



Drug and Alcohol Abuse Prevention Program (DAAPP) Notification September 2016

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 legal sanctions 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.

Employee Standards of Conduct and Sanctions:

UTI/NASCAR Tech/MMI (collectively "the Institute") seeks to provide a safe, efficient and healthy workplace for all of our employees and also to hire and retain the most qualified and productive people for its available job positions.

Accordingly, we have adopted a policy that attempts to provide drug-free work sites and to prohibit working while under the influence of alcohol or any drug that could adversely affect the employee's job performance or endanger safety.

UTI strictly prohibits the unlawful manufacture, distribution, dispensing, exchange, sale, possession, or use of drugs or alcohol on Company 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 order to attain 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 by UTI.

Please read the UTI Substance Abuse Prevention Policy which 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. The Institute will respect the specific laws and regulations of each of the states in which it conducts business.

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

If you have any questions, or if you would like a copy of the UTI Drug and Alcohol Policy, please contact the People Services department or you can access the Policies and SOPs section on the Inside Track.

Student Standards of Conduct and Sanctions:

The Institute 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, UTI/NASCAR Tech/MMI students agree to random and for-cause drug testing throughout their attendance as set forth in UTI/NASCAR Tech/MMI Substance Abuse Prevention Policy. A violation will result in the Institute taking appropriate action up to and including termination.

The Institute has developed a strict and rigidly enforced policy regarding drug and alcohol abuse. The Institute cannot and does not condone drug or alcohol abuse by its students. The Institute 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 Institute property or at any of its officially sponsored activities. This includes all forms of synthetic marijuana, regardless of the legality of the substance. The use of the medical marijuana card in California, Arizona or any other state is not accepted as an exception to this policy. Regardless of the legitimacy of the card, the Institute will follow all applicable laws and regulations. This includes field trips and student-sponsored social activities if they are considered sponsored by the school. In addition, the Institute may discipline its students for off-campus activities that include the illegal use of alcohol or drugs.

The Institute 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 shall 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 the Institute becomes aware of reasonable grounds (as listed below) to believe a student has violated the Substance Abuse Prevention Policy, the Institute will immediately investigate. Such investigation may include appropriate drug and/or alcohol testing. As a result of such investigation and at the Institute'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
- Attendance failure
- Termination
- Referral for prosecution

Students should be aware that the Institute may bring matters of illegal drug use to the attention of local law enforcement. Students should fully understand that the Institute 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/NASCAR Tech/MMI 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, the Institute 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 the Institute.
- If the Institute believes an individual has been observed possessing or using a prohibited substance on campus.
- When the Institute 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 the Institute believes a student is impaired during school hours or while engaged in Institute business of Institute-sponsored activities.
- When the Institute 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 will 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:

The Institute 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.

Illegal possession or use of drugs or alcohol can have penalties, including community service, suspension or loss of driver's license, jail time and fines. For state-specific statutes and penalties on drug and alcohol offensiveness, please reference the state laws of the following campus location.

Arizona – <http://www.azleg.gov/ArizonaRevisedStatutes.asp?Title=13>

California – <http://leginfo.legislature.ca.gov/faces/codesTOCSelected.xhtml?tocCode=HSC&tocTitle=+Health+and+Safety+Code+-+HSC>

Florida – http://www.leg.state.fl.us/Statutes/index.cfm?App_mode=Display_Index&Title_Request=XLVI#TitleXLVI

Illinois – <http://www.ilga.gov/legislation/ilcs/ilcs2.asp?ChapterID=53>

Massachusetts – <https://malegislature.gov/Laws/GeneralLaws/PartIV/TitleI/Chapter270>

North Carolina – <http://www.ncga.state.nc.us/gascripts/Statutes/StatutesTOC.pl?Chapter=0014>

Pennsylvania – <http://www.pacode.com/secure/data/028/028toc.html>

Texas – www.statutes.legis.state.tx.us/

Possible federal sanctions for illegal possession or individual federal trafficking penalties can range from 1 year to life in prison and/or have a penalty ranging from \$1,000 to \$8 million. The minimum sentence for a violation after two prior



convictions for felony drug offenses is a mandatory term of life imprisonment without release and a fine up to \$8 million if an individual and \$20 million if other than an individual. Outlined below is information regarding federal trafficking penalties:

Federal Trafficking Penalties for Schedules I, II, III, IV, and V (except Marijuana)				
Schedule	Substance/Quantity	Penalty	Substance/Quantity	Penalty
II	Cocaine 500-4999 grams mixture	First Offense: Not less than 5 yrs. and not more than 40 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine of not more than \$5 million if an individual, \$25 million if not an individual. Second Offense: Not less than 10 yrs. and not more than life. If death or serious bodily injury, life imprisonment. Fine of not more than \$8 million if an individual, \$50 million if not an individual.	Cocaine 5 kilograms or more mixture	First Offense: Not less than 10 yrs. and not more than life. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine of not more than \$10 million if an individual, \$50 million if not an individual. Second Offense: Not less than 20 yrs. and not more than life. If death or serious bodily injury, life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual. 2 or More Prior Offenses: Life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.
II	Cocaine Base 28-279 grams mixture		Cocaine Base 280 grams or more mixture	
II	Fentanyl 40-399 grams mixture		Fentanyl 400 grams or more mixture	
I	Fentanyl Analogue 10-99 grams mixture		Fentanyl Analogue 100 grams or more mixture	
I	Heroin 100-999 grams mixture		Heroin 1 kilogram or more mixture	
I	LSD 1-9 grams mixture		LSD 10 grams or more mixture	
II	Methamphetamine 5-49 grams pure or 50-499 grams mixture		Methamphetamine 50 grams or more pure or 500 grams or more mixture	
II	PCP 10-99 grams pure or 100-999 grams mixture	PCP 100 grams or more pure or 1 kilogram or more mixture		
Substance/Quantity		Penalty		
Any Amount Of Other Schedule I & II Substances		First Offense: 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 not an individual.		
Any Drug Product Containing Gamma Hydroxybutyric Acid		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 or less				



Any Amount Of Other Schedule III Drugs	<p>First Offense: Not more than 10 yrs. If death or serious bodily injury, not more that 15 yrs. Fine not more than \$500,000 if an individual, \$2.5 million if not an individual.</p> <p>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.</p>
Any Amount Of All Other Schedule IV Drugs (other than one gram or more of Flunitrazepam)	<p>First Offense: Not more than 5 yrs. Fine not more than \$250,000 if an individual, \$1 million if not an individual.</p> <p>Second Offense: Not more than 10 yrs. Fine not more than \$500,000 if an individual, \$2 million if other than an individual.</p>
Any Amount Of All Schedule V Drugs	<p>First Offense: Not more than 1 yr. Fine not more than \$100,000 if an individual, \$250,000 if not an individual.</p> <p>Second Offense: Not more than 4 yrs. Fine not more than \$200,000 if an individual, \$500,000 if not an individual.</p>

Federal Trafficking Penalties for Marijuana, Hashish and Hashish Oil, Schedule I Substances	
Marijuana 1,000 kilograms or more marijuana mixture or 1,000 or more marijuana plants	<p>First Offense: 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.</p> <p>Second Offense: 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.</p>
Marijuana 100 to 999 kilograms marijuana mixture or 100 to 999 marijuana plants	<p>First Offense: 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.</p> <p>Second Offense: Not less than 10 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$8 million if an individual, \$50million if other than an individual.</p>
Marijuana 50 to 99 kilograms marijuana mixture, 50 to 99 marijuana plants	<p>First Offense: 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.</p>
Hashish More than 10 kilograms	<p>Second Offense: Not more than 30 yrs. If death or</p>

Hashish Oil More than 1 kilogram	serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if other than an individual.
Marijuana less than 50 kilograms marijuana (but does not include 50 or more marijuana plants regardless of weight)	First Offense: Not more than 5 yrs. Fine not more than \$250,000, \$1 million if other than an individual. Second Offense: Not more than 10 yrs. Fine \$500,000 if an individual, \$2 million if other than individual.
1 to 49 marijuana plants	
Hashish 10 kilograms or less	
Hashish Oil 1 kilogram or less	

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, and 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 however, 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.

7. 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.

8. 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.

9. 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 People Services 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: 1-888-371-1125 or CignaBehavioral.com.

PSP Contacts				
✓ Contact	Business Unit	Extension	EMail	
■ Rhonda Turner	Executive Group	x10312		mail to: rturner@uti.edu
■ Leigh Ann Palone	NASCAR Tech, Orlando, Norwood	x21125		mailto:lpalone@uti.edu
■ Ashley B. Sharp	Houston, DFW, Exton, Lisle	x19062		mailto:asharp@uti.edu
■ Karen Mourad	California & Arizona	x10615		kmourad@uti.edu
■ Lisa Cook	Houston, DFW, Exton, Lisle	x13003		mailto:lcook@uti.edu
■ Kelsey Schultz	California & Arizona	x10334		kschultz@uti.edu
■ Grechen Elmore	Home Office	x10774		gelmore@uti.edu

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 that will accept their individual health insurance. Pamphlets and general



information regarding illegal drugs and alcohol abuse are also available in the Student Services Department.

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)

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