



Drug Abuse and Alcohol Prevention Program (DAAPP)

Report complied by the following Departments:

Director - Regulatory Compliance and Accreditation

Director of Financial Aid

Director of Operations

Introduction

The Drug Free Schools and Communities Act of 1989 (101-226, 20 U.S.C. § 1011i) and its implementing regulations (34 CFR Part 86.100) require an Institution of Higher Education (IHE) such as Prism Career Institute (PCI) to certify that it has implemented programs to prevent the abuse of alcohol and use, and /or distribution of illicit drugs both by PCI students and employees either on its premises and as a part of any of its activities.

At a minimum, PCI is required to annually distribute the following in writing to all currently enrolled students and employees:

- Standards of conduct that clearly prohibits the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees.
- A description of legal sanctions under local, state or Federal law 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 alcohol abuse.
- A description of any drug or alcohol counseling, treatment or rehabilitation or reentry programs that are available to employees or students.
- A clear statement that the institution will impose sanctions on students and employees and a description of the sanctions, up to and including expulsion or termination of employment and referral for prosecution, for violations of the standards of conduct or law.

DRUG AND ALCOHOL ABUSE PREVENTION

Standard of Conduct:

Prism Career Institute is committed to maintaining an environment that is free of illegal drug and alcohol abuse.

It is the policy of the institution that all employees and students are prohibited from participating in the unlawful manufacture; distribution, dispensing, possession, or use of a controlled substance or alcohol on the premises of the institution or any institution related activity.

Any employee doing so will be subject to action up to and including termination of employment. These employees will be subject to referral for prosecution. Any student doing so will be subject to action up to and including permanent dismissal from school. These students will be subject to referral for prosecution.

The unlawful possession, use, or distribution of illicit or non-prescribed prescription drugs by students or employees on Prism Career Institute property or during any Prism Career Institute-sponsored activity is strictly prohibited. Offenders are subject to random drug screens and immediate dismissal from Prism Career Institute, and local law enforcement agencies are notified, as applicable.

Possession or use of alcohol, or intoxication, or being under the influence of alcohol while on Prism Career Institute property or during any Prism Career Institute sponsored activity is strictly prohibited. Students who violate this policy are subject to disciplinary action, up to and including termination from school enrollment, and are required to meet with Prism Career Institute officials to assess the problem and determine if further action is required, or if referral for substance abuse treatment is warranted.

Prism Career Institute recognizes that the most effective means of dealing with the complex issues associated with substance abuse is through the intervention of trained professionals. Anyone having such a problem is encouraged to contact his or her Campus Director for support and referral assistance. All such inquiries are held in the strictest confidence and are handled in a non-threatening and supportive manner.

It is the intent of Prism Career Institute to help and guidance with compassion and respect rather than to punish. However, it must be emphasized that any occurrence of substance abuse that results in endangering personal safety or compromising the quality of education subjects the offender to immediate dismissal from Prism Career Institute

Included in the Drug and Alcohol Prevention Program are:

1. A description of the applicable legal sanctions and penalties under Federal, State, and Local law for the unlawful possession or distribution of illicit drugs and alcohol.
2. Federal Drug Trafficking Penalties.
3. A list of any drug or alcohol counseling, treatment, rehabilitation, or re-entry programs in the area.
4. A description of the health risks associated with Illicit Drugs.
5. The Effects of Alcohol.
6. Tips for Preventing Substance Abuse.

This notice and material are distributed annually along with the Annual Security Report no later than October 1st.

I am aware that as an employee or student of the institution, I agree to abide by the terms of the "Statement of Drug Free Workplace and Institution of Higher Education" and also to notify the institution of any criminal drug statute convictions for violations occurring on the premises of or at any of its related activities.

Prohibited Student Conduct as found in the Code of Student Conduct

The following are specific violations from Prism Career Institute policy for which students should expect to be held responsible and which will result in disciplinary proceedings:

- The unlawful possession, use, or distribution of illicit or non-prescribed prescription drugs by students or employees on Prism Career Institute property or during any Prism Career Institute-sponsored activity is strictly prohibited.
- Possession or use of alcohol, or intoxication, or being under the influence of alcohol while on Prism Career Institute property or during any Prism Career Institute sponsored activity is strictly prohibited.
- Smoking is prohibited on the school premises always and is subject to the rules of the property in which the school is located.

Prohibited Employee Conduct as communicated via the Staff and Administration Handbook

Prism Career Institute has a vital interest in maintaining a safe, healthy, and efficient working environment for all its employees. Drug and alcohol abuse, or use while at work, or immediately prior to reporting to work, are regarded as a serious problem. Employees under the influence of drugs or alcohol present safety and health risk to themselves and their fellow employees and our students and have a detrimental effect upon the company's high standards and image.

It is the policy of Prism Career Institute to:

- Maintain a safe and healthy working environment for all individuals within the Schools community, free from the influence of drugs and alcohol, in order to ensure that the excellent reputation of the University, its employees and the students we serve are protected and upheld.
- Provide assistance to employees who seek help in overcoming dependency upon, or problems related with, drugs or alcohol through referral to appropriate agencies.
- Ensure confidentiality to employees who seek help.

The Staff/Administration (Employee) handbook provides details regarding our Drugfree Workplace Policy.

Prism Career Institute recognizes that the most effective means of dealing with the complex issues associated with substance abuse is through the intervention of trained professionals. Anyone having such a problem is encouraged to contact his or her Campus Director/ Human Resources for support and referral assistance. All such inquiries are held in the strictest confidence and are handled in a non-threatening and supportive manner.

It is the intent of Prism Career Institute to help and guidance with compassion and respect rather than to punish. However, it must be emphasized that any occurrence of substance abuse that results in endangering personal safety or compromising the quality of education subjects the offender to immediate dismissal from Prism Career Institute

Health Risks: Alcohol

Alcohol is a depressant that affects the heart, liver, kidneys, and brain activity.

The National Institute on Alcohol Abuse and Alcoholism states “harmful and underage college drinking are significant public health problems, and they exact an enormous toll on the intellectual and social lives of students on campuses across the United States.” Consequences of underage college drinking can include sexual assault, assault, academic problems, Alcohol Use Disorder, in addition to other health risks.

Short Term Health Risks

Excessive alcohol use has immediate effects that increase the risk of many harmful health conditions.

These are most often the result of binge drinking and include the following:

- Injuries, such as motor vehicle crashes, falls, drownings, and burns.
- Violence, including homicide, suicide, sexual assault, and intimate partner violence.
- Alcohol poisoning, a medical emergency that results from high blood alcohol levels.

- Risky sexual behaviors, including unprotected sex or sex with multiple partners. These behaviors can result in unintended pregnancy or sexually transmitted diseases, including HIV.
- Miscarriage and stillbirth or fetal alcohol spectrum disorders (FASDs) among pregnant women.

Long Term Health Risks:

Over time, excessive alcohol use can lead to the development of chronic diseases and other serious problems including:

- High blood pressure, heart disease, stroke, liver disease, and digestive problems.
- Cancer of the breast, mouth, throat, esophagus, liver, and colon.
- Learning and memory problems, including dementia and poor school performance.
- Mental health problems, including depression and anxiety.
- Social problems, including lost productivity, family problems, and unemployment.
- Alcohol dependence, or alcoholism.

Health Risks: Drugs

“Drugs are chemicals that affect the body and brain. Different drugs can have different effects. Some effects of drugs include health consequences that are long-lasting and permanent.”

Drug Abuse Health Risks:

Both short term and long-term health risks occur with drug abuse. Many health risks may vary depending on the type of drug and how often it is taken. Health risks can include:

- A weakened immune system, increasing the risk of illness and infection.
- Heart conditions ranging from abnormal heart rates to heart attacks and collapsed veins and blood vessel infections from injected drugs.
- Nausea and abdominal pain, which can also lead to changes in appetite and weight loss.
- Increased strain on the liver, which puts the person at risk of significant liver damage or liver failure.
- Seizures, stroke, mental confusion and brain damage.
- Lung disease.
- Problems with memory, attention and decision-making, which make daily living more difficult
- Global effects of drugs on the body, such as breast development in men and increases in body temperature, which can lead to other health problems.

Drug Abuse Effects on Behavior:

All drugs impact brain chemistry affecting the limbic system and cerebral cortex. Substance use disorders can lead to short-term and long-term behavioral problem. Drug effects on behavior may include:

- Paranoia
- Aggressiveness
- Hallucinations
- Addiction
- Impaired Judgement
- Impulsiveness
- Loss of self-control

Description of Health Risk and Effects of Alcohol please visit the links below:

Health Consequences of Drug Misuse

<https://www.drugabuse.gov/drug-topics/health-consequences-drugmisuse/introduction>

Effects of Alcohol

<https://www.cdc.gov/alcohol/fact-sheets/alcohol-use.htm>

Description of available counseling, treatment, rehabilitation programs:

Helpful Tips to Prevent Drug and Alcohol Abuse

<https://www.treatmentsolutions.com/blog/top-5-ways-to-prevent-substance-abuse/>

Drug and Alcohol Treatment Facilities Finder

<https://www.findtreatment.gov/>

Federal & State Sanctions and Penalties for Unlawful Possession or Distribution of Illicit Drugs

<https://www.dea.gov/drug-information/drug-policy>

Pennsylvania Controlled Substance Act

<https://www.google.com/url?sa=t&rct=j&q=&esrc=s&source=web&cd=&ved=2ahUKEwi62bbft8PsAhXUknIEHVzfBvgQFjAAegQIAxAC&url=http%3A%2F%2Fwww.health.state.pa.us%2Fpdf%2Fddc%2FddcAct.pdf&usg=AOvVaw2htuWE MJ6fDo9Pm2S7rqH>

New Jersey Controlled Substance Act

<https://www.google.com/url?sa=t&rct=j&q=&esrc=s&source=web&cd=&cad=rja&uact=8&ved=2ahUKEwiG0cq3uMPsAhXmI3IEHdi-C74QFjAAegQIAxAC&url=https%3A%2F%2Fwww.njconsumeraffairs.gov%2FStatutes%2FNew-Jersey-Controlled-Dangerous-Substances-Act.pdf&usg=AOvVaw0f7bQ2aAVJI5D5kXeFg1lw>

DEA Resource Guide – Drugs of Abuse and Federal Trafficking Penalties

<https://www.campusdrugprevention.gov/>

Annual Policy Notification Process

Prism Career Institute distributes the Drug and Alcohol Abuse Prevention Program (DAAPP) information to all students and employees annually by October 1 in conjunction with the Annual Security Report (ASR).

- Students receive the DAAPP and ASR notification through the CANVAS learning management system.
- Employees receive the DAAPP and ASR notification via institutional email and as part of the new hire onboarding packet.

The annual notification includes:

- A direct link to the full DAAPP policy and the Annual Security Report,
- Instructions for requesting a free paper copy, and
- Information on prevention programs, health risks, institutional sanctions, and available counseling/treatment resources.

Approved: 09/22/2025 EA