



**LIM COLLEGE**  
**Alcohol, Cannabis, and Other Drug Policies, Laws, and Resources**

LIM College and its students, faculty, and staff are committed to providing a safe, healthy learning community for all its members. The College strives to encourage safe and legal behavioral norms, standards, and practices regarding student use of alcohol, cannabis, and other drugs. The United States Department of Education has issued regulations for the implementation of the provisions of the Drug Free Schools and Communities Act Amendments of 1989.

To comply with these regulations, LIM College annually distributes in writing to all students and employees the following information:

- Standards of conduct that prohibit the unlawful possession, use, or distribution of illicit drugs, cannabis, and alcohol by students and employees on our property or as any part of our institutional activities.
- A description of applicable sanctions consistent with local, state, and federal law pertaining to the unlawful possession, use, or distribution of illicit drugs, cannabis, and alcohol, as well as a statement of the disciplinary sanctions that LIM will impose on students and employees who violate the College Alcohol, Cannabis, and Other Drug Policy.
- A description of the health risks associated with use of illicit drugs, cannabis, and the abuse of alcohol.
- A description of resources on and off-campus for assistance with alcohol, cannabis, and other drug problems.

The purposes of this policy on Alcohol, Cannabis, and Other Drugs are to define the philosophical framework for the College's values, and to define acceptable and unacceptable student behavior with regard to alcohol, cannabis, and other drugs. LIM College conducts biennial reviews of this policy and its programs associated with this statement to determine its effectiveness and implement necessary changes. LIM College also intends to ensure consistent application of this policy to all students and employees alike.

**LIM College Alcohol, Cannabis, and Illegal Controlled Substances Policy for Students**

**Alcohol:** Students are prohibited from using, selling, sharing, or possessing alcohol on the LIM campus or in connection with any LIM College sponsored event or educational activity. The only exception to this rule is for students of legal drinking age in New York State at LIM College events where pre-approval for alcohol use has been granted. (See section at end of document on the Amnesty Policy.)

**Cannabis:** Students are prohibited from manufacturing, distributing, dispensing, possessing or using cannabis, and the equipment or devices utilized in its preparation and/or use, on the LIM campus or in connection with any LIM College sponsored event or educational activity. (See section at end of document on the Amnesty Policy.)

**Illegal and Controlled Substances:** Students are prohibited from using, selling, sharing, or possessing illegal and controlled substances on the LIM campus or in connection with any LIM College sponsored event or educational activity. Students are prohibited from abusing prescription medications and from giving those medications to others. (See section at end of document on the Amnesty Policy.)

**Drug Paraphernalia:** Students are prohibited from using, selling, sharing or possessing drug paraphernalia on the LIM campus or in connection with any LIM College sponsored event or educational activity. Drug paraphernalia includes: hookahs, bongs, needles, or any device used to introduce a substance into the human body.

**Smoking and Tobacco Use:** The smoking of tobacco or related products is prohibited on LIM College property, including the front entrances to College buildings and at LIM College sponsored activities and events. This ban also includes the use of tobacco and related products through means other than smoking, such as, but not limited to, the use of vaporizers, e-cigarettes, and chewing tobacco.

The full text of the Student Code of Conduct can be found in the 2023-2024 Student Handbook (pgs. 6-18)

### **LIM College Alcohol, Cannabis, and Illegal Controlled Substances Policy for Employees**

It is LIM College's policy to create a drug-free workplace in keeping with the spirit and intent of the Drug Free Workplace Act of 1988. The unlawful manufacture distribution, dispensation, possession, sale, or use of a controlled substance in the workplace or while engaged in business off premises, is strictly prohibited.

The full text of the College's Alcohol, Cannabis, and Illegal Controlled Substances Policy for employees, including LIM's Disciplinary Action statement, can be found in the 2022-2023 Employee Handbook (pgs. 66-70).

### **Adult Use Cannabis and the Workplace**

As of March 2021, cannabis used in accordance with New York State law is a legal consumable product. As such, LIM College is prohibited from discriminating against employees based on the employee's use of cannabis outside of the workplace, outside of work hours, and without use of the employer's equipment or property.

Only the legal use of cannabis by adults over the age of 21 under New York State law is protected. The illegal use, sale, or transportation of cannabis is not protected by Section 201-D of the Labor Law.

The use of cannabis is prohibited during "work hours," which for these purposes means all time, including paid and unpaid breaks and meal periods, that the employee is suffered, permitted or expected to be engaged in work, and all time the employee is actually engaged in work. Such periods of time are still considered "work hours" if the employee leaves the worksite. Use of cannabis is prohibited during "work hours," which includes time that the employee is on-call or "expected to be engaged in work." Employees are prohibited from bringing cannabis onto LIM property, including leased and rented space, company vehicles, and areas used by employees within such property (e.g., lockers, desks, etc.).

LIM College may take employment action or prohibit employee conduct where:

- An employer is/was required to take such action by state or federal statute, regulation, or ordinance, or other state or federal governmental mandate;
- The employer would be in violation of federal law;
- The employer would lose a federal contract or federal funding;
- The employee, while working, manifests specific articulable symptoms of cannabis impairment that decrease or lessen the employee's performance of the employee's tasks or duties;
- The employee, while working, manifests specific articulable symptoms of cannabis impairment that interfere with the employer's obligation to provide a safe and healthy workplace as required by state and federal workplace safety laws.

### **Legal Sanctions**

Both Federal and New York State law make it a criminal offense to manufacture, distribute, dispense or possess with intent to manufacture, distribute, dispense or simply possess a controlled substance. See 21 USC § 801, et seq.; New York Penal Law § 220 et seq.; and New York Public Health Law § 3306.

The sanctions for violation of these laws depend upon the particular offense, aggravating factors such as the type and quantity of drugs involved and the individual's criminal history, if any. Sanctions, determined by the Courts, can range from monetary fines and community service to imprisonment.

It is a violation of New York State Penal Law § 240.40 for a person to appear in public under the influence of narcotics or drugs other than alcohol, to the degree that he may endanger himself or other persons or property, or annoy persons in his/her vicinity. This is punishable by a fine and imprisonment up to 15 days.

Below are some additional and important New York State laws regarding the unlawful possession and use of alcohol, cannabis, tobacco and other drugs:

- It is a violation of New York's Alcoholic Beverage Control Law § 65-c for a person under the age of 21 to possess any alcoholic beverage with the intent to consume such beverage, except under very limited circumstances. It is a violation of New York State Law § 260.20 for a person to give or sell an alcoholic beverage to a person less than twenty-one years old. This is class A misdemeanor punishable by a fine of up to \$100 and/or completion of an alcohol awareness program and/or 30 hours of community service. If the false ID is a driver's license, your license may also be suspended for up to 90 days.
- Any person who operates a motor vehicle while intoxicated or while his/her ability to operate such vehicles impaired by the consumption of alcohol or by drugs, is in violation of New York's State Vehicle and Traffic Law §1192 and is subject to suspension or revocation of driving privileges in the state as well as a fine up to \$1,000 and possible imprisonment for up to one year.
- Under New York State Penal Law article 222, it is still illegal to possess or sell **more than** three ounces of cannabis or **more than** twenty-four grams of concentrated cannabis.
- It is a violation of New York's Penal Law § 260.21(3) to sell tobacco products to any person under the age of eighteen. This is a class B misdemeanor and punishable by imprisonment up to three months.
- All other NYS laws regarding alcohol and other drugs can be viewed on the New York State Legislature website: <http://public.leginfo.state.ny.us> by clicking on the "Laws of New York" link (under Laws) and searching the applicable topic.

### **Health Risks**

Information detailing the uses and effects of controlled substances can be viewed at [https://www.dea.gov/sites/default/files/drug\\_of\\_abuse.pdf](https://www.dea.gov/sites/default/files/drug_of_abuse.pdf). The information is taken from the United States Department of Justice, Drug Enforcement Administration, Drugs of Abuse (2017 edition). The information contains a description of health risks associated with various drugs covered by the Federal Controlled Substances Act.

Alcohol consumption causes a number of marked changes in behavior. Even low doses significantly impair the judgment and coordination required to drive a car safely, increasing the likelihood that the driver will be involved in an accident. Low to moderate doses of alcohol also increase the incidence of a variety of aggressive acts, including spouse and child abuse. Moderate to high doses of alcohol cause marked impairments in higher mental functions, severely altering a person's ability to learn and remember information. Very high doses cause respiratory depression and death. If combined with other depressants of the central nervous system, much lower doses of alcohol will produce the effects just described.

Repeated use of alcohol can lead to dependence. Sudden cessation of alcohol intake is likely to produce withdrawal symptoms, including severe anxiety, tremors, hallucinations, and convulsions. Alcohol withdrawal can be life threatening. Long-term consumption of large quantities of alcohol, particularly when combined with poor nutrition, can also lead to permanent damage to vital organs such as the brain and the liver.

Mothers who drink alcohol during pregnancy may give birth to infants with fetal alcohol syndrome. These infants have irreversible physical abnormalities and mental retardation. In addition, research indicates that children of alcoholic parents are at greater risk than other youngsters of becoming alcoholics.

### **Resources for Assistance**

For more information and help with alcohol or drug abuse for full-time employees and/or their family members, employees may contact the College's Employee Assistance Program (EAP) provided by Lincoln Financial Group at 888-628-4824. To learn more about the Lincoln Financial EmployeeConnect program [www.GuidanceResources.com](http://www.GuidanceResources.com) (username = LFGsupport; password = LFGsupport1). Employees are eligible to receive:

- In-person help for short-term issues; up to four sessions with a counselor per person, per issue, per year.
- Toll-free phone and web access 24/7.

The EmployeeConnect services also include

- Unlimited phone access to legal, financial & work-life services.
- A 25% discount on in-person consultations with network lawyers.
- Financial consultations and referrals.
- Work/life services for assistance with childcare, finding movers, kennels and pet care, vacation planning and more.

### **Telephone Resources**

Alcoholics Anonymous, New York Intergroup (212-647-1680)

Alcoholics Anonymous, Nassau Intergroup (516-292-3040)

Alcoholism Council of New York (212-252-7001)

Narcotics Anonymous (1-800-777-1515)

New York State Office of Alcoholism & Substance Abuse Services HOPEline (1-877-846-7369)

Marijuana Anonymous (1-800-766-6779)

Cocaine Anonymous (212-262-2463)

National Cocaine Hotline (1-800-COCAINE)

Substance Abuse and Mental Health Services Administration- National Helpline (1-800-662-HELP)

Federal Drug, Alcohol and Crime Clearinghouse Network (1-800-788-2800)

### **Internet Resources**

- A comprehensive source of information regarding substance abuse is the National Institute on Drug Abuse: <http://www.nida.nih.gov/>
- A meeting locator for all AA meetings in the down-state area: [https://www.nyintergroup.org/meetings/?tsml-attendance\\_option=active](https://www.nyintergroup.org/meetings/?tsml-attendance_option=active)
- A meeting locator for all NA meetings: <http://www.na.org/meetingsearch/>
- General information on substance abuse, how to receive help, drug abuse effects & programs: <http://drugabuse.com/library/drug-abuse-recovery>