2026 ANNUAL NOTICE OF DRUG-FREE CAMPUS AND WORKPLACE POLICY

DRUG-FREE CAMPUS AND WORKPLACE POLICY STATEMENT

Anti-Drug Abuse Certification for Federal Financial Aid Recipients: Beginning with the 1989-90 award year, students must certify compliance with the Omnibus Drug Initiative Act of 1988. As a grant recipient from a federal program, a student who wishes to receive a Pell Grant is required to certify that he or she will not engage in the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance in conducting any activity in connection with the grant. (Note that the act gives courts the authority to suspend eligibility for federal student aid when sentencing an individual convicted of possession or distribution of a controlled substance.)

Also, under the Omnibus Drug Initiative Act, schools that receive campus-based funds will be required to certify that they will provide a drug-free workplace. As part of the omnibus drug legislation, this statute requires contractors and grantees of federal agencies to certify that they will provide drug-free workplaces. Making the required certification is a pre-condition for receiving a contract or grant from a federal agency. Federal grant recipients who fail to comply with the 1988 Drug-Free Workplace Act could be suspended or barred from receiving federal funds for up to five years.

There are two provisions of this law that affect students and employees directly:

1. CCI is required to give each employee and student a written statement of its policy concerning drug and alcohol use in the workplace and specify the actions that will be taken against employees or students for violation of such prohibition.

2. Under this law, students and employees must abide by the terms of this policy and notify CCI of any criminal drug statute conviction for a violation that occurs in CCI's workplace no later than five days after the conviction.

The problems caused by substance abuse have now reached epidemic proportions, creating overwhelming pain, suffering, and expense for individuals, their families, and employers. Anyone suffering with the problem of substance abuse is strongly encouraged to seek assistance from the services provided at work or from local community agencies.

Career Care Institute is committed to providing a campus environment free of the abuse of alcohol and the illegal use of alcohol and other drugs. In order to promote a safe and efficient educational as well as work environment, the Drug-Free Campus and Workplace Policy Statement has been adopted to supplement existing school policies, practices, and procedures. Implementation of this policy statement is subject to restrictions contained in all local, state, and federal laws. This policy statement is in compliance with the Drug-Free Workplace Act of 1988 and Drug-Free Schools and Communities Act Amendments of 1989. Students may be required to submit to random, for-cause, or post-accident drug testing.

*Refusing to test, tampering with samples, or using synthetic samples during the drug screening process is strictly prohibited and will result in a failed test result, which will render applicants ineligible for enrollment in the current cohort for which they have applied.

Likewise, a failed drug test will render him/her ineligible for enrollment in that cohort. Actively enrolled students may be terminated. Applicants/students with two failed drug tests are permanently ineligible for enrollment in any program at CCI.

Standards of Conduct

The unlawful manufacture, distribution, dispensation, possession, or use of illicit drugs or alcohol by students or employees is prohibited at any time on any school property or at any school activity. No employee who is impaired by an illegal drug or by alcohol will report to work or will work or be present in the workplace. No student who is impaired by illegal drugs or alcohol will attend classes or any school activity.

***Students who test positive for any drugs that have been legalized by the State of California but are illegal under Federal law will be in violation of the CCI Drug Policy. Violation of this policy may lead to immediate termination from the program.**

Disciplinary Sanction

The school will impose sanctions (consistent with local, state, and federal law) upon all employees and students who violate these standards of conduct. Such sanctions may include but are not limited to referral for prosecution; probation; suspension or expulsion of students; denial of Federal benefits such as student loans; suspension or termination of employees.

Types of Drugs & Possible Effects

Alcohol: Alcohol is a powerful depressant. Alcohol use decreases alertness and inhibition. Accidents and/or risky behaviors occur with negative consequences to health such as disease transmission. Long-term, heavy drinking is linked to cancer, gastrointestinal problems, heart and liver damage, birth defects, and psychological dependence develops.

Tobacco: Tobacco use in the form of cigarette smoking is linked to emphysema, lung cancer, heart disease, and other illnesses. Physical and psychological dependence can develop. Smokeless tobacco use leads to cancer of the head and neck areas. Passive smoking increases upper respiratory illness. **Due to the risks associated with smoking, all Career Care Institute campuses are smoke-free.**

Anabolic Steroids: Anabolic Steroids may produce behavior effects including aggressiveness, irritability, impaired judgment, impulsiveness, mania, and paranoid delusion. Sexual functioning is frequently impaired. Serious health problems include liver and heart disease, cancer, and death.

Stimulants: Stimulants increase the action of the central nervous system. Amphetamines (uppers) and methamphetamine (ice) cause hallucinations. Tolerance as well as psychological and physical dependence develops. A continued high dose causes heart problems, malnutrition, and death.

Cocaine or Crack: Cocaine or crack use causes confusion, depression, and hallucinations. Tolerance and physical dependence develop. Effects are unpredictable; convulsion, coma, cardiac arrest, and death are possible. Nasal membranes may be destroyed. Smoking causes lesions in the lungs. Brain damage may occur.

Phencyclidine (PCP): Phencyclidine causes depression, hallucinations, confusion, and irrational behavior. Tolerance develops. Overdoses cause convulsion, coma, and death.

Depressants: Depressants relax the central nervous system. Barbiturates, tranquilizers, and methaqualone may cause confusion and loss of coordination. Tolerance as well as physical and psychological dependence develops. Overdoses cause coma and death. These drugs are especially dangerous when taken in combination or with alcohol due to their combined effects.

Cannabis: Cannabis alters mood and perception. Marijuana may cause confusion and loss of coordination. Long-term use leads to tolerance and psychological dependence. Users frequently begin using other drugs. Long-term use causes damage to lung tissue and other illnesses.

Hallucinogens: Hallucinogens temporarily distort reality. Lysergic Acid Diethylamide (LSD) causes hallucinations and panic. Effects may recur ("flashback") even after use is discontinued. Tolerance and psychological dependence develop. Birth defects occur in users' children.

Mescaline, Ecstasy, and other Designer Drugs: "Designer Drugs" cause anxiety, depression, paranoia, illusion, and hallucination. Impaired perception occurs. Irreversible brain damage may occur.

Narcotics: Narcotics lower perception of pain. Heroin, morphine, codeine, and opium cause lethargy, apathy, loss of judgment and self-control. Tolerance as well as physical and psychological dependence develops. Overdoses cause convulsions, coma and death. Risks associated with use include malnutrition, hepatitis, and AIDS.

Fentanyl: A potent synthetic opioid drug that is approximately 100 times more potent than morphine and 50 times more potent than heroin as an analgesic. It produces effects such as relaxation, euphoria, pain relief, sedation, confusion, drowsiness, dizziness, nausea, vomiting, urinary retention, pupillary constriction, and respiratory depression. Overdose may result in stupor, changes in pupillary size, cold and clammy skin, cyanosis, coma, and respiratory failure leading to death (www.getsmartaboutdrugs.com).

Deliriants: Deliriants cause mental confusion. Aerosol products, lighter fluid, paint thinner, amyl nitrate and glue cause loss of bowel and bladder control, confusion, and hallucinations. Overdoses cause convulsions, cardiac arrest, and death. Psychological dependence develops. Permanent damage to lungs, brain, liver and immune system may occur.

LEGAL SANCTIONS

California Laws: No person may sell, furnish, give, or cause to be sold, furnished or given away, any alcoholic beverage to a person under age 21 or to any obviously intoxicated person. No person under age 21 may purchase alcoholic beverages or possess alcoholic beverages on any street or highway or in any place open to public view. It is illegal to sell alcohol without a valid liquor license or permit. It is unlawful for any person to drink while driving, to have an open container of alcohol in a moving vehicle, or for adults to drive with a blood alcohol content (BAC) of 0.08% or higher. Drivers under age 21 are prohibited from operating a motor vehicle if they have a BAC of 0.01% or greater. It is also illegal to operate a bicycle, water vessel, water ski, or aquaplane while intoxicated.

Penalties for a first drunk-driving offense include attending a 3-month alcohol/drug program, fines up to $1,000 plus administrative costs up to one year in jail, and driver's license suspension up to one year. Second offenses are punishable by fines up to $5,000, imprisonment up to one year, driver's license revocation for three years, and a required drug/alcohol program of up to 30 months.

Third and fourth offenses carry similar sanctions, plus three- to five-year revocations of driver's license. Driving privileges are suspended for one year for refusing to submit to a blood alcohol content test, for two years if there is a prior offense within seven years, and for three years with three or more offenses within seven years.

Under California law, first offenses involving the sale or possession for sale of amphetamines, barbiturates, codeine, cocaine, Demerol, heroin, LSD, Mescaline, Methadone, Methamphetamine, morphine, PCP peyote, Quaalude, or psilocybin, are felonies punished by imprisonment in the state prison. Manufacture of illegal drugs will result in more severe prison terms and fines. Penalties are severe for offenses involving manufacture or distribution of illegal drugs by convicted felons and for distribution within 1,000 feet of a school or university, including distribution near recreational facilities, to anyone under 18, or to someone in prison. Personal property used in drug transactions is subject to seizure. The mere possession of most of these drugs is a felony carrying severe prison sentences.

SUBSTANCE ABUSE RESOURCES

24-Hour Alcohol and Drug Referral Network
(888)304-9797

A New Vision for You II
Counseling, alcohol and substance abuse services
Lancaster (661) 941-4874
315 W Pondera St # A, Lancaster, CA 93534

Alcohol/Drug Treatment Referral
(800)454-8966

National Council on Alcoholism & Drug Dependence
(800)622-2255 https://ncaddms.org/.

Center for Substance Abuse Treatment and Referral
(800)662-HELP
Center for Substance Abuse Prevention
(800)967-5752

National Referral
(800)347-8998

Alcoholics Anonymous
Lancaster (661)945-5757
Moreno Valley (951) 653-9312
Oxnard (805) 389-1444

Resources are also available for students through Student Services.

The above information is also available in the Career Care Institute Student Catalog, which emailed to students upon enrollment and is available on the school's website as well at https://ccicolleges.edu/general-disclosures/. This policy is also available in the CCI Employee Handbook.

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