

# Drug Free School/Workplace Annual Disclosure

Rev 02/03/2026

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## Drug Free Workplace/School

The Drug Free Schools and Communities Act Amendment of 1989 (Public Law 101-226) requires that all institutions of higher education implement a program that prevents the use of illegal drugs and the abuse of alcohol by students and employees. The International Institute of Cosmetology (IIC) abuse prevention policy follows here:

### Review of Policy

Upon review of Drug Free School Workplace Policy, no sanctions were issued in 2025, and the policy is deemed effective. See **Annual Security Report** for statistics on Drug and Alcohol related violations and sanctions imposed.

### Standards of Conduct

The Drug and Alcohol Abuse Prevention Program policy applies to all students and all employees. The unlawful possession, use, or distribution of illicit drugs and alcohol are strictly prohibited at IIC and its grounds. Students or employees not complying with this standard will be subject to institutional sanctions. The prohibitions for use, possession, and distribution of illegal drugs or alcohol apply to all persons on school property or as part of any school activity.

### Institutional Sanctions

Immediate termination from employment, or in case of a student, from school, will be imposed for use, distribution, or possession of illicit drugs and alcohol. There is no appeal process. Decision is final.

### Legal Sanctions

Numerous local, state, and federal laws govern the possession, use, and distribution of illicit drugs and alcohol. The following is a brief overview of those laws. This overview cannot be an exhaustive or definitive statement of the various laws, but rather is designed to indicate the types of conduct that are against the law and the range of applicable legal sanctions. (See Appendix A, B)

### Title IV Eligibility

Drug convictions no longer affect federal student aid eligibility. When you complete the FAFSA form, you will be asked whether you had a drug conviction for an offense that occurred while you were receiving federal student aid. If the answer is yes, you will be provided a worksheet. Please do answer the questions on the worksheet; however, your answers won't affect your federal student aid eligibility.

### *Statement on Medical Marijuana*

IIC receives federal funding through Title IV. As a condition of accepting this money, IIC is required to certify that it complies with the Drug-Free Schools and Communities Act. The federal government regulates drugs through the Controlled Substances Act, which does not recognize the difference between medical and recreational use of marijuana. Thus, to comply with the Federal Drug Free School and

Communities Act and avoid losing federal funding, IIC prohibits all marijuana use, including medical marijuana, and students and employees may be sanctioned for its use. Therefore, marijuana prescribed for medical purposes is prohibited at IIC even though Connecticut's state law permits its use.

### Health Risks Associated with Use and Abuse of Alcohol

Consuming alcohol at high-risk levels is more likely to result in personal consequences such as:

- Hangovers, vomiting or nausea
- Memory loss (blacking out) or loss of consciousness (passing out)
- Being criticized for their drinking behaviors
- Regretting actions taken while under the influence of alcohol
- Damage to relationships with friends and family
- Unplanned or unsafe sexual activity
- Missing classes
- Poor performance on an exam or project
- Lower grade point averages
- Driving while intoxicated
- Hospitalization due to injury or severe intoxication
- Citation by school judicial system or arrest by local police
- Alcohol dependency or addiction
- Death due to injury, accident or alcohol overdose

(Information adapted from the Task Force of the National Advisory Council on Alcohol Abuse and Alcoholism. A Call to Action: Changing the Culture of Drinking at U.S. Colleges, April 2002. Available at [www.collegedrinkingprevention.gov](http://www.collegedrinkingprevention.gov))

### Health Risks Associated with Use and Abuse of Drugs

Similar to alcohol, someone who uses illicit drugs on a regular basis is at increased risk for experiencing negative consequences (see Health Risks Associated with use and abuse of Alcohol, above). These consequences can vary greatly depending on the substance, the quantity consumed, if it is combined with alcohol or other substances, and the frequency of consumption. Some consequences may include the following:

- Mental and physical health problems, including lowered resistance to disease/illness, Increased risk of ulcers, heart disease, and cancers of the liver, mouth, throat and stomach, memory loss, anxiety disorders, phobias, and depression.
- Increased risk of serious injury to self or others, due to fighting, sexual assault, driving under the influence, homicide and suicide.
- Increased likelihood of engaging in unprotected/unsafe sex, due to impaired judgment that may result in unplanned pregnancy and/or infection with a sexually transmitted infection.
- Increased engagement in other illegal activities, including vandalism, physical assault, sexual assault, driving under the influence, etc.
- Increased likelihood of developing an addiction, particularly those with a family history of alcohol or other drug addiction. They are at least four times more likely to develop an addiction.
- Increased likelihood of death. Drug use increases the odds of death from accidental or intentional drug overdoses as well as participation in other unsafe behaviors (e.g., driving under the influence).

## Legal Sanctions

Students and employees are subject to disciplinary sanctions under IIC's policies on drug and alcohol use, and subject to criminal penalties under both state and federal law.

### Drugs

All drugs are controlled by Federal Law. (Most drug offenses are prosecuted under state law, which may be more severe.)

#### I. FEDERAL LAWS

##### A. DRUGS

###### FEDERAL PENALTIES AND SANCTIONS FOR ILLEGAL POSSESSION OF A CONTROLLED SUBSTANCE

###### 1. Penalty for Simple Possession (see 21 U.S.C. 844[A])

- FIRST CONVICTION: Up to one year imprisonment and fined at least \$1,000 but not more than \$100,000 or both.
- AFTER 1 PRIOR DRUG CONVICTION: At least 15 days in prison, not to exceed two years, and fined at least \$2,500 but not more than \$250,000 or both.
- AFTER 2 OR MORE PRIOR DRUG CONVICTIONS: At least 90 days in prison, not to exceed three years and fined at least \$5,000 but not more than \$250,000 or both.
- SPECIAL SENTENCING PROVISIONS FOR POSSESSION OF CRACK COCAINE: Mandatory at least five years in prison, not to exceed 20 years and fined up to \$250,000 or both, if:
  - a. First conviction and the amount of crack possessed exceeds five grams;
  - b. Second crack conviction and the amount of crack possessed exceeds three grams;
  - c. Third or subsequent crack conviction and the amount of crack possessed exceeds one gram.

###### 2. Criminal Forfeitures (see 21 U.S.C. 853[a][2] and 881[a][7])

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. (See special sentencing provisions regarding crack.)

3. Forfeitures (see 21 U.S.C. 881[a][4]) Forfeiture of vehicles, boats, aircraft, or any other conveyance used to transport or conceal a controlled substance.
4. Civil Penalties for Possession of Small Amounts of Certain Controlled Substances (see 21 U.S.C. 844a) Civil fine up to \$10,000 (pending adoption of final regulations).

5. Denial of Federal Benefits to Drug Traffickers and Possessors (see 21 U.S.C. 853a) Denial of federal benefits, such as student loans, grants, contracts, and professional and commercial licenses up to one year for first offense, up to five years for second and subsequent offenses.
6. Firearm Forfeiture (see 18 U.S.C. 922[g]) Ineligible to receive or purchase a firearm.

7. 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.

#### 8. Federal Trafficking Penalties

Drug Enforcement Administration, U.S. Department of Justice. (2024). Drugs of abuse: A DEA resource guide. Retrieved from <https://www.dea.gov/documents/2024/2024-12/2024-12-12/drugs-abuse-2024>

## II. STATE LAWS

### A. DRUGS

#### 1. Penalties for Illegal Manufacture, Distribution, Sale, Prescription, or Dispensing of Controlled Substances

a. Hallucinogenic or narcotic substances other than marijuana. First offense: Prison sentence not to exceed 15 years and/or fine not to exceed \$50,000. Second offense: Prison sentence not to exceed 30 years and/or fine not to exceed \$100,000.

Each subsequent offense: Prison sentence not to exceed 30 years and/or fine not to exceed \$250,000 (see Connecticut General Statutes 21–277).

b. Other controlled substances excluding marijuana. First offense: Prison sentence not to exceed seven (7) years and/or fine not to exceed \$25,000. Each subsequent offense: Prison sentence not to exceed 15 years and/or fine not to exceed \$100,000 (see Connecticut General Statutes 21–277).

c. Examples of such substances include, but are not limited to, mescaline, peyote, morphine, LSD, cocaine (including “crack”), opium, amphetamines, and heroin. For a complete definition of controlled, hallucinogenic, and narcotic substances, see Connecticut General Statutes 21a–240.

#### 2. Penalties for Illegal Manufacture, Distribution, Sale, Prescription or Administration by Nondrug-Dependent Person

a. Minimum prison term of not less than five years and maximum term of life imprisonment for the manufacture, distribution, sale, or possession or transportation with the intent to sell of one ounce or more of heroin, methadone, or cocaine (including “crack”), or one-half gram more of cocaine in a freebase form, or five milligrams or more of LSD (see Connecticut General Statutes 21a–278).

b. Minimum prison term of not less than five years for first offense, and for subsequent offenses, minimum prison term of not less than 10 years, for the manufacture, distribution, sale, or transportation or possession with the intent to sell any narcotic, hallucinogenic or amphetamine-type substance, or one kilogram or more of a cannabis-type substance (which includes marijuana) (see Connecticut General Statutes 21a-278).

3. Penalties for Illegal Manufacture, Distribution, Sale, Prescription, or Administration Involving Minors (see Connecticut General Statutes 21a–278a)

- a. Mandatory two-year prison term for the distribution, sale, dispensing, offering, or giving of any controlled substance to another person who is under 18 years of age and who is at least two years younger than the person violating the statute.
- b. Mandatory three-year prison term for the manufacture, distribution, dispensing, sale, transportation or possession with intent to sell, offering or gift of any controlled substance on or within fifteen hundred feet of the real property comprising a public or private elementary school.

4. Penalties for Possession (see Connecticut General Statutes 21a–279)

- a. Any person who possesses or has under his control any quantity of any narcotic substance, including marijuana, for a first offense may be imprisoned not more than seven years and/or fined not more than \$50,000, and for a second offense, may be imprisoned not more than 15 years and/or fined not more than \$100,000.
- b. Any person who possesses or has under his control any quantity of a hallucinogenic substance other than marijuana or four ounces or more of a cannabis-type substance for a first offense, may be imprisoned not more than five years or be fined not more than two thousand dollars or be both fined and imprisoned, and for a subsequent offense may be imprisoned not more than ten years or be fined not more than five thousand dollars or be both fined and imprisoned.
- c. Any person who possesses or has under his control any quantity of any controlled substance other than a narcotic substance, or a hallucinogenic substance other than marijuana or who possesses or has under his control one-half ounce or more but less than four ounces of a cannabis-type substance, for a first offense, may be fined not more than one thousand dollars or be imprisoned not more than one year, or be both fined and imprisoned; and for a subsequent offense, may be fined not more than three thousand dollars or be imprisoned not more than five years, or be both fined and imprisoned.
- d. A variety of sentences are available under this statute depending on the substance possessed, its quantity, and the background of the offender.

B. ALCOHOL

1. Sale of Alcohol to Minors and Intoxicated Persons (see Connecticut General Statutes 30–86)

- a. Any permittee who sells or delivers alcoholic liquor to any minor, or to any intoxicated person, or to any habitual drunkard shall be fined not more than \$1,000 and/or imprisoned not more than one (1) year.
- b. Any person who delivers or gives alcoholic liquor to any minor, except on the order of a practicing physician, shall be fined not more than \$1,500 and/or imprisoned not more than 18 months.

2. Inducing Minors to Procure Liquor (see Connecticut General Statutes 30–87)

- a. Any person who induces any minor to procure alcoholic liquor from any person permitted to sell the same shall be fined not more than \$1,000 and/or imprisoned not more than one year.

3. Misrepresentation of Age (see Connecticut General Statutes 30-88a)

a. Any person who misrepresents his age or uses or exhibits for the purpose of procuring alcoholic liquor an operator's license belonging to any other person shall be fined not less than \$200 nor more than \$500 and/or imprisoned for not more than 30 days.

4. Procuring Liquor by Persons Forbidden and Public Possession of Liquor by Minors (see Connecticut General Statutes 30-89)

a. Any person to whom the sale of alcoholic liquor is by law forbidden who purchases or attempts to purchase such liquor or who makes any false statement for the purpose of procuring such liquor shall be fined not less than \$200 nor more than \$500.

b. Any minor who possesses any alcoholic liquor on any street or highway or in any public place or place open to the public, including a club that is open to the public, shall be fined not less than \$200 nor more than \$500.

5. Dram Shop Act (see Connecticut General Statutes 30-102)

a. If any person, by himself or his agent, sells any alcoholic liquor to any intoxicated person, and such purchaser, in consequence of such intoxication, thereafter injures the person or property of another, such seller shall pay just damages to the person injured, up to the amount of \$20,000, or to persons injured in consequence of such intoxication up to an aggregate amount of \$50,000.

6. Operating a Motor Vehicle While Under the Influence of Liquor or Drug or While Impaired by Liquor (see Connecticut General Statutes 14-227a)

a. Any person who operates a motor vehicle while under the influence of intoxicating liquor or drug or both or who operates a motor vehicle while his ability to operate is impaired by the consumption of intoxicating liquor shall, for conviction of a first violation, be fined not less than \$500 and be imprisoned for not more than six months, and shall have his operator's license suspended for one year.

b. This statute provides for greater penalties for subsequent offenses.

Any questions concerning the legal sanctions under state law for unlawful use or distribution of illegal drugs or alcohol should be directed to the State's Attorney's Office, 80 Washington Street, Hartford, CT 06106, 860-566-3190. Any questions concerning the legal sanctions under federal law for unlawful use or distribution of illegal drugs or alcohol should be directed to U.S. Attorney's Office, 450 Main Street, Hartford, CT 06103, 860-947-1101.

## Drug and Alcohol Counseling/Treatment Availability

Each state has a single agency for the various drug abuse prevention, treatment, and rehabilitation programs. In Connecticut, this is the Department of Mental Health and Addiction Services, 410 Capitol Avenue, PO Box 341431, Hartford, CT 06134, 860-418-7000. <https://portal.ct.gov/dmhas>

Additional resources:

<p>InterCommunity Health Care 281 Main Street East Hartford, CT 06118 (860) 569-5900</p> <p><b>Primary Focus:</b> Mental health services <b>Services Provided:</b> Substance abuse treatment <b>Type of Care:</b> Outpatient <b>Website:</b> <a href="https://www.intercommunityct.org/">https://www.intercommunityct.org/</a></p>	<p>Institute of Living Hartford Hospital Addiction Recovery Services 200 Retreat Avenue Hartford, CT 06106 (860) 545-7070</p> <p><b>Primary Focus:</b> Mental health services <b>Services Provided:</b> Substance abuse treatment, Detoxification <b>Type of Care:</b> Hospital inpatient, Outpatient, Partial hospitalization/day treatment Intake: (860) 545-7200 <b>Website:</b> <a href="http://www.HartfordHospital.Org">http://www.HartfordHospital.Org</a></p>
<p>Hartford Behavioral Health SATEP 1 Main Street Hartford, CT 06106 (860) 727-8703</p> <p><b>Primary Focus:</b> Mix of mental health and substance abuse services <b>Services Provided:</b> Substance abuse treatment <b>Type of Care:</b> Outpatient Intake: (860) 727-8703x354 <b>Website:</b> <a href="http://www.hartfordbehavioralhealth.org">http://www.hartfordbehavioralhealth.org</a></p>	<p>Wheeler Clinic Inc Hartford Outpatient 645 Farmington Avenue Hartford, CT 06105 (860) 523-9788</p> <p><b>Primary Focus:</b> Substance abuse treatment services <b>Services Provided:</b> Substance abuse treatment <b>Type of Care:</b> Outpatient Intake: (860) 793-3588      Hotline: (860) 747-3434 <b>Website:</b> <a href="http://www.wheelerclinic.org">http://www.wheelerclinic.org</a></p>
<p>Veterans Affairs Connecticut Healthcare System 555 Willard Avenue, Suite 116-A Newington, CT 06111 (860) 667-6747</p> <p><b>Primary Focus:</b> General health services <b>Services Provided:</b> Substance abuse treatment, Buprenorphine Services <b>Type of Care:</b> Outpatient, Partial hospitalization/day treatment <b>Website:</b> <a href="http://www.connecticut.va.gov">http://www.connecticut.va.gov</a></p>	<p>Rushford Center Inc. Rushford Outpatient Center 100 National Drive Glastonbury, CT 06033 (860) 657-8910</p> <p><b>Primary Focus:</b> Substance abuse treatment services <b>Services Provided:</b> Substance abuse treatment <b>Type of Care:</b> Outpatient Hotline: (860) 346-0300 <b>Website:</b> <a href="http://www.rushford.org">http://www.rushford.org</a></p>
<p>Youth Challenge of Connecticut Long Term Male Residential Center 15-17-19 May Street Hartford, CT 06105 (860) 728-5199</p> <p><b>Primary Focus:</b> Substance abuse treatment services <b>Services Provided:</b> Substance abuse treatment <b>Type of Care:</b> Residential long-term treatment (more than 30 days) <b>Website:</b> <a href="http://www.youthchallenge.org">http://www.youthchallenge.org</a></p>	<p>Youth Challenge of Connecticut Mission for Women 32 Atwood Street Hartford, CT 06105 (860) 527-2000</p> <p><b>Primary Focus:</b> Substance abuse treatment services <b>Services Provided:</b> Substance abuse treatment <b>Type of Care:</b> Residential long-term treatment (more than 30 days) <b>Website:</b> <a href="http://www.youthchallenge.org">http://www.youthchallenge.org</a></p>

<p>Community Health Services Inc.        Department of Behavioral Health        500 Albany Avenue        Hartford, CT 06120 (860) 808-8782  <b>Primary Focus:</b> Mix of mental health and substance abuse services  <b>Services Provided:</b> Substance abuse treatment  <b>Type of Care:</b> Outpatient        Intake: (860) 249-9625  <b>Website:</b> <a href="http://www.chshartford.org">http://www.chshartford.org</a></p>	
<p><b>Primary Focus:</b> Substance abuse treatment services  <b>Services Provided:</b> Substance abuse treatment, Detoxification, Methadone Maintenance, Methadone Detoxification, Buprenorphine Services  <b>Type of Care:</b> Outpatient</p> <ul style="list-style-type: none"> <li>* National Domestic Violence Hotline: 800-799-SAFE (7233)</li> <li>* National Institute on Drug Abuse Hotline: 1-800-662-HELP</li> <li>* National Institute on Drug Abuse Workplace Helpline: 1-800-843-4971</li> <li>* The Center for Substance Abuse Treatment and Referral Hotline (800-662-HELP)</li> <li>* The Center for Substance Abuse Prevention Helpline (800-967-5752)</li> </ul>	