes Remington College owned or leased land, facilities, vehicles, and/or equipment.

Students may not manufacture, possess, use, sell, distribute, dispense, receive, or transport any controlled substances, illicit drugs or alcohol while on Remington College property and/or participating in Remington College activities. This includes all forms of narcotics, hallucinogens, depressants, stimulants, and other drugs whose use, possession, or transfer is restricted or prohibited by law. Additionally, students may not be under the influence of alcohol, illegal drugs, or un-prescribed and/or improperly used controlled substances in any manner while on Remington College property and/or participating in any Remington College activities, whether or not consumed on campus premises or outside of the campus' operating hours.

Students who engage in such behavior will be considered to be in violation of the Student Conduct and Discipline Policy and will be subject to disciplinary action, up to and including expulsion, as well as possible referral for prosecution. Sanctions may also include referrals for appropriate rehabilitation.

## **2024 Drug and Alcohol Program Biennial Report**

Remington College reserves the right to implement several kinds of drug/alcohol testing for students at all locations. The following is a list of drug and alcohol tests that Remington College reserves the right to conduct in accordance with state and federal laws:

1. Pre-Enrollment Testing
2. Pre-Externship Testing
3. Reasonable Suspicion Testing
4. Random Testing
5. Post-Rehabilitation Testing

### **Legal Sanctions**

Local, state, and federal laws prohibit the unlawful possession, use, distribution, and sale of illegal drugs and underage possession, use, distribution and sale of alcohol. See Appendix I for state specific sanctions.

The Federal Controlled Substances Act provides penalties of up to life imprisonment and a range of fines based on amount and type of narcotics for unlawful distribution or possession with intent to distribute narcotics. For the first offense of unlawful possession of a controlled substance, a person is subject to up to one year of imprisonment and fines not less than \$1,000. Any person who unlawfully distributes a controlled substance to a person under twenty-one (21) years of age may be punished by up to twice the term of imprisonment and fine for the first offense and up to three times the term of imprisonment and fine for the second offense except as otherwise authorized by law.

Students who are under twenty-one (21) years of age and who use, sell, or who are in the possession of alcoholic beverages are subject to the penalties of that State's underage drinking laws.

### **Health Risks**

Specific serious health risks are associated with the use of illegal drugs and alcohol. Some of the major risks are:

*Alcohol and other depressants (barbiturates, sedatives, and tranquilizers):* Addiction, vehicle or other accidents as a result of impaired ability and judgment, overdose which can result in death,

## 2024 Drug and Alcohol Program Biennial Report

damage to a developing fetus, and heart and liver damage.

*Marijuana:* Addiction, panic reaction, impaired short-term memory, increased risk of lung cancer and emphysema and impairment of driving ability.

*Cocaine:* Addiction, heart attack, seizures, lung damage, severe depression, paranoia, psychosis. Similar risks are associated with other stimulants such as speed and uppers.

*Hallucinogens (Acid, LSD, PCP, Ecstasy, etc.):* Unpredictable behavior, emotional instability, violent behavior, organic brain damage in heavy users, convulsions, and coma.

*Narcotics (Heroin, Demerol, Morphine, Codeine, etc.):* Addiction, accidental overdose, and risk of hepatitis and AIDS from contaminated needles.

*Inhalants (harmful gases and aerosols, glue, nitrous oxide, etc.):* Loss of consciousness, suffocation, damage to the brain and central nervous system, sudden death, nausea and vomiting, nosebleeds, impaired judgment.

### Available Drug and/or Alcohol Counseling/Treatment

Students are encouraged to seek professional help should they need assistance with drug and/or alcohol problems. The following group can be contacted for help:

*1-800-662-HELP – Substance Abuse and Mental Health Services Administration*

The SAMHSA Helpline is a confidential, free, 24-hour-a-day, 365-day-a-year information service, provided in English and Spanish, for individuals and family members facing substance abuse issues. This service provides referrals to local treatment facilities, support groups, and community-based organizations. Callers can also order free publications and other information in print on substance abuse and mental health issues. (<https://www.samhsa.gov/>)

### B. Employee Drug and Alcohol Abuse Policy

All Company properties are designated as drug-free and alcohol-free environments. As such, the

## **2024 Drug and Alcohol Program Biennial Report**

following activities are prohibited while employees are on any Company property, are participating in any Company activity, and/or are participating in any student organization event. “Company activities” include activities that are planned, promoted, or sponsored by the Company. “Company property” includes Company-owned or leased land, facilities, vehicles, and/or equipment. In very limited circumstances alcohol may be allowed on company property. In these rare circumstances, prior approval must be granted by the Company President.

Employees may not manufacture, possess, use, sell, distribute, dispense, receive, or transport any controlled substances or illicit and/or illegal drugs or alcohol. This includes all forms of narcotics, hallucinogens, depressants, stimulants, and other drugs whose use, possession, or transfer is restricted or prohibited by law. As a condition of employment under federal grants received by the Company, all employees must abide by the terms of this policy and must notify the Company in writing of the employee’s conviction for a violation of a criminal drug statute occurring in the workplace no later than five (5) calendar days after such conviction.

Employees may not be under the influence of alcohol, illegal drugs, or un-prescribed and/or improperly used controlled substances in any manner on any Company property, while at work, participating in any Company activity, and/or participating in any student organization event, whether or not consumed on Company premises and whether or not consumed outside of the Company’s operating hours.

Employees who engage in any of the aforementioned behavior(s) will be subject to disciplinary action, up to and including termination, as well as possible referral for prosecution.

The following is a list of drug and alcohol tests that the Company reserves the right to conduct in accordance with state and federal laws:

1. Pre-Employment Testing
2. Reasonable Suspicion Testing
3. Post-Accident Testing
4. Random Testing
5. Post-Rehabilitation Testing

### **Legal Sanctions**

Local, state, and federal laws prohibit the unlawful possession, use, distribution, and sale of illegal drugs and the underage possession, use, distribution, and sale of alcohol.

The Federal Controlled Substances Act provides penalties of up to life imprisonment and a range of fines based on amount and type of narcotics for unlawful distribution or possession with intent to distribute narcotics. For the first offense of unlawful possession of a controlled substance, a person is subject to up to one (1) year of imprisonment and fines of not less than one thousand dollars (\$1,000). Any person who unlawfully distributes a controlled substance to a person under twenty-one (21) years of age may be punished by up to twice the term of imprisonment and fine for the first offense and up to three times the term of imprisonment and fine for the second offense except as otherwise authorized by law.

## 2024 Drug and Alcohol Program Biennial Report

Employees or visitors who are under twenty-one (21) years of age and who use, sell, or are in possession of alcoholic beverages are subject to the penalties of that state's underage drinking laws.

### Health Risks

Specific serious health risks are associated with the use of illegal drugs and alcohol. Some of the major risks are:

*Alcohol and other depressants (barbiturates, sedatives, and tranquilizers):* Addiction, vehicle or other accidents as a result of impaired ability and judgment, overdose that can result in death, damage to a developing fetus, and heart and liver damage.

*Marijuana:* Addiction, panic reaction, impaired short-term memory, increased risk of lung cancer and emphysema, and impairment of driving ability.

*Cocaine:* Addiction, heart attack, seizures, lung damage, severe depression, paranoia, psychosis. Similar risks are associated with other stimulants such as speed and uppers.

*Hallucinogens (acid, LSD, PCP, Ecstasy, etc.):* Unpredictable behavior, emotional instability, violent behavior, organic brain damage in heavy users, convulsions, and coma.

*Narcotics (heroin, Demerol, morphine, codeine, etc.):* Addiction, accidental overdose, and risk of hepatitis and AIDS from contaminated needles.

*Inhalants (harmful gases and aerosols, glue, nitrous oxide, etc.):* Loss of consciousness, suffocation, damage to the brain and central nervous system, sudden death, nausea and vomiting, nosebleeds, impaired judgment.

### Available Drug and/or Alcohol Counseling/Treatment

Employees are encouraged to seek professional help should they need assistance with drug and/or alcohol problems. The following group can be contacted for help:

*1-800-662-HELP – Substance Abuse and Mental Health Services Administration*

The SAMHSA Helpline is a confidential, free, 24-hour-a-day, 365-day-a-year information service, provided in English and Spanish, for individuals and family members facing substance abuse issues. This service provides referrals to local treatment facilities, support groups, and community-based organizations. Callers can also order free publications and other information in print on substance abuse and mental health issues.

---

## President Certification Statement

I certify that I have read this Biennial Report in compliance with the Drug Free Schools and Communities Act and will promote active communication with the Remington College campuses

## 2024 Drug and Alcohol Program Biennial Report

in conjunction with the Legal and Human Resources Departments in an effort to ensure that Remington College's DAP remains effective and is consistently implemented and enforced.



---

Brandon Shedron, President

December 9, 2024

---

Date