In accordance with the 1989 Amendment to the Drug Free Schools and Community Acts of 1986 and 1988, Good Samaritan College of Nursing and Health Science supports and conducts educational endeavors to increase awareness of the use and abuse of alcohol and other drugs (AOD) to allow students to make informed choices regarding their consumption. The college wishes to facilitate a helping atmosphere where students and faculty are encouraged to confront substance abuse problems directly and openly. In order to accomplish this goal, issues of confidentiality are critical. Every precaution will be taken to protect the privacy of faculty and students who are involved in reported abuse or in reports of infractions.

Nationwide drug and other substance abuse is on the rise. Studies show nurses are at higher risk for alcohol and drug abuse. Alcohol and other drug use and its physiological effects represent a threat to the well-being and security of students, faculty, staff, and visitors and could cause extensive damage to the College and TriHealth’s reputation and our standing in the community. Any involvement with AOD that adversely affects the campus and workplace will not be tolerated.

**ALCOHOL & OTHER DRUG USE**

The use, sale, manufacture, possession, dispensation, or distribution of intoxicating beverages and illegal and/or controlled substances covered under the Comprehensive Drug Abuse Prevention and Control Act are illegal under both federal and state law and are prohibited. It is unlawful to sell, furnish, or provide alcohol to a person under the age of 21. The possession of alcohol by anyone under the age of 21 years in a public place or place open to the public is illegal.

Anyone using alcohol, drugs, or under the influence while on campus, during college-sponsored activities off campus, or during class or clinical hours will be reported to the Dean of Student/Alumni Services and referred to the college counseling service. Such activity is also prohibited during non-academic and/or non-work time if it impairs the ability to perform on the
job or threatens the reputation and integrity of the College and/or TriHealth. The identity of the individual making the report will be kept confidential. The information will be thoroughly investigated before official action is taken. A drug screen performed by Employee Health may be required. Disciplinary action will be decided on an individual basis. When appropriate, legal authorities will be notified.

Students, faculty, and staff are expected to report for school/work and remain at school/work in a condition to participate in their academic schedule and activities, and have the ability to perform assigned duties free from the effects of alcohol and other drugs. Any student, faculty, or staff member who are prescribed drugs which may impair their ability to safely drive and/or perform their duties should report it to their instructor, supervisor, and Employee Health.

RESPONSIBILITY

Faculty and Supervisors

When a student, faculty, or staff member is suspected of stealing, selling, or misusing alcohol or other drugs, the faculty or supervisory personnel member should contact the College Compliance Officer, Security, and an Employee Relations Consultant if the offender is a faculty or staff member.

If theft or selling is suspected, the College Compliance Officer and Security will be involved in the initial contact with the student or team member for the purpose of initiating an investigation, along with the supervisor and Employee Relations Consultant. Security will contact the police if necessary, for participation in the investigation. If the team member or student admits to the drug theft, Security will respond as required by law. A drug/alcohol screen will be conducted prior to the team member or student being suspended pending further investigation. The suspension will be communicated to the team member by the supervisor or faculty member and the Employee Relations Consultant. Any student or team member who refuses a drug/alcohol screen through Employee Health will be expelled from the school and/or terminated from employment.

If reasonable cause is found to indicate that a student or team member is using an illegal or controlled substance or is under the influence of alcohol, a drug/alcohol screen will be arranged through Employee Health, the Emergency Department or a Bethesda Care office by the supervisor or Employee Relations Consultant. The student or team member will be suspended until the test results are completed. Arrangements for transportation home for the student or team member will be made. The student or team member will not be allowed to drive.

Any student or team member testing positive for alcohol and other drugs or caught stealing drugs of personal use are subject to expulsion and/or termination. However, at TriHealth’s discretion, a team member may be eligible for rehabilitation in lieu of termination/expulsion.

A student or team member using patient drugs for personal use may be eligible for rehabilitation in lieu of termination/expulsion. Any student or team member selling or dispensing unauthorized drug to or for others will be expelled or terminated immediately.

The College and TriHealth reserve the right to modify or rescind this policy and procedure any time without prior notice. Any exception must be requested through the College Compliance
Officer and/or Human Resources and have the approval of the Chief Human Resources Officer and/or the President of the College.

PREVENTION & EDUCATION COMMITMENT

The College will conduct a minimum of one yearly workshop related to alcohol and drug prevention and education, which will include annual notification of:

- Standards of conduct
- Description of penalties for violating federal, state, and local law and College policy
- Description of health risks associated with AOD
- Description of treatment options for AOD

Pamphlets and education material related to substance abuse will be available on a continual basis.

A written, annual notification will be distributed to students, staff, and faculty and will include the following:

- Standards of conduct prohibiting the unlawful possession, use, or distribution of illicit/scheduled drugs and alcohol by students, staff, and faculty
- List of applicable sanctions/penalties under federal, state, local laws, and/or College policy for the unlawful possession or distribution of illicit drugs and alcohol
- Description of the health risks associated with the abuse of alcohol or use of illicit drugs
- List of drug and alcohol programs available to students, staff, and faculty
- Statement that GSC will impose disciplinary sanctions on students, staff, and faculty for violations of these standards, description of those penalties, up to and including expulsion or termination of employment

BIENNIAL REVIEW

A biennial review of the AOD prevention program at the College, overseen by the College Compliance Officer, will be conducted in even-numbered years for the preceding two years. The biennial report will be provided to the US Department of Education or its representative upon request. The purpose of the biennial review is to determine effectiveness and consistency of penalty enforcement and to identify and implement any necessary changes. All records related to compliance with EDGAR 86 will be retained for no less than three years.
## Federal Trafficking Penalties for Schedules I, II, III, IV, and V (except Marijuana)

<table>
<thead>
<tr>
<th>Schedule</th>
<th>Substance/Quantity</th>
<th>Penalty</th>
</tr>
</thead>
<tbody>
<tr>
<td>II</td>
<td>Cocaine 500-4999 grams mixture</td>
<td>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.</td>
</tr>
<tr>
<td>II</td>
<td>Cocaine Base 28-279 grams mixture</td>
<td>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.</td>
</tr>
<tr>
<td>IV</td>
<td>Fentanyl 40-199 grams mixture</td>
<td>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.</td>
</tr>
<tr>
<td>I</td>
<td>Fentanyl Analogue 10-99 grams mixture</td>
<td>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.</td>
</tr>
<tr>
<td>I</td>
<td>Heroin 100-999 grams mixture</td>
<td>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.</td>
</tr>
<tr>
<td>I</td>
<td>LSD 1-9 grams mixture</td>
<td>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.</td>
</tr>
<tr>
<td>II</td>
<td>Methamphetamine 5-49 grams pure or 50-499 grams mixture</td>
<td>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.</td>
</tr>
<tr>
<td>II</td>
<td>PCP 10-99 grams pure or 100-999 grams mixture</td>
<td>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.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Substance/Quantity</th>
<th>Penalty</th>
</tr>
</thead>
<tbody>
<tr>
<td>Any Amount Of Other Schedule I &amp; II Substances</td>
<td>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.</td>
</tr>
<tr>
<td>Any Drug Product Containing Gamma Hydroxybutyric Acid</td>
<td>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.</td>
</tr>
<tr>
<td>Flunitrazepam (Schedule IV) 1 Gram</td>
<td>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.</td>
</tr>
<tr>
<td>Any Amount Of Other Schedule III Drugs</td>
<td>First Offense: Not more than 10 yrs. If death or serious bodily injury, not less than 15 yrs. Fine $1 million if an individual, $5 million if not an individual.</td>
</tr>
<tr>
<td>Any Amount Of All Other Schedule IV Drugs (other than one gram or more of Flunitrazepam)</td>
<td>First Offense: Not more than 10 yrs. If death or serious bodily injury, not less than 15 yrs. Fine $1 million if an individual, $5 million if not an individual.</td>
</tr>
<tr>
<td>Any Amount Of All Schedule V Drugs</td>
<td>First Offense: Not more than 1 yr. Fine $1 million if an individual, $5 million if not an individual.</td>
</tr>
</tbody>
</table>
## Drug Trafficking - O.R.C. § 2923.03

<table>
<thead>
<tr>
<th>Drug</th>
<th>Amount</th>
<th>Level: S or J</th>
<th>Division: S or J</th>
<th>Guidance: S or J</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Schedule I or II</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bulk</td>
<td>F-4</td>
<td>F-3</td>
<td>C(I)(g)</td>
<td>In Favor</td>
</tr>
<tr>
<td>&lt; bulk</td>
<td>F-4</td>
<td>F-3</td>
<td>C(I)(g)</td>
<td>In Favor</td>
</tr>
<tr>
<td>≥ 50 x bulk</td>
<td>F-2</td>
<td>F-1</td>
<td>C(I)(g)</td>
<td>In Favor</td>
</tr>
<tr>
<td>≥ 100 x bulk</td>
<td>F-1</td>
<td>F-1</td>
<td>MDO</td>
<td>MDO</td>
</tr>
<tr>
<td><strong>Schedule III, IV, V</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bulk</td>
<td>F-4</td>
<td>F-3</td>
<td>C(I)(g)</td>
<td>In Favor</td>
</tr>
<tr>
<td>&lt; 500 g</td>
<td>F-3</td>
<td>F-2</td>
<td>C(I)(g)</td>
<td>In Favor</td>
</tr>
<tr>
<td>≥ 500 g</td>
<td>F-2</td>
<td>F-1</td>
<td>C(I)(g)</td>
<td>In Favor</td>
</tr>
<tr>
<td>≥ 1000 g</td>
<td>F-1</td>
<td>F-1</td>
<td>MDO</td>
<td>MDO</td>
</tr>
<tr>
<td>Marijuana</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>≥ 60 g</td>
<td>F-2</td>
<td>F-1</td>
<td>C(I)(g)</td>
<td>In Favor</td>
</tr>
<tr>
<td>≥ 100 g</td>
<td>F-1</td>
<td>F-1</td>
<td>C(I)(g)</td>
<td>In Favor</td>
</tr>
<tr>
<td>≥ 200 g</td>
<td>F-2</td>
<td>F-1</td>
<td>C(I)(g)</td>
<td>In Favor</td>
</tr>
<tr>
<td>≥ 500 g</td>
<td>F-1</td>
<td>F-1</td>
<td>C(I)(g)</td>
<td>In Favor</td>
</tr>
<tr>
<td>≥ 1000 g</td>
<td>F-1</td>
<td>F-1</td>
<td>C(I)(g)</td>
<td>In Favor</td>
</tr>
<tr>
<td>Cocaine: Powder or Crack</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>≥ 0.5 mg</td>
<td>F-2</td>
<td>F-1</td>
<td>C(I)(g)</td>
<td>In Favor</td>
</tr>
<tr>
<td>≥ 10 mg</td>
<td>F-1</td>
<td>F-1</td>
<td>C(I)(g)</td>
<td>In Favor</td>
</tr>
<tr>
<td>≥ 20 mg</td>
<td>F-1</td>
<td>F-1</td>
<td>C(I)(g)</td>
<td>In Favor</td>
</tr>
<tr>
<td>≥ 50 mg</td>
<td>F-1</td>
<td>F-1</td>
<td>C(I)(g)</td>
<td>In Favor</td>
</tr>
<tr>
<td>LSD: Solid</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>≥ 0.1 mg</td>
<td>F-2</td>
<td>F-1</td>
<td>C(I)(g)</td>
<td>In Favor</td>
</tr>
<tr>
<td>≥ 0.5 mg</td>
<td>F-1</td>
<td>F-1</td>
<td>C(I)(g)</td>
<td>In Favor</td>
</tr>
<tr>
<td>≥ 1 mg</td>
<td>F-1</td>
<td>F-1</td>
<td>C(I)(g)</td>
<td>In Favor</td>
</tr>
<tr>
<td>≥ 2 mg</td>
<td>F-1</td>
<td>F-1</td>
<td>C(I)(g)</td>
<td>In Favor</td>
</tr>
<tr>
<td>≥ 5 mg</td>
<td>F-1</td>
<td>F-1</td>
<td>C(I)(g)</td>
<td>In Favor</td>
</tr>
<tr>
<td>≥ 10 mg</td>
<td>F-1</td>
<td>F-1</td>
<td>C(I)(g)</td>
<td>In Favor</td>
</tr>
</tbody>
</table>

*The schedule of controlled substances is in [3578.41].

**Minor misdemeanor (MM) on first offense, M-3 on a subsequent offense. S or J = The offense occurred in the vicinity of a school or juvenile.

MDO (Major Drug Offender) = Mandatory maximum term from F-1 range, [3929.40/O](D).

Mand., or Mandatory = Judge must impose a prison term from range available for that offense level.

In Favor = A rebuttable presumption in favor of imposing a prison term.

Div. B = Sentencing is guided by [3929(C)](B), the rules for F-4s and F-5s.

Div. C = Sentencing is guided by [3929(C)](D).

**In Favor** = Presumption in favor, but mandatory if 2 or more prior felony drug-abuse offenses.

Note: As used in this section, “drug” includes any substance that is represented to be a drug.

### ADDITIONAL FOOTNOTES FOR DRUG MANUFACTURING AND CULTIVATION

† F-5 if the offender previously has been convicted of a drug-abuse offense.

In Favor** = Presumption in favor, but mandatory 2- or 3-year minimum if 2 or more priors.

‡ Minimum prison term of 3 years for first offense, 5 years for second offense.

** If violation involves the sale or possession of such and court finds MDO, then mandatory min from range.

∞ Minimum prison term of 4 years for first offense, 5 years for second offense. Includes “public premises.”
Appendix C

Educational sites for health risks of AOD

http://www.niaaa.nih.gov/

http://www.cdc.gov/alcohol/fact-sheets/alcohol-use.htm

https://commonsense.

http://www.cdc.gov/nchs/fastats/drug-use-illegal.htm
# Alcohol Use and Your Health

Drinking too much can harm your health. Excessive alcohol use leads to about 88,000 deaths in the United States each year, and shortens the life of those who die by almost 30 years. Further, excessive drinking cost the economy $223.5 billion in 2006. Most excessive drinkers are not alcohol dependent.

## What is considered a “drink”? U.S. Standard Drink Sizes

<table>
<thead>
<tr>
<th>Drink Type</th>
<th>Volume</th>
<th>Alcoholic Content</th>
</tr>
</thead>
<tbody>
<tr>
<td>Beer</td>
<td>12 oz</td>
<td>5%</td>
</tr>
<tr>
<td>Malt Liquor</td>
<td>8 oz</td>
<td>7%</td>
</tr>
<tr>
<td>Wine</td>
<td>5 oz</td>
<td>12%</td>
</tr>
<tr>
<td>Distilled Spirits</td>
<td>1.5 oz</td>
<td>40% (80 proof)</td>
</tr>
</tbody>
</table>

(Examples: gin, rum, vodka, whiskey)

## Excessive alcohol use includes:

- **Binge Drinking**
  - For women, 4 or more drinks consumed on one occasion
  - For men, 5 or more drinks consumed on one occasion

- **Heavy Drinking**
  - For women, 8 or more drinks per week
  - For men, 15 or more drinks per week

- **Any alcohol used by pregnant women**

- **Any alcohol used by those under the age of 21 years**

## If you choose to drink, do so in moderation:

- **For Women**, up to 1 drink a day
- **For Men**, up to 2 drinks a day

**Don't drink at all** if you are under the age of 21, or if you are or may be pregnant, or have health problems that could be made worse by drinking.

**No one** should begin drinking or drink more frequently based on potential health benefits.

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National Center for Chronic Disease Prevention and Health Promotion
Division of Population Health

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CS34627D
**Observation Team Member Checklist**

**Directions:** This checklist should be used to record behavior of a team member who reports to work seemingly unfit for duty. Check all items applicable.

**Employee Last Name:** __________________________
**Employee First Name:** __________________________
**MI:** __________________________
Street Address: __________________________
City: __________________________
**State:** __________________________
**Zip:** __________________________
**Telephone Number:** (______) _______ _______ _______ _______
**DOB:** __________________________ / __________________________ / _______
**Date:** __________________________ / __________________________ / _______
**Time:** __________________________

1. **Walking**
   - [ ] Stumbling
   - [ ] Staggering
   - [ ] Unable to walk
   - [ ] Swaying
   - [ ] Unsteadily

2. **Standing**
   - [ ] Swaying
   - [ ] Rigid
   - [ ] Unable to stand
   - [ ] Feet wide apart
   - [ ] Staggering

3. **Speech**
   - [ ] Shouting
   - [ ] Silent
   - [ ] Slobbering
   - [ ] Whispering
   - [ ] Slow
   - [ ] Rambling
   - [ ] Incoherent Speech

4. **Demeanor**
   - [ ] Impolite
   - [ ] Uncoooperative
   - [ ] Silent
   - [ ] Talkative
   - [ ] Irritability
   - [ ] Hostility
   - [ ] Argumentative
   - [ ] Unruly
   - [ ] Sleepy
   - [ ] Crying
   - [ ] Crying
   - [ ] Agitation
   - [ ] Agitation
   - [ ] Fearful
   - [ ] Fearful

5. **Actions**
   - [ ] Hostile erratic
   - [ ] Fighting
   - [ ] Hyperactive
   - [ ] Tremors
   - [ ] Resisting communication
   - [ ] Threatening
   - [ ] Profanity
   - [ ] Aggressive behavior

6. **Mental State**
   - [ ] Confusion
   - [ ] Memory loss
   - [ ] Obsessions
   - [ ] Delusions
   - [ ] Hallucinations
   - [ ] Poor concentration
   - [ ] Disorientation
   - [ ] Disordered thoughts
   - [ ] Suspiciousness

7. **Eyes**
   - [ ] Bloodshot
   - [ ] Closed
   - [ ] Watery
   - [ ] Dilated
   - [ ] Glassy
   - [ ] Droopy

8. **Face**
   - [ ] Flushed
   - [ ] Pale
   - [ ] Sweaty

9. **Appearance/Clothing**
   - [ ] Messy
   - [ ] Having odor
   - [ ] Dirty
   - [ ] Partially dressed
   - [ ] Neat

10. **Movements**
    - [ ] Fumbling
    - [ ] Jerky
    - [ ] Slow
    - [ ] Normal
    - [ ] Nervous

11. **Eating/Chewing**
    - [ ] Gum
    - [ ] Candy
    - [ ] Mints
    - [ ] Other: __________________________

12. **Performance**
    - [ ] Acute Work Errors
    - [ ] Lack of performing normal tasks
    - [ ] Diminished capacity, inability to perform
    - [ ] Lack of coordination in movement
    - [ ] Work related accident or injury

13. **Other Observations:**

**Manager Signature:** __________________________
**Date:** __________________________
__(Print Name)__

**Witness Signature:** __________________________
__(To Be Completed by the Supervisor/Manager)__

---

**Employee Last Name:** __________________________
**Employee First Name:** __________________________
**MI:** __________________________
Street Address: __________________________
City: __________________________
**State:** __________________________
**Zip:** __________________________
**Telephone Number:** (______) _______ _______ _______ _______
**DOB:** __________________________ / __________________________ / _______
**Date:** __________________________ / __________________________ / _______
**Time:** __________________________