



## Policy on the Use of Drugs, Alcohol, and Arms

It is the objective of Escuela Hotelera de San Juan to maintain an academic and work environment free from the use and influence of alcohol and illegal drugs, and to fully comply with the applicable law. Being under the influence of any illicit drug or alcoholic beverage while studying and/or working (on or off campus) poses serious risks to the health and safety of individuals. Accordingly, all students and employees are informed that the fabrication, distribution, possession or use of a controlled substance or alcohol on the School premises is strictly prohibited. Those employees and students who breach this rule will be subject to the actions described below up to and including immediate termination of employment or expulsion from the School. This policy applies to employees and students.

### Legal Basis:

This policy is defined under the following state and federal laws or regulations: Public Law 101-226, known as "Drug-Free Schools and Communities," Public Law 101-690, "Drug-Free Workplace" of 1988, and the Controlled Substances Abuse Act of 1971.

### General provisions

It is established that no member of our school community will be involved in illicit activities, including, but not limited to, illegal use, possession, manufacture, and sale of drugs in our facilities or in educational activities outside our institution and/or setting where the student internships are held.

In addition, consumption of alcohol not in relation to an educational activity promoted by the institution is prohibited. Health risks associated with abuse of drugs and alcohol:

Consumption of alcohol and illegal drugs constitutes a health risk. Over time, alcohol or any other drug used excessively can lead to illness, disability, and death. The effects of substance abuse on your health can be immediate and unpredictable (for instance, a cardiac arrest after consumption of cocaine), or more subtle and long-term (for example, liver impairment caused by the prolonged use of alcohol). In addition to health problems, there are some other problems associated with substance abuse, to wit:

- Habitual users of alcohol and other drugs often have erratic lifestyles that interfere with sleep, nutrition, and exercise.
- Use and abuse of alcohol and substances can lead to financial hardship, domestic violence, injuries caused by car accidents, impaired family structure and reduced job performance.
- Repeated use of alcohol can lead to dependence.

### Specific health risks associated with the use of legal (medications) and illegal substances:

Cocaine: a very addictive stimulant of the central nervous system. The odorless white powder comes in a variety of forms, "crack" being one of the most popular. Cocaine creates a state of elation in the user, resulting in alertness, excitement, talkativeness, and overconfidence, and a diminished need for sleep. Elatedness is followed by a period of depression, restlessness, anxiety, and concentration problems. Repeated cocaine use can lead to addiction and other complications that may include heart failure, deterioration of family relationships, poor performance at school, and financial problems.

Hallucinogens include LSD (lysergic acid diethylamide), DMT (dimethyltryptamine), mescaline, shrooms (psilocybin), ecstasy, angel dust and PCP. They cause increased pulse frequency and arterial pressure, teary eyes, visual hallucinations, illusions, sensorial confusion and altered time perception. The most common adverse effect is a panic reaction or a "bad trip." Extreme agitation or delirium can also occur. Some people have retrospective psychopathic

episodes or scenes, which may occur long after use. The greatest danger with these drugs is the impairment of judgment with hallucinations, which predisposes individuals to accidents and strange behavior that could result in death.

Marihuana: can cause psychological dependence. Produces a sense of relaxation, mild euphoria, and increased heart rate. However, altered perceptions and sensations can make a person more prone to accidents and, thus, driving is a substantial risk. An adverse effect of the drug is an acute panic reaction. High doses can cause hallucinations, paranoia, and delirium. Chronic male consumers can experience altered masculine hormones, causing breast increase and decreased sperm count. Chronic female consumers can have damaged eggs, suppressed ovulation, irregular menstrual cycles, and altered hormone levels. Tars and other gases in the smoke increase the risk of respiratory diseases and lung cancer, similar to those associated with nicotine.

Opiates: include heroin, morphine, Demerol, and Percoset, among other drugs. They produce euphoria, drowsiness, and respiratory depression. An overdose can cause coma, respiratory arrest, and death. Physiological addiction is strong; and tolerance and dependence develop rapidly thus requiring higher doses to produce the desired effect. Since these medications are injected, usually the use of shared needles and syringes can cause an Hepatitis B infection, HIV / AIDS, and endocarditis, an infection in the cardiac muscle, all of which can result in death.

Prescription drugs, such as tranquilizers, barbiturates, and antidepressants are legal and can often be the first drugs abused. Even in small quantities, these are slow reaction drugs that interfere with judgment. Consumption of alcohol greatly increases the effects of these drugs and can cause a fatal overdose when combined with prescription drugs.

Steroids: are used by some people to enhance their body's performance. Although performance increases temporarily, the side effects are very harmful to the body. Long term effects include heart and kidney damage, liver problems, high arterial pressure, diabetes, bad scarring after muscular and tendon injuries and psychological problems with aggression and depression. Short term effects include impotence, baldness, acne, decreased hormonal levels, and psychological problems such as increase in aggressive behavior. Steroids can temporarily enlarge the muscles, but without constant use and exercise, the muscles will rapidly decrease.

Tobacco: purchase of tobacco is illegal for anyone underage (under 18). Nicotine, the active ingredient in tobacco, stimulates the central nervous system and is psychologically and physically addictive. Nicotine irritates the lung tissue and increases arterial pressure. The most common cancer-related death is smoking. Smoking is the primary cause of chronic bronchitis and emphysema, and can also cause pneumonia, coronary heart disease, blood vessel disease, and stomach ulcers.

#### Medical Cannabis and Regulation 8766:

Medical cannabis refers to the use of preparations or active principles of the Cannabis sativa plant, called cannabinoids, including tetrahydrocannabinol or THC and cannabidiol CBS, as therapy for the treatment of some diseases or to alleviate specific symptoms.

Puerto Rico Regulation 8766, approved on July 8, 2016, established specific rules and procedures to control the use, possession, cultivation, manufacture, production, fabrication, dispensation, distribution and research regarding Medical Cannabis and its derivative products and medications; to set the fees to be paid for the registration required under the Controlled Substances Act, and to regulate the scientific studies regarding the use of Medical Cannabis performed by public and private entities.

The use of cannabis under the federal law that regulates our institution is illegal. Therefore, the use of medical cannabis in our institution is not allowed.

#### Prevention of Alcohol and Drug Abuse:

Escuela Hotelera de San Juan is committed to assisting members of our school community cope with the challenges related to alcohol and drug abuse, through educational programs and by encouraging them to seek professional assistance and/or treatment to manage the addiction.

We also encourage all the employees and students to visit the following websites for valuable information on the dangers of alcohol and drug abuse and the availability of treatments:

<https://www.assmca.pr.gov/Servicios/prevencion/Pages/default.aspx>

Treatment (pr.gov)

Assistance / Available programs:

The individual is responsible for seeking help or intervention for alcohol or drug dependency or abuse. The following are only some of the local agencies that help employees and students to address problems associated with the abuse of drugs and alcohol.

Administración de Servicios de Salud Mental y contra la Adicción (Mental Health and Addiction Services Administration):

A. ASSMCA  
414 Barbosa Avenue  
Hato Rey, P.R.  
787-763-7575

Guarantees the provision of prevention, treatment, and rehabilitation services in the mental health area, including substance abuse, which are accessible, cost-effective and of optimal quality in an environment of respect and confidentiality.

PAS Line 1(800) 981-0023

ASSMCA's PAS Line is available 24 hours a day, the 365 days of the year. It offers relief sessions, counseling in crisis situations and emotional support, preliminary psychological screening, psychiatric and psychological evaluation coordination, tele-links, and referrals.

B. Alcoholics Anonymous

J-11B Betances Street  
Urb. Hermanas Dávila  
Bayamón, PR 00959  
787-786-8287

Alcoholics Anonymous is a community of individuals who share their individual experiences, strength, and hope, in the solution of their shared problem and help others recover from alcoholism. The only requirement to be an A.A. member is the desire to quit drinking. There are no fees.

C. Hogar CREA

Contact number by region:

CREA Line: 787-761-0715 Main Office / Bayamón 787-798-8840 / Cayey-Ponce 787-738-7268 / Juncos 787-734-1767 / San Juan-Trujillo Alto 787-756-5211 / Mayagüez-Aguadilla 787- 832-8226

It is intended to offer services for the prevention and treatment of drug and alcohol addiction. In addition, treatment is provided to ambulatory patients, people with HIV / AIDS, inmate adults or teenagers, and mothers with children.

The afore-described agencies are available for drug-related educational programs and detailed information on:

- 1) The dangers of drug and alcohol abuse
- 2) Aid with the counseling on drug and alcohol abuse
- 3) Sanctions for alcohol and drug abuse
- 4) Rehabilitation programs

Drug, Alcohol and Arms Prevention Program

Activities

Distribute the drug, alcohol, and arms policy on an annual basis.

Distribute informative material among students and employees annually.

COM-SOP-DAA 60B Copy may be requested at the Office of the Academic Director.

Offer a prevention lecture annually.

Make referrals to professional help services available in the community.

Conduct a Biennial to evaluate and determine the community's needs and the effectiveness of the prevention program.

Disclosure means

Educational materials, brochures, e-mail, and websites, among others, will be used as means of dissemination.

Rules to Inform – Conviction for violation of the law

Employees, students, or third parties must notify Escuela Hotelera de San Juan (Academic Dean) in writing of any conviction due to the violation of the criminal drug statute no later than five (5) calendar days after such conviction. Within ten (10) days thereafter, the school will send written notice of the sentence to the United States Department of Education, and within thirty (30) days should apply the appropriate disciplinary measures against the employee or student.

Disciplinary measures will be applied based on the following:

A. Offense:

A drunk student or employee, or a student or employee under the effects of drugs at the Institution or any activity hosted by the Institution.

First Sanction:

The student or employee will be notified in writing of the disciplinary action, and the notice will be a part of the student or employee's record.

Second Sanction:

The student will be expelled, or the employee terminated from employment in the Institution, through the appropriate procedure.

B. Offense:

A student or employee is caught in possession of, use, administration, or distribution of alcoholic beverages or any other drug in the Institution or any activity hosted by the Institution.

First Sanction:

The student or employee will be notified in writing of the disciplinary action, and the notice will be a part of the student or employee's record.

Second Sanction:

The student will be expelled, or the employee terminated from employment in the Institution, through the appropriate procedure.

Any student subject to expulsion may seek a change of sanction if he/she undergoes detoxification treatment and presents evidence of compliance therewith. If so, the student might be admitted after completion of the treatment. In the case of an employee, proof of completion of a detoxification program will be requested.

Legal sanctions:

Aside from the School actions, criminal sanctions for the possession and/or use of controlled substances and alcohol abuse may vary depending on the jurisdiction and are at the judge's discretion. The School reserves the right to report the violation to the Police.

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.
II	Cocaine Base 28-279 grams mixture		Cocaine Base 280 grams or more mixture	
IV	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	2 or More Prior Offenses: Life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.
I	Heroin 100-999 grams mixture		Heroin 1 kilogram or more mixture	
II	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	
Any Amount of Other Schedule III Drugs	<p>First Offense: Not more than 10 yrs. If death or serious bodily injury, not more than 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	
<p>Marijuana 1,000 kilograms or more marijuana mixture or 1,000 or more marijuana plants</p>	<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>
<p>Marijuana 100 to 999 kilograms marijuana mixture or 100 to 999 marijuana plants</p>	<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	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.  Second Offense: Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if other than an individual.
Hashish More than 10 kilograms	
Hashish Oil More than 1 kilogram	
Marijuana less than 50 kilograms marijuana (but does not include 50 or more marijuana plants regardless of weight)  1 to 49 marijuana plants	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 an individual.
Hashish 10 kilograms or less	
Hashish Oil 1 kilogram or less	

## Arms

The Institution prohibits the manufacture, sale, purchase, transportation, possession, concealment, or use of arms, cutting instruments, explosives, incendiary devices, or lethal weapons.

First Sanction:

The student will be expelled, or the employee terminated from employment in the Institution, through the appropriate procedure.