

# Substance Abuse Policy

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Cincinnati State prohibits the unlawful manufacture, possession, use, or distribution of drugs on its property or as a part of its activities. Cincinnati State also prohibits the use or possession of alcoholic beverages on campus property except as authorized by campus policy. Students and staff may be accountable to both civil authorities and to the College administration for drug and alcohol-related actions which are a violation of federal, state, or local laws, or the College policy as stated below. In 1989, the College Board of Trustees approved the Drug-Free Workplace policy below.

## Policy for Drug-Free Workplace

The unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance is prohibited in the Cincinnati State workplace. Employees who violate this prohibition are subject to disciplinary action up to and including immediate discharge.

All employees are obligated to the terms of this policy and must notify their immediate supervisor of conviction for any criminal drug statute violation occurring in the workplace no later than five days after such conviction.

Each employee of the College will receive a written copy of this policy statement regarding a Drug-Free Workplace and will be notified that, as a condition of employment, he or she must abide by this policy statement and notify the employer of any criminal drug statute conviction for a violation occurring in the workplace not later than five days after such conviction.

Upon receiving notice that an employee who is engaged in the performance of a federal contract has had any criminal drug statute conviction for a violation occurring in the workplace, Cincinnati State will notify the federal contracting agency within 10 days. The College will impose a sanction on, or require participation in, a drug abuse assistance/rehabilitation program by the convicted employee.

## Alcohol and the Law

Individuals have a responsibility to follow the laws of the city, state, and nation. Those who fail to live up to that responsibility face certain penalties. Some of the potential legal consequences of committing an alcohol-related criminal offense are listed in this statement.

**Open Container:** It is illegal to possess in public an open container of an alcoholic beverage. If convicted of this offense, the maximum penalty is a \$100 fine. Consumption of alcohol in a motor vehicle is a fourth-degree misdemeanor with maximum penalties of 30 days imprisonment, a \$250 fine, or both.

**Providing Alcohol to an Underage Person:** A person who furnishes alcohol to an underage person is guilty of a first-degree misdemeanor. The maximum penalties associated with this offense are six months imprisonment, \$1,000 fine, or both. A social host, therefore, risks being fined and imprisoned when he or she furnishes alcohol to a person he or she knows or should know is not 21 years of age.

**Serving Alcohol at Campus Events:** Only students who are age 21 or older may serve alcohol at the Summit Restaurant or at events on campus where alcohol is served.

**Underage Consumption, Purchase or Possession of Alcohol:** The legal drinking age in Ohio for consumption of an alcoholic beverage is 21 years old. Anyone purchasing, possessing, or consuming alcohol prior to their twenty-first birthday is guilty of a first-degree misdemeanor. The maximum penalties associated with this offense are six months imprisonment, a \$1,000 fine, or both. A 20-year-old student, therefore, risks being imprisoned and fined when he or she decides to drink alcohol. No student under age 21 may consume alcohol on campus.