



# URBAN COLLEGE OF BOSTON

## Alcohol and Drug Policy

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### **PURPOSE:**

UCB strives to achieve a healthy living, learning and working environment. As part of this commitment and pursuant to the Federal Drug Free Workplace Act of 1988 and the Drug Free Schools and Community Act Amendments of 1989, the College also complies with all local, state, and federal regulations pertaining to alcohol and illicit drugs. The unlawful manufacture, dispensing, possession, use or distribution of alcohol or illicit drugs by students or employees on UCB's property is prohibited.

Violation of this policy will result in actions ranging from mandated participation in drug counselling and rehabilitation programs, to dismissal.

### **POLICY STATEMENT:**

#### ***Policy & Rules***

Urban College of Boston does not condone the illegal or otherwise irresponsible use of drugs and alcohol. In accordance with federal and state law, the College prohibits the unlawful possession, sale, use or distribution of alcohol on its property. Boston Police Department has the primary authority for the enforcement of state and federal laws pertaining to alcohol and drugs at UCB as well as the respective law enforcement officers at alternative learning sites.

All members of the UCB community are responsible for knowing and acting in accordance with the applicable laws and college policy concerning the purchase, possession, consumption, and sale of alcoholic beverages.

Standards of conduct apply to all on-campus activities and to off-campus activities that are considered to be sponsored by the college, such as field trips and college-sponsored professional meetings attended by employees.

#### ***Health Risks***

The negative physical and mental effects of the use of alcohol and other drugs are well documented. Use of these drugs may cause blackouts, poisoning and overdose, physical and psychological dependence, damage to vital organs, as well as an inability to learn and remember information and psychological problems. For more information about the health risks associated with the misuse of alcohol and illicit drugs, please visit <https://www.drugabuse.gov/drugsabuse/commonly-abused-drugs-charts>.

### ***Prevention & Education***

Urban College of Boston uses multiple strategies to provide comprehensive education regarding alcohol and other drugs. UCB will continue to distribute materials to students and provide educational workshops/training as a means of prevention.

### **STUDENTS**

#### ***Student Responsibilities and Sanctions***

UCB remains cognizant of its responsibilities to the civil authorities. Operating within this framework, students who seek information, advice or counseling regarding drugs are urged to contact the Director of Student Services. Complete confidentiality will be maintained. Also, the Student Services staff is prepared to refer students to appropriate professionals (medical, legal, psychiatric, etc.) according to the needs of the individual student. Contact will be held in complete confidence. "A student who ignores opportunities for help and assistance and who willfully violates UCB's regulations and the law faces disciplinary action."

The unlawful manufacture, distribution and possession of controlled substances (illegal drugs and paraphernalia) are prohibited by both state and federal law and are punishable by severe penalties. Urban College of Boston prohibits such conduct. Violation of this standard will be considered a serious offense. Students who violate state or federal laws may be referred to local law enforcement authorities for prosecution. "Any student found possessing, using, selling, or involved in any way with narcotics, psychedelic drugs or chemicals, or dangerous drugs on this campus, unless prescribed by a physician, will be subject to disciplinary action. Additionally, violation of this policy will result in actions ranging from mandated participation in drug counselling and rehabilitation programs, to dismissal. Students who hold part-time jobs within the institution are covered by both student and employee policies.

#### ***Drugs and Federal Aid***

In addition to these provisions, Higher Education Amendments of 1998 included a new student eligibility provision. It provides that, effective July 1, 2000, a student is ineligible for federal student aid if convicted, under federal or state law, of any offense involving the possession or sale of a Controlled Substance (generally meaning illegal drugs, but not including alcohol or tobacco). The period of ineligibility begins on the date of the conviction and lasts until the end of the statutorily specified period. The student may regain eligibility early by completing a drug rehabilitation program that meets certain statutory and regulatory requirements (including two unannounced drug tests), or if the conviction is overturned.

### **EMPLOYEES**

#### ***Employee Drug Free Workplace Policy***

Urban College of Boston is a drug-free workplace. The College does not tolerate the unlawful manufacture, dispensing, possession, use, or distribution of illicit drugs and/or alcohol by employees on the College's property, or as part of its activities.

Urban College does not conduct random drug or alcohol testing, but does reserve the right to test for drugs and/or alcohol for cause. Should the College have a reasonable suspicion that

an employee is under the influence of illicit drugs or alcohol or if the employee is in an accident causing damage to UCB's property, the employee may be required to submit to drug/alcohol testing and/or mandatory referral into a substance misuse assistance or rehabilitation program. Refusal by an employee to comply with the applicable requirements may be grounds for immediate dismissal from employment.

1. First offense will result in a minimum of conduct and/or probation and referral to substance misuse education.
2. Subsequent offenses will result in more severe sanctions which are to be decided upon by the Chief Academic Officer to allow the flexibility needed in considering the particular circumstances of each individual case.

### ***Employee Sanctions – Alcohol & Drugs***

The unlawful manufacture, distribution, dispensation, possession or use of a controlled substance by employees on UCB/s premises, or while conducting business on behalf of the College, is prohibited. Violations of this prohibition by employees may result in the imposition of sanctions under applicable policies up to an including termination of employment. The severity of the disciplinary action for violations of this policy shall be determined on a case-by-case basis. Additionally, employees may be referred to an appropriate substance misuse assistance or rehabilitation program.

### **SUMMARY OF LEGAL SANCTIONS FOR ALCOHOL & DRUG ABUSE**

The illegal use of drugs and alcohol is a serious crime under local, state, and federal laws. Courts do not lift a prison sentence so that a convicted person may attend college or continue a job. A felony conviction for a drug or alcohol offense can also prevent a person from entering many professions or other areas of employment.

State and Local ordinances in Massachusetts prohibit public consumption of alcohol and impose fines for violation. Massachusetts laws prohibit the sale or delivery of alcoholic beverages to a person under age 21. A fine and/or imprisonment may be imposed. Misrepresenting one's age or falsifying an identification to obtain alcoholic beverages is also punishable by a fine. Fines, revocation of driver's license, possible prison sentence, and mandatory alcohol rehabilitation may be imposed for a conviction of driving under the influence of alcohol.

Penalties in Massachusetts for the illegal use of controlled substances or drugs vary with the type of drug. In general, narcotic, addictive, and drugs with a high potential for abuse have heavier penalties.

Possession of drugs is illegal without valid authorization. Even though penalties for possession are generally not as severe as those for the manufacture and distribution of drugs, possession of a relatively large quantity may be considered distribution. Under both state and federal laws, penalties for possession, manufacture, and distribution are much greater for second and subsequent convictions. Many laws dictate mandatory prison terms and the full minimum term must be served. It is illegal in Massachusetts to be in a place where heroin is kept and to be "in company" of a person known to possess heroin. Anyone in the presence of heroin at a party or dormitory suite

risks a serious drug conviction. The sale and/or possession of "drug paraphernalia" are illegal under Massachusetts law.

A person convicted of drug possession under state or federal law is ineligible for federal student grants up to one year after the first conviction and five years after a second conviction, and permanent loss after a third conviction.

In or within 1000 feet of a college or school, under federal law, distribution of drugs to a person under age 21 is punishable by twice the normal penalty with a mandatory sentence of one year in prison. A third conviction is punishable by mandatory life imprisonment.

Severe prison sentences are set under federal law for the manufacture and distribution of drugs if death or serious injury results for the use of the substance.

### **REPORTING**

Students who need help or support for an addiction may get assistance by contacting the Director of Student Services (617) 449-7380.

Employees who need help or support for an addiction may get assistance by contacting human resources (617) 960-0256.

To report illegal sale, use, or manufacture of drugs or alcohol on campus dial (617) 449-7380 to make an anonymous report.

### **DRUG AND ALCOHOL ABUSE PREVENTION PROGRAM**

Urban College of Boston offers prevention educational materials about intervention and support for minimizing and addressing concerns related to alcohol and other drugs. Student Services provide referrals to other agencies and organizations for individuals experiencing or affected by persons with substance abuse issues. Informational brochures on drug and alcohol abuse as well as topics on AIDS transmission and other sexually transmitted diseases are also available to students.

### **FREE ALCOHOL, DRUG, AND OTHER REHAB RESOURCES**

#### **Whittier Street Health Center**

1290 Tremont Street  
Boston, MA – 2120  
(617) 427-1000

#### **After Care Services Inc.**

2 Lexington Street  
Boston, MA - 02128  
(617) 569-4561

**Fenway Community Health Center  
Substance Abuse Treatment Program**  
142 Berkeley Street  
Boston, MA – 02116  
(617) 247-7555

**Boston Rescue Mission OP  
Counseling**  
39 Kingston Street  
Boston, MA - 02111  
(617) 482-8819

**Bridge Over Troubled Waters Inc.**  
47 West Street  
Boston, MA – 02111  
(617) 423-9575

**Askia Academy at Dimock**  
34 Dimock Street  
Boston, MA – 02119  
(617) 442-8800

**Boston Children’s Hospital Bay Cove Human Services Adolescent Substance Abuse  
Program      Methadone Services**  
300 Longwood Avenue  
Boston, MA – 02115  
(617) 355-2727

66 Canal Street  
Boston, MA - 02114  
(617) 371-3030

**Boston Alcohol and Substance  
East Boston**  
29 Winter Street  
Boston, MA – 02108  
(617) 482-5292

**Rehabilitation and Health Inc Abuse Programs Inc.**  
52 White Street  
Boston, MA - 02128  
(617) 569-2089

**Addiction Recovery Management Services MGH**  
151 Merrimac Street  
Boston, MA – 02114  
(617) 643-4699

**Abuse and Mental Health Services**  
877-SAMHSA-7  
(877-726-4727)  
800-487-4889 (TTY)

**National Institute      National Institute on Alcohol on Drug Abuse (NIDA)      Abuse and  
Alcoholism** 301-443-1124      <https://www.niaaa.nih.gov/>

**DISTRIBUTION OF THE POLICY**

The Alcohol and Drug policy is distributed at least annually in writing to all students and employees through email, Student Handbook, student orientation, Employee Handbook, employee orientation, and the UCB website. Students who opt out of electronic email notifications will receive the policy via the Student Handbook.

**POLICY BACKGROUND**

A committee for Alcohol and Drug Abuse Prevention reviewed the existing policy and made recommendations to the policy in regards to applicable laws and regulatory guidance as well as proven best practices. This policy will be reviewed in the summer of 2023.

<b>Revision History</b>	<b>Approval</b>
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Summer 2019	CAO
March 2020	President, CAO
Summer 2022	Director of Student Services