



Drug-Free Schools & Communities Act Annual Report

March 2026

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ABOUT THE REPORT

Annual Notification of Drug and Alcohol Policies and Programs

The Drug-Free Schools and Communities Act (DFSCA), enacted in 1989, plays a crucial role in substance abuse prevention within higher education institutions. As part of the reauthorization of the Higher Education Act, the DFSCA requires colleges and universities that receive federal funding to establish effective drug and alcohol abuse prevention programs for their campus communities. These programs are essential in promoting a safe and healthy environment.

In compliance with the DFSCA, Ithaca College is required to inform all campus community members about various topics related to drug and alcohol awareness programs. The goal is to empower students, faculty, and staff with the knowledge they need to make informed decisions regarding alcohol and drug use. The Drug-Free Schools and Communities Act Report serves as a comprehensive resource for the campus community, providing information on prevention education, health risks associated with substance and alcohol use, on-campus and community resources, standards of conduct, sanctioning guidelines, and an overview of local, state, and federal laws governing alcohol and other drugs.

At Ithaca College, policies related to alcohol and illegal drug use are guided by a commitment to building a healthy community and complying with state and federal laws, including the Drug-Free Schools and Communities Act and the Drug-Free Workplace Act. By adhering to these regulations, the college ensures a safer and healthier educational environment for everyone.

CENTER FOR HEALTH PROMOTION

Mission of the Center for Health Promotion

The mission of the Center for Health Promotion is to support Ithaca College students in developing the skills and identifying the resources necessary for making healthy lifestyle choices. The Center utilizes evidence-based tools and personalized information to empower students to make decisions to optimize their well-being. The Center's primary content areas include harm reduction for alcohol and other drug use, building resiliency, and finding balance to thrive during college and beyond. Additional resources that are available to the campus community regarding substance use include free Fentanyl and Xylazine test strips, Quit Kits, and T-Break Guides, these resources are helpful for individuals who would like to quit or reduce their smoking/vaping or to take a tolerance break from cannabis use.

Mission of Alcohol and Other Drugs Committee (AOD Team)

The mission of the AOD Prevention Team is to reduce substance use and related harm among students to maximize student health, safety, learning, and success. Toward this goal, the AOD Prevention Team works in an interdisciplinary and collaborative manner to create policies, practices, and programs that align with best practices. The AOD Team has representatives from across campus including students, the Unity Center, the Center for Health Promotion, Counseling and Psychological Services (CAPS), Office for Student Engagement, the Office of Public Safety and Emergency Management, Residential Life, and Student Conduct and Community Standards. Additionally, the AOD Team includes members from community partners such as the Finger Lakes Prevention Resource Center.

The Center for Health Promotion is in West Tower, room 2102, next to the lobby level elevators. The Center is open Monday to Friday from 9 a.m. to 5:00 p.m.

Email: healthpromotion@ithaca.edu

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Director, Student Support and Wellness: Rebecca Cogan Carroll
Health Promotion Specialists: Kayla Katsman & Sophie Perkins

SUBSTANCE AND ALCOHOL ABUSE PREVENTION PROGRAMS

Al-Anon Meetings

The South Hill Higher Ground Al-Anon group meets Wednesdays, 1-1:50pm the Phillips Room in Muller Chapel (starting in February 2025). Al-Anon is a worldwide organization that offers support to individuals with the problem of alcoholism or addiction in a family member or friend. group for individuals seeking support for the problem of alcoholism or addiction from a relative or friend. Anyone is welcome—students, staff, faculty, and community. For more information, visit <https://al-anon.org/> or email southhillafg@gmail.com.

Balancing Alcohol & Substance Use to Improve College Success (BASICS)

Ithaca College's BASICS program is a private service that provides students with an opportunity to explore their alcohol and other drug use. BASICS is designed to assist students in examining their substance use patterns and experiences in a non-judgmental setting. The goal of BASICS is to help students reduce high-risk behaviors and harmful consequences from substance use so that they can improve their success in college, both personally and academically.

Drug Collection Days: Pumpkins for Pills (fall) and Plants for Pills (spring)

The Alcohol & Other Drugs Team (AOD Team) hosts two drug collection days per year, in which individuals can safely dispose of any unused or expired prescription or OTC medications in exchange for pumpkins or plants! In addition to disposing of these unwanted medications, we were able to distribute Deterra, drug deactivation pouches, and lockboxes free of charge to campus community members. This initiative was a recommendation provided by the JED Foundation as a best practice.

Educational Workshops

The Center for Health Promotion offers several workshops that provide information about substance use, including Alcohol Safety, Cannabis Safety, and Self-Care Jeopardy. These presentations are open to the campus community and listed as part of the Student Leadership Institute and the Prevention Education Network programming, this allows for greater promotion and increased attendance. Workshops are also available, to be requested by groups on campus.

Employee Assistance Program

One of the many benefits Ithaca College offers employees is the Employee Assistance Program (EAP). EAP offers free and confidential assessments, short-term counseling, referrals, and follow-up services to employees who have personal and/or work-related problems. EAPs address a broad and complex body of issues affecting mental and emotional well-being, such as alcohol and other substance abuse, stress, grief, family problems, and psychological disorders.

IC After Dark

IC After Dark (ICAD) is a student organization that hosts monthly alternative programs open to the entire campus community. The mission of ICAD is to provide FREE late-night programs that improve the quality of student life through immersive entertainment

experiences that involve Ithaca College students, student organizations, administration, alumni, faculty, and staff. In 2025, ICAD hosted nine in-person events, including the South Hill Carnival event in March 2025 which will now be an annual tradition. Thus far in spring 2026, ICAD has hosted three in-person events, Super Bowl Watch Party and Lights, Camera, Events are generally held on Fridays from 8-11 pm in IC Square or Emerson Suites and typically see an attendance of 100-300 students who attend for fun activities, food, prizes, and more. In addition to their events, ICAD also supports other large alternative events on campus, both financially and with marketing and event staff support, including IC Kicks Back, and Cortaca programming.

Know Your Limits Outreach

The Center for Health Promotion and the AOD Team host several Know Your Limits tabling events across campus, in which participants are able to learn about alcohol serving sizes and cannabis edibles serving sizes. Participants are able to discuss different harm-reduction methods and learn about campus resources.

Mario Kart with Residential Life

Residential Life, Public Safety and the Center for Health Promotion collaborate to host an annual Mario Kart event for students during First Bomber Weekend. The objective of the event is to raise awareness about the impact of impaired driving while also providing a space for students to connect over games of Mario Kart. The Center for Health Promotion offers a “Know Your Limit” activity as well as cannabis education to provide students with an opportunity to learn more about the impact alcohol and other drugs may have on driving. Public Safety provides demonstrations with fatal vision goggles to educate students on the impact alcohol has on visual acuity.

Jingle Jangle Jubilee and Blooms & Brews

The Office of Public Safety, the Office of Student Engagement, and the Center for Health Promotion collaborate to offer engaging, substance-free programming during times when off-campus party activity tends to increase. Events such as the Jingle Jangle Jubilee (December) and Blooms and Brews (May) are intentionally designed to create welcoming, inclusive spaces where students can connect, have fun, and build a strong sense of community. Through interactive activities, entertainment, and opportunities for meaningful engagement, these programs not only provide safe alternatives but also reinforce a culture of belonging, well-being, and shared responsibility across campus.

Mental Health Screening Days

The Mental Health Flock (formerly the JED Campus Committee) hosts a Mental Health Screening Day each semester. The screening tool, CCAPS, is an evidence-based assessment with 36 questions, including items assessing risk related to alcohol use. In past years, the Mental Health Flock has collaborated with HSHP undergraduate students, the Physician Assistant Learners, and the campus Flu POD for the fall screening day. This event encouraged participants to use free screening tools available on the Counseling and Psychological Services (CAPS) website to reflect on their substance use. Attendees also had the opportunity to build self-care kits, which include information on alcohol, cannabis, and

other substances, as well as tools for risk reduction.

Online Learning Modules

Ithaca College requires all incoming undergraduate students to complete AlcoholEDU, an online alcohol education program, before arriving on campus. The course must be completed on a computer, iPad, or tablet with internet and audio capabilities. AlcoholEDU for Sanctions is an online module required for students who are referred for first-time violations of alcohol use or possession. Cannabis Wise is an online course designed to educate students on reducing the harmful use of cannabis and associated issues. Students referred to student conduct for cannabis violations are required to complete. For sanction violations, the college will now use the online modules Under the Influence and THC 101.

Opioid Overdose Prevention

In partnership with the Southern Tier AIDS Program and Health Hearts Collaborative, local non-profits, we were able to offer Naloxone Training at an open tabling event on campus. Participants were able to learn how to administer Naloxone and able to take a free Naloxone kit and fentanyl testing strips. The Alcohol and Other Drugs Team (AOD Team) was able to participate in a tabling activity showing people how to use the xylazine and fentanyl test strips (note: xylazine is not an opioid but can increase the risk of overdose when combined with other substances)



Naloxone Receptacles: The Office of Public Safety has added 27 Naloxone kits to AED boxes across campus, located in residential lounges, academic buildings, and common areas. Each box is connected to the emergency phone system, allowing OPS to respond when opened. The campus map below shows AED/Naloxone locations. Entrance stickers and purple-labeled AED stickers have been added to help locate Naloxone/AEDs more quickly.

Walter's Whaleness Express: Wellness Supply Order Form

The Center for Health Promotion launched the Walter's Whaleness Express order form in Spring 2024. This online form is accessible to Ithaca College students, and they can order free wellness supplies that they can have delivered to their locker receptacles or pick up orders from the Center for Health Promotion. This form offers several substance use harm reduction supplies including; Deterra medication disposal pouches, Quit Kits, T-Break Guides, Fentanyl, and Xylazine Test Strips.



Wing Person Initiative

The Prevention Education Network (PEN) has partnered with the Mental Health Flock and the AOD Team to launch a Wing Person Campaign and outreach initiative. Building on the success of the GEESE initiative, facilitated by the Mental Health Flock, the messaging is now being expanded to focus on prosocial bystander intervention and highlight the four intervention strategies: *direct*, *distract*, *delegate*, and *delay*. The campaign includes social media posts, posters, certified wing person cards, and tabling outreach with brief educational activities. In the future, we plan to expand the campaign by adding additional information to the Mental Health Flock website.

HEALTH RISKS ASSOCIATED WITH ALCOHOL & OTHER DRUG USE

The utilization of substances or the improper consumption of alcohol carries significant health risks. Below, we summarize some of these risks. For more detailed information about the health-related risks associated with alcohol or other substance misuse, or if you require support or treatment, please refer to the available resources listed at the end of this document.

Common Substances and Symptoms of Use

Alcohol

- **Possible Effects:** impaired judgment and coordination, increased aggression at low to moderate doses, severe impairment of higher mental functions at moderate to high doses, fatal consequences at very high doses
- **Effects of Overdose:** dependence and withdrawal symptoms (anxiety, tremors, hallucinations, convulsions), long-term damage to vital organs (brain, heart, pancreas, liver), linked to cardiomyopathy, stroke, high blood pressure, fibrosis, cirrhosis, pancreatitis, and cancer
- **Withdrawal Syndrome:** anxiety, tremors, nausea, vomiting, hallucinations, irritability, and convulsions

Cannabis (Marijuana)

- **Possible Effects:** euphoria, relaxed or lowered inhibitions, increased heart rate and appetite; impaired reaction time, coordination, concentration and memory, and time distortion; lack of energy; drowsiness
- **Effects of Overdose:** paranoia, increased anxiety and depression, increased odds of developing psychotic disorders
- **Withdrawal Syndrome:** insomnia, hyperactivity, irritability or mood swings, decreased appetite

Depressants

- **Examples:** Barbiturates (such as Nembutal, Amobarbital, Phenobarbital), Benzodiazepines (such as Valium, Xanax, Halcion, Ativan, Klonopin), Quaalude, Sopor, GHB, Alcohol
- **Possible Effects:** lower inhibitions, drowsiness, confusion, impaired judgment, loss of motor coordination, nausea, depressed central nervous system
- **Effects of Overdose:** slurred speech, slowed breathing, cool and clammy skin, coma, and possible death
- **Withdrawal Syndrome:** anxiety, agitation, insomnia, tremors, delirium, seizures, withdrawal syndrome can become a medical emergency and result in possible death

Hallucinogens

- **Examples:** LSD, Psilocybin (Mushrooms), Peyote (Mescaline), DMT, PCP, Ketamine, Salvia
- **Possible Effects:** illusions or hallucinations, increased blood pressure, breathing, and body temperature, intensified sensory experiences and emotions, lack of coordination,

confusion, impaired or loss of memory, altered sense of reality, perception of time and depth

- **Effects of Overdose:** Paranoia, psychosis, anxiety, depression, persistent psychosis/flashbacks, overdoses can lead to seizures, difficulty breathing, coma, and death
- **Withdrawal Syndrome:** no information reported

Inhalants

- **Examples:** Gasoline, Airplane Glue, Paint Thinner, Dry-Cleaning Fluid, Nitrous Oxide, Amyl Nitrate, Butyl Nitrate, aerosols (whippets)
- **Possible Effects:** euphoria, lightheaded or dizziness, slurred or distorted speech, poor motor coordination, impaired vision, memory, organ failure, and muscular damage
- **Effects of Overdose:** seizures, coma, or death due to asphyxiation
- **Withdrawal Syndrome:** nausea, loss of appetite, insomnia, irritability, and mood swings, sweating

Narcotics

- **Examples:** Demerol, Dilaudid, Vicodin, Percocet, OxyContin, Methadone, Percodan, Codeine, Morphine, Heroin, Fentanyl
- **Possible Effects:** euphoria, drowsiness, lethargy, nausea, constipation, slowed breathing, impaired memory, and perception
- **Effects of Overdose:** slow breathing, cool or clammy skin, seizures, coma, or death
- **Withdrawal Syndrome:** watery eyes, runny nose, yawning, sweating, irritability, hyperactivity, nausea, vomiting, chills, severe depression, cravings

Steroids

- **Examples:** Testosterone, Parabolin, Winstrol, Anadrol, Sustanon, Equipoise
- **Possible Effects:** physical changes to the body that may be permanent, muscle growth, extreme mood swings, agitation, hostility, high cholesterol
- **Effects of Overdose:** Liver damage and stomach bleeding
- **Withdrawal Syndrome:** severe depression, outbursts of anger, irritability, impotence

Stimulants

- **Examples:** Amphetamine, Dextro-Amphetamine, Adderall, Ritalin, Concerta, Nicotine, Cocaine, Methamphetamine
- **Possible Effects:** increased alertness, excitation, euphoria, increased blood pressure, breathing and heart rate, restlessness, anxiety, nervousness, irritability, mood swings, restlessness, insomnia, anxiety, loss of appetite
- **Effects of Overdose:** agitation, increase in body temperature, hallucinations, seizure, or death
- **Withdrawal Syndrome:** insomnia, fatigue, depression

Opioids

- **Examples:** codeine, fentanyl, heroin, hydrocodone, methadone, morphine, oxycodone

- **Possible Effects:** relaxation, pain relief, drowsiness, euphoria, nausea, vomiting, constipation, slowed breathing rate
- **Effects of Overdose:** hypoxia (low levels of oxygen being circulated), unconscious (unable to be awoken), slowed or stopped breathing, death
- **Withdrawal Syndrome:** withdrawal symptoms can be medically dangerous. It is recommended to consult medical professionals if a person stops taking opioids. Symptoms can include breathing problems, an increase in pain levels, irritability, cravings, tremors, nausea or vomiting, diarrhea and cold-like symptoms (runny nose, sneezing, hot and cold flashes)

DRUG-FREE SCHOOLS AND COMMUNITIES ACT POLICY STATEMENT

Ithaca College Policy Manual 2.8.8.2

Ithaca College does not permit or condone the illicit or unauthorized possession, use, consumption, sale, or distribution of illicit drugs and/or alcohol by students or employees on College property or as part of any College-sponsored activity. Faculty and staff who are found in violation of this policy will be subject to appropriate disciplinary action consistent with local, state, and federal laws. Such disciplinary action may include counseling, mandatory participation in an appropriate rehabilitation program, a verbal or written warning, suspension from employment, or termination of employment. In addition, faculty and staff may be referred to appropriate law enforcement authorities for prosecution.

Students who violate this policy will be charged under the Ithaca College Student Conduct Code included in section 7.1.2 of Volume VII of the Ithaca College Policy Manual. If found responsible for their actions, students receive an appropriate sanction consistent with local, state, and federal laws, up to and including expulsion from the College. Disciplinary measures may include the required completion of an appropriate rehabilitation program. In addition, students may be referred to the proper law enforcement authorities for prosecution.

Although New York State law now permits the recreational and medical use of cannabis (marijuana) under certain conditions, federal law prohibits all use, possession, and/or cultivation of cannabis (marijuana) at U.S. educational institutions. Federal law also requires any institution of higher education that receives federal funding to have policies in place that prohibit the possession and use of cannabis (marijuana) on campus. Therefore, the use, possession, and/or cultivation of cannabis (marijuana) for medical or recreational purposes is not allowed in any Ithaca College residence hall or on any other Ithaca College property. No exceptions can be made for any student based on their possession of a medical marijuana certification, registry ID card, or any other proof of medical marijuana eligibility.

STANDARDS OF CONDUCT: EMPLOYEES

Ithaca College Manual 2.8.8.1

Ithaca College takes seriously the need to enforce rules and laws prohibiting the illicit use of drugs and alcohol on campus and at College-sponsored events. In accordance with the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act Amendments of 1989, Ithaca College has adopted this anti-drug and alcohol abuse policy for its employees and students.

The College prohibits the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance in or on Ithaca College-owned or controlled property. The College prohibits employees (and students) from being under the influence of illegal drugs on College-owned or controlled property. Any faculty member, staff member, or student employee who is found to be in violation of this policy will be subject to appropriate disciplinary action pursuant to College policies and consistent with local, state, and federal laws. Such disciplinary action may include counseling, mandatory participation in an appropriate rehabilitation program, a verbal or written warning, and suspension from or termination of employment.

Ithaca College offers supervisors the opportunity to participate in drug awareness education and provides for the dissemination of drug awareness information to all members of the Ithaca College community. Faculty and staff may seek a confidential referral, information on insurance coverage, and other information regarding support services from the Office of Human Resources.

Any faculty member, staff member, or student employee engaged in activities supported by a federal grant or contract must report any criminal conviction related to the possession or use of a controlled substance in the workplace to the Office of Human Resources within five calendar days of conviction. The term "conviction" means a finding of guilt (including a plea of nolo contendere) or imposition of sentence or both by any judicial body charged with the responsibility to determine violations of state or federal criminal drug statutes. Ithaca College is obligated to notify the appropriate federal contracting agency within 10 days of receipt of notice of an employee conviction.

Standards of Conduct: *Students*

All students must adhere to policies and guidelines regarding the use of alcohol and/or illegal drugs that are contained within the Ithaca College Student Conduct Code, Ithaca College [Campus Event Policy](#), and the [Residential Life Rules and Regulations](#). Available below is a summary of policies, and all readers are encouraged to read the aforementioned policy statements in their entirety. Further, Ithaca College adheres to all local, New York State, and federal laws regarding drugs and alcoholic beverages.

Regulations for Residence Halls

Every effort is made to develop an atmosphere where students may learn and develop positive academic and social habits. Residential Life Rules and Regulations have been established to

ensure that the rights of the individual, as well as those of the community, are upheld. All students residing in residential housing should review [7.5.2 Rules and Regulations](#) and all applicable publications.

Alcoholic Beverages

Persons under the age of 21 are prohibited from purchasing, possessing, or consuming any type of alcoholic beverage anywhere on campus at any time, including all residence hall rooms and apartments. Students aged 21 or older may possess and consume alcohol in the residence hall room or apartment but are prohibited from purchasing alcohol for or providing alcohol to anyone under 21 years of age. The following are prohibited in residence halls and apartments, for all persons, regardless of age: high-risk drinking paraphernalia, including but not limited to beer pong tables and beer bongs/funnels, kegs, and all drinking games, with or without alcohol.

Cannabis (Marijuana)

As mentioned above in the Drug-Free Schools and Communities Act policy statement, the use, possession, and/or cultivation of marijuana for any purpose is not allowed in any Ithaca College residence hall or on any other Ithaca College-owned, controlled, or leased property. No exceptions can be made for any student based on their possession of a medical marijuana certification, registry ID card, or any other proof of medical marijuana eligibility.

Illegal Substances and Other Drugs

The unlawful possession, use, manufacture, purchase, distribution, or sale of prohibited and controlled substances-including, without limitation, illegal drugs or drug paraphernalia, or prescription drugs without a prescription, is prohibited and is cause for disciplinary action. The Office of Public Safety is authorized to investigate alleged violations of state, federal, or local laws concerning the possession, use, manufacture, purchase, or sale of drugs.

Medical Amnesty Policy

The Ithaca College Medical Amnesty Policy (MAP) is intended to encourage students to seek medical assistance related to drug and alcohol emergencies without worrying about student conduct consequences. The policy has been endorsed by the IC Student Governance Council (SGC), Residential Life, the Office of Student Conduct and Community Standards, and the Office of Public Safety.

The student who receives medical assistance - and the student who summoned help - will not be sanctioned through IC's student conduct system if the following apply:

- A student (or guest) calls to request medical assistance on behalf of another student.
- The case has been approved for amnesty by the [Office of Student Conduct and Community Standards](#).
- No other conduct violations (such as disorderly conduct) were committed by the student during the same incident.
- The student completes the [IC BASICS Program](#) or other required educational follow-up in a timely manner.

For more information on our MAP policy and protocol, please contact the [Office of Student Conduct and Community Standards](#) at (607) 274-3375 or by email at conduct@ithaca.edu.

New York State 911 Good Samaritan Law

On July 20, 2011, Governor Cuomo signed a “Good Samaritan” law, designed to encourage individuals to call 911 for help in an alcohol or other drug emergency. The law is supported by the Tompkins County District Attorney and the City of Ithaca. It is especially beneficial to IC students living off campus, as it applies statewide, whereas IC's Medical Amnesty Policy (IC MAP) only applies on campus. NYS amnesty should result in more IC students calling for help in off-campus locations.

There are approximately 75,000 alcohol-associated deaths per year in the U.S.; and unintentional drug overdose deaths are increasing at an alarming rate (U.S. Centers for Disease Control and Prevention-CDC). Most accidental drug or alcohol overdose deaths are preventable if emergency services are contacted immediately.

The primary reason people do not call 911 in the event of an overdose is fear of getting arrested. The new law protects people (those who witness an overdose, those who suffer one, and those who call 911) from being arrested, charged, or prosecuted for drug or paraphernalia possession or under-age alcohol possession. The new law does not protect against arrest, charge, or prosecution for other offenses, such as drug trafficking.

STUDENT-SPECIFIC SANCTIONING GUIDELINES

The following protocol is a guideline for conduct decisions regarding the sanctions and interventions that shall be imposed for student alcohol and cannabis (marijuana) violations once a finding of responsibility has occurred. The purpose of administering sanctions is to hold students accountable for their actions, ensure the safety and well-being of the Ithaca community, and facilitate student learning and growth.

Outcomes may vary and are determined on a case-by-case basis. Different instances of a violation of the student conduct policy rarely look the same and thus require detailed analysis and consideration when sanctioning. Sanctions may vary or accelerate based on the following circumstances:

- A student's past disciplinary record and history of past behavior, especially when that behavior is similar in nature
 - The length and time between violations may also be taken into consideration for the purpose of determining appropriate sanctions
- The potential for ongoing risk to the student, other individuals, or the community
- Evidence of distribution or sale of alcohol, cannabis(marijuana), other drugs, or threatening, violent, and/or destructive behavior
- Evidence of multiple violations (ex. Alcohol Use +Cannabis (Marijuana) Possession)

Additional and/or accelerated sanctions may include, but are not limited to educational assignments, campus restrictions, disciplinary probation, removal from campus housing, deferred suspension, suspension, or expulsion.

Coaches may be informed when a student athlete is found responsible for a conduct violation.

If a violation qualifies as a Medical Amnesty Policy (MAP) case, only a timely completion of the Balancing Alcohol & Substance Use to Improve College Success (BASICS) Program is required, and the fee is waived.

Student-Specific Sanctioning Guidelines

Violation Description:	Unlawful Possession or use of alcohol, marijuana, or related paraphernalia.	Unlawful use of alcohol or marijuana that results in concern for health or safety or is accompanied by behavior that is disruptive, destructive, disorderly, and/or problematic.
First Violation	<ul style="list-style-type: none"> • Written Warning • Alcohol or Marijuana Education Assignment with \$50 program fee 	<ul style="list-style-type: none"> • Written Warning OR Disciplinary Probation • BASICS with \$75 Program Fee • Parent/Guardian Notification (depending on the severity of the incident)
Second Violation	<ul style="list-style-type: none"> • Disciplinary Probation • BASICS with \$75 Program Fee • Parent/Guardian Notification 	<ul style="list-style-type: none"> • Disciplinary Probation • Off Campus Alcohol/Drug Referral • Final Warning before loss of campus housing • Parent/Guardian Notification
Third Violation	<ul style="list-style-type: none"> • Disciplinary Probation OR Suspension • Educational Assignments • Off Campus Assessment Referrals • Removal from On Campus Housing • Parent/Guardian Notification 	<ul style="list-style-type: none"> • Disciplinary Probation OR Suspension • Educational Assignments • Off Campus Assessment Referrals • Removal from On Campus Housing • Parent/Guardian Notification
Fourth Violation	<ul style="list-style-type: none"> • Disciplinary Probation OR Suspension • Educational Assignments • Off Campus Assessment Referrals • Removal from On Campus Housing • Parent/Guardian Notification 	<ul style="list-style-type: none"> • Disciplinary Probation OR Suspension • Educational Assignments • Off Campus Assessment Referrals • Removal from On Campus Housing • Parent/Guardian Notification

Employee-Specific Sanctioning Guidelines

Employee guidelines and procedures are overseen by Human Resources

Verbal Warning	The supervisor should discuss the matter with the employee privately and in a positive manner. The first objective is to find out whether the employee understands the rules involved or the standard expected. The supervisor should consider whether special circumstances may have been involved.
Written Warning	A more serious infraction or a problem that continues despite a verbal warning(s) may require a written warning. A formal meeting should be held with the employee and confirmed by a letter to the employee indicating a reference to earlier verbal warning(s); how the employee has failed to meet department or College standards; a suggested course of action; and a time period for checking progress. The employee also should be informed that, unless the situation is corrected, it will lead to more severe disciplinary action up to and including dismissal.
Disciplinary Suspension	Disciplinary suspension involves removal from the payroll for a prescribed period of time. Before suspending an employee, the supervisor must discuss the situation with their department head and the office of human resources. A supervisor may remove the employee from the workgroup for the remainder of the shift, pending such discussion. If a serious incident or difficulty occurs which may warrant discharge or a disciplinary suspension, an employee may be placed on an investigatory leave of absence, that is, the employee may be told not to report to work pending a review of the situation. The leave will be unpaid unless the matter is resolved without a suspension or dismissal.
Demotion	A demotion to a lower-level position may be appropriate when an employee is unable to satisfactorily perform their present job, and another type of position is available. In rare situations, a demotion may occur because of inappropriate action in the current job, such as misuse of supervisor authority. This action assumes that the demoted employee is judged able to operate effectively in the new position and the College reserves the right to terminate the employee at any time in the future as the circumstances warrant.
Dismissal	Except in cases of serious offenses, discharge from employment should be used only as a last resort. When it becomes necessary to dismiss an employee, it should be clear by the record established that the employee will have, in effect, caused the employee's dismissal.

LOCAL, STATE AND FEDERAL LAWS

In addition to the standards and sanctions on alcohol and other drug abuse set forth above, members of the campus community are also required to abide by local, state, and federal laws governing the consumption, sale, or possession of alcohol and other drugs.

Local Laws and Ordinances

The City of Ithaca Alcoholic Beverage Code contains several provisions, those most applicable to college students include:

§ 128-1. Findings and purpose

The Common Council finds that the unrestricted consumption of alcoholic beverages in certain public places often leads to disorders and related problems as well as the littering of such public places and the development of unsanitary conditions and is disturbing to the public and threatens peace and good order.

The purpose of this article is to prohibit the consumption of alcoholic beverages in certain public places in order to prevent disorderly behavior, the development of unsanitary conditions, and the littering of public places and to protect public health, safety and welfare and to promote the public good.

The Legislature of the State of New York has determined that, since the New York State drinking age is 21, underage persons should be held responsible for their conduct and be prohibited from possessing alcoholic beverages in public. The consumption of alcoholic beverages in public places by persons under the legal drinking age is an aggravating factor.

§ 128-3. Public consumption prohibited

No person shall, within the City of Ithaca, drink or otherwise consume liquor, wine, beer, or other alcoholic beverages while such person is in or upon any public place as defined herein.

§ 128-4. Possession of open containers; presumption

No person shall carry or have in his/her possession within or upon any public place in the City of Ithaca any open container containing liquor, wine, beer, or other alcoholic beverage with the intent of the possessor or another to consume the same in any public place defined herein.

The possession of an open container unwrapped or with the top exposed in a public place as herein defined shall be presumptive evidence that the contents of such open container are intended to be consumed in a public place as herein defined.

For the purposes of this chapter, any container labeled as a container of an alcoholic beverage, such as a can of beer or a bottle of wine, shall be presumed to contain at least some amount of the alcoholic beverage specified.

For the purposes of this chapter, all beer, and all wine, regardless of alcoholic content, shall be presumed to be alcoholic beverages.

§ 128-6. Penalties for offenses

The violation of any of the provisions of this article shall be punishable by a fine not greater than \$250 and/or not more than 15 days in jail and not less than \$100 or 25 hours of community service; provided, however, that a person who violates this article after having been convicted of a violation of this article within the preceding three years shall be punishable by a fine not greater than \$500 and/or not more than 15 days in jail and not less than \$100 or 25 hours of community service; and further provided that a person who violates this article after having been convicted two or more times of a violation of this article within the preceding three years shall be punishable by a fine not greater than \$750 and/or not more than 15 days in jail, and not less than \$100 or 25 hours of community service.

NEW YORK STATE LAWS

Alcohol

Alcohol offenses and penalties in New York State are defined by the Alcoholic Beverage Control Law and Penal Law. These laws include possession with intent to consume while under age 21, driving while intoxicated, driving while ability is impaired by alcohol, driving after consuming alcohol while under age 21, furnishing alcohol to a person under age 21, selling alcohol to an intoxicated person, or providing false identification. In addition, New York State General Obligations Law imposes personal injury liability for damages resulting from furnishing alcohol to persons under age 21 or selling alcohol to an intoxicated person. While not exhaustive, a summary of offenses and penalties is provided below:

Offense	Penalty
Serving Alcohol to Persons Under 21	Up to 1 year in jail, \$1,000 fine.
Fraudulent Attempt to Purchase Alcohol (using false ID or ID of another person):	Fine up to \$100, community service up to 30 hours, and/or completion of an alcohol awareness program, 90 days license suspension if a New York State driver's license is used as the false ID Possession of Alcohol by Person Under 21: Up to \$50 fine and/or completion of an alcohol awareness program and/or up to 30 hours of community service
Driving While Intoxicated (DWI) ($\geq .08$ blood alcohol content)	First offense: up to 1-year prison, \$500 to \$1,000 fine, minimum 6 months license revocation Second offense in 10 years: up to 4 years prison, \$1,000-\$5,000 fine, minimum 1-year license revocation.
Driving While Ability Impaired (DWAI) (.05-.07 blood alcohol content)	First offense: up to 15 days jail, \$300-\$500 fine, 90-day license suspension. Second offense in 5 years: up to 30 days jail, \$500 to \$750 fine, minimum 6 months license revocation Third offense in 10 years: up to 180 days jail, \$750-\$1,500 fine, minimum 6 months license revocation
Operating a Motor Vehicle after Consuming Alcohol While Under 21	License suspension or revocation and a \$125 charge
Possession of Open Container in Public Place	Up to 15 days in jail, up to \$500 fine or both

Cannabis (Marijuana)

On March 31, 2021, New York State legalized adult-use cannabis (also known as marijuana, or recreational marijuana) by passing the Marijuana Regulation & Taxation Act (MRTA). The legislation creates a new Office of Cannabis Management (OCM) governed by a Cannabis Control Board to oversee and implement the law. The MRTA modifies criminal violations and penalties relating to the sale and possession of cannabis.

- The Marijuana Regulation and Taxation Act (MRTA) legalizes cannabis for adults 21 years of age or older.
- It's illegal for anyone under age 21 to buy, possess or use cannabis.
- The use, possession, and/or cultivation of marijuana **for any purpose is not allowed** in any Ithaca College residence hall or on any other Ithaca College-owned, controlled, or leased property.

For more information on cannabis use in New York State, please visit:

<https://www.nysenate.gov/legislation/laws/PEN/222.00>

Controlled Substance

The State of New York Penal Law defines a wide range of offenses and penalties for possessing or distributing marijuana and other controlled substances. These sanctions can include imprisonment, fines, assigned community service, and loss of federal student financial aid eligibility. In addition, driving a motor vehicle with ability impaired by drugs is subject to the same New York State law and sanctions as driving while intoxicated.

The State of New York Public Health Law prohibits selling or possessing a hypodermic needle without a doctor's written prescription; or manufacturing, selling, or possessing with intent to sell an imitation controlled substance.

FEDERAL LAWS

Federal Sanctions for the Sale of Marijuana

- A first offense of trafficking in marijuana in amounts of less than 50 kg may result in imprisonment of not more than 5 years and a fine not to exceed \$250,000. Imprisonment and fine minimums are doubled for a second offense
- Trafficking in marijuana in quantities greater than 1,000 kg may result in not less than 10 years and not more than life imprisonment and/or a fine not to exceed \$4 million (minimums double for a second offense)

Federal Sanction for Possession of a Controlled Substance

Possession, use, or distribution of Controlled Substances is prohibited by federal law. Controlled Substances include, for example, heroin, lysergic acid diethylamide (LSD), marijuana (cannabis), 3,4-methylenedioxymethamphetamine (ecstasy), cocaine, methamphetamine, and certain steroids and prescription drugs. Federal penalties for possessing, using, or distributing Controlled Substances often include fines and prison sentences.

- First conviction: Up to one-year imprisonment and/or fine of at least \$1,000 but not more than \$100,000, or both
- After one prior drug conviction: At least 15 days in prison, not to exceed 2 years and /or fine of at least \$2,500 but not more than \$250,000, or both
- After two or more prior drug convictions: At least 90 days prison, not to exceed 3 years and fine of at least \$5,000 but not more than \$250,000, or both.
- Special sentencing provisions for possession of crack cocaine: Mandatory at least 5 years in prison, not to exceed 20 years, and fine of up to \$250,000, or both if:
 - First conviction and the amount of crack possessed exceeds 5 grams;
 - Second conviction and the amount of crack possessed exceeds 3 grams;
 - Third or subsequent conviction and the amount of crack exceeds 1 gram.
 - Forfeiture of personal and real property used to possess or to facilitate possession of a controlled substance if that offense is punishable by more than one-year imprisonment.
 - Forfeiture of vehicles, boats, aircraft, or any other conveyance used to transport or conceal a controlled substance.
 - Civil fine up to \$10,000 (pending adoption of final regulations).
 - 853a: Denial of federal benefits, such as student loans, grants, contracts, and professional and commercial licenses, up to 1 year for a first offense, up to 5 years for second and subsequent offenses.
 - 922(g): Ineligible to receive or purchase a firearm.
 - Miscellaneous: Revocation of certain federal licenses and benefits, e.g., pilot licenses, public housing tenancy, etc., are vested within the authorities of individual federal agencies.

Federal Sanctions for Sale of Controlled Substances

- Penalties range from imprisonment for less than one year and/or a fine of less than \$100,000 for a first offense involving a small quantity of a controlled substance.
- For a large quantity, second offense, the penalty may be as severe as 20 years to life imprisonment and a fine of not more than \$8 million.

In addition, Section 484(r) of the Higher Education Act of 1998 (20 U.S.C. §1091) provides that a student's eligibility for federal student aid be suspended upon conviction under federal or state law for any offense involving the possession or sale of a controlled substance for conduct that occurred during a period of enrollment for which the student was receiving any grant, loan, or work assistance under this subchapter shall not be eligible to receive any grant, loan, or work assistance. Eligibility may be regained upon completion of a drug rehabilitation program that meets statutory and regulatory requirements or if the conviction is overturned.

RESOURCES

On-Campus Resources	Community Resources
Center for Health Promotion Lower Level, Hammond Health Center 607-274-3136	Alanon/Alateen -- 888-4ALANON Alcohol & Drugs Council for Tompkins County 607- 274-6288
Counseling & Psychological Services Lower Level, Hammond Health Center 607-274-3136	Alcohol Treatment 24-hour helpline 800- 314-8292
Office of Public Safety General Services Building 607-274-3333	Alcoholics Anonymous 607-274-1541
Office of Residential Life East Tower Lobby 607-274-3141	Cayuga Addiction Recovery 607-273-5500
Office of Student Conduct and Community Standards West Tower Lobby 607-274-3375	Health Hearts Collaborative www.healingheartscollaborativeoopp.com
Human Resources Peggy Ryan Williams Center Garden Level 607-274-8000	Ithaca Community Recovery 607-216-8754 607-256-3499
ICare and Student Support Services Towers Concourse 607-274-7731	Narcotics Anonymous 607-274-6200
	Southern Tier AIDS Program 888-206-2870 (Hotline) 607-272- 4098 (Phone)



ITHACA COLLEGE

Office of Public Safety and Emergency Management

Center for Health Promotion

Office of Residential Life and Student Conduct and Community Standards

Office of Human Resources

Ithaca College

953 Danby Road Ithaca, NY 14850