

**Annual Policy Notification/Distribution Pursuant to
The Drug Free Schools and Communities Act
(DFSCA)**

It is the policy of Rush University and Rush University Medical Center (hereinafter, referred to jointly as “Rush”) to provide a drug and alcohol-free learning and work environment as defined by the Drug Free Workplace Act of 1988 and the Drug Free Schools and Communities Act (DFSCA) of 1989.

Standards of Conduct:

In keeping with the mission, vision and core values of Rush, and in recognition of its obligation to protect the safety, health and well-being of its students, patients, visitors, medical staff, volunteers and employees, Rush prohibits the unlawful distribution, dispensing, usage, sale, storage and/or possession of illicit drugs on its premises or while performing Rush business. Furthermore, the distribution, dispensing, usage, sale and/or possession of alcohol on Rush property or while performing Rush business, excluding approved areas and functions, is also strictly prohibited.

Rush recognizes that certain states and municipalities allow the use of cannabis and/or medicinal cannabis. Illinois’ medical cannabis law permits an individual with a qualifying debilitating medical condition to register as a medical cannabis patient and avoid civil and criminal penalties under state law for certain medical uses of cannabis. Likewise, recreational cannabis law in Illinois permits an adult (21 years of age or older) to use cannabis and avoid civil and criminal penalties under state law.

However, in accordance with Illinois and federal law and to maintain a safe, efficient, and effective work and learning environment, Rush students and employees may not use, distribute, divert, or possess cannabis on Rush property, working on company time or while operating company equipment (including vehicles). Rush also prohibits employees from reporting to work under the influence of, or in any way impaired by cannabis; as determined in Rush’s sole discretion to the fullest extent permitted by applicable law.

Disciplinary Action:

Students who violate these standards will be governed by the Student Conduct Code and subject to disciplinary action up to and including suspension, expulsion, referral for treatment and/or referral for prosecution. Employees who violate this policy will be subject to disciplinary action according to their appropriate employee group regulations up to and including suspension, termination of employment, referral for treatment and/or referral for prosecution.

Legal Sanctions:

Federal Drug Laws

The possession, use, or distribution of illicit drugs is prohibited by federal law. Strict penalties

are enforced for drug convictions, including mandatory prison terms for many offenses. The following information, although not exhaustive, is an overview of federal penalties for first and second convictions.

Federal Drug Trafficking Penalties (21 USC 841)

Penalties for federal drug trafficking convictions vary according to the quantity of the controlled substance involved in the transaction. The following list is a sample of the range and severity of federal penalties imposed for first and second convictions.

Federal Trafficking Penalties – Marijuana

Drug/Substance	Quantity	1st Offense	2nd Offense
Marijuana	1000 kg or more mixture; or 1,000 or more plants.	No less than 10 years, no more than life. If death or serious injury, no less than 20 years, no more than life Fine not more than \$4 million if an individual, \$10 million if other than an individual.	No less than 20 years, no more than life. If death or serious injury, mandatory life. Fine not more than \$8 million if an individual, \$20 million if other than an individual.
Marijuana	100-999 kg mixture; or 100 to 999 plants.	No less than 5 years, not more than 40 years. If death or serious injury, no less than 20 years, no more than life. Fine not more than \$2 million if an individual, \$5 million in fines if other than an individual.	No less than 10 years, not more than life. If death or serious injury, mandatory life. Fine not more than \$4 million if an individual, \$10 million in fines if other than an individual.
Marijuana	More than 10 kgs hashish; 50 to 99 kg. mixture. More than 1 kg of hashish oil; 50 to 99 plants.	No more than 20 years. If death or serious unjust, not less than 20 years, no more than life. Fine of \$1 million if an individual, \$5 million if other than an individual.	No less than 30 years. If death or serious injury, mandatory life. Fine of \$2 million if an individual, \$10 million if other than an individual.
Marijuana	1-49 plants; less than 50 kg mixture	No more than 5 years. Fine not more than \$250,000, \$1 million if other than an individual.	No more than 10 years. Fine \$500,000 if an individual, \$2 million if other than an individual.
Hashish	10 kg or less	No more than 5 years. Fine not more than	No more than 10 years. Fine \$500,000 if an

		\$250,000, \$1 million if other than an individual.	individual.
Hash Oil	1 kg or less	Not more than 5 years. Fine not more than \$250,000, \$1 million if other than an individual.	No more than 10 years. Fine \$500,000 if an individual, \$2 million if other than an individual.

Federal Drug Possession Penalties (21 USC 844)

Persons convicted on Federal charges of possessing any controlled substance face penalties of up to 1 year in prison and a mandatory fine of no less than \$1,000 up to a maximum of \$100,000. Second convictions are punishable by not less than 15 days but not more than 2 years in prison and a minimum fine of \$2,500. Subsequent convictions are punishable by not less than 90 days but not more than 3 years in prison and a minimum fine of \$5,000. Possession of drug paraphernalia is punishable by a minimum fine of \$750.

Forfeiture of Personal Property and Real Estate (21 USC 853)

Any person convicted of a federal drug offense punishable by more than one year in prison shall forfeit to the United States any personal or real property related to the violation, including houses, cars, and other personal belongings. A warrant of seizure is issued and property is seized at the time an individual is arrested on charges that may result in forfeiture.

Denial of Federal Aid (20 USC 1091)

Under the Higher Education Act of 1998, students convicted under federal or state law for the sale or possession of drugs will have their federal financial aid eligibility suspended. This includes all federal grants, loans, federal work study programs, and more. Students convicted of drug possession will be ineligible for one year from the date of the conviction of the first offense, two years for the second offense, and indefinitely for the third offense. Students convicted of selling drugs will be ineligible for two years from the date of the first conviction, and indefinitely for the second offense. Those who lose eligibility can regain eligibility by successfully completing an approved drug rehabilitation program.

State Drug laws

Illinois Sanctions for Driving Under the Influence (625 Illinois Compiled Statutes 5/11-501)

Sanctions for driving under the influence of alcohol or drugs may include suspension or revocation of driving privileges, community service, fines, and imprisonment.

Illinois Statutory Provisions for Violation of Alcohol Control Statutes (235 Illinois Compiled Statutes 5/6-16)

Sanctions for violating the Illinois Alcohol Control Statutes may include suspension of

driving privileges, fines, community service, and imprisonment for up to one year.

Illinois Statutory Provisions for Illegal Drug Possession (720 ILCS 570/402)

Any substance containing COCAINE

Amount	Felony Status	Prison Term	Fine
15-<100 gm	Class 1	4-15 years	Up to \$200,000
100-<400 gm	Class 1	6-30 years	Up to greater of \$200,000 or full street value
400-<900 gm	Class 1	8-40 years	Up to greater of \$200,000 or full street value
900+ gm	Class 1	10-50 years	Up to greater of \$200,000 or full street value

Any substance containing AMPHETAMINE

Amount	Felony Status	Prison Term	Fine
200+ gm	Class 1	4-15 years	Up to \$200,000

MARIJUANA (includes HASHISH)

Except as otherwise provided in the Illinois Cannabis Regulation and Tax Act [410 ILCS 705], the possession, sale, and delivery of controlled substances is prohibited in Illinois under the Illinois Cannabis Control Act [720 ILCS 550/] and the Illinois Controlled Substances Act [720 ILCS 570/]. Under the Illinois Cannabis Control Act as amended by the Illinois Cannabis Regulation and Tax Act, courts can set penalties that increase in accordance with the amount of any substance containing cannabis in each case. In regard to both the Illinois Cannabis Control Act and the Illinois Controlled Substances Act, penalties vary with the amount of the drug confiscated, the type of drug found, the number of previous offenses held by the individual, and whether the individual intended to manufacture, deliver or possess with intent to deliver [720 ILCS 550/4-10] [720 ILCS 570/401-408].

Provisions for Manufacture or Delivery ([720 ILCS 570/401](#))

Any substance containing COCAINE or analog thereof

Amount	Felony Status	Prison Term	Fine
1-15 gm	Class 1	4-15 years	Up to \$200,000
15-<100 gm	Class X	6-30 years	Up to \$500,000
100-<400 gm	Class X	9-40 years	Up to greater of \$500,000 or full street value
400-<900 gm	Class X	12-50 years	Up to greater of \$500,000 or full street value
900+ gm	Class X	15-60 years	Up to greater of \$500,000 or full street value

Any substance containing AMPHETAMINE or analog thereof

Amount	Felony Status	Prison Term	Fine
50-<200 gm	Class 1	4-15 years	Up to \$250,000
200+ gm	Class X	6-30 years	Up to \$500,000

Local law

Under the Chicago Municipal Code, it is unlawful for any person to sell, give, or deliver alcohol to a person under the age of 21 years, and for any person under the age of 21 years to purchase, deliver, possess, give or consume alcohol. The penalty for violating this law is a fine ranging from \$5 to \$100. Also, with some exceptions, it is unlawful for a person to drink any alcohol on any public way or in or about any motor vehicle upon a public way in the city, with penalties including a fine of \$100 to \$500 and/or imprisonment for a period of six months. *See* sections 8- 4-030, 8-16-060, and 8-16-130.

Health Risks:

The consumption of alcohol and illicit drugs may have serious health risks and may result in changes in behavior including: impaired judgment and coordination required to drive a car safely, increased incidences of a variety of aggressive acts, impairment in higher mental functions, risk of dependence, and in high doses, respiratory depression and death. Long-term use can lead to permanent damage to vital organs. Mothers who drink during pregnancy may give birth to infants with fetal alcohol syndrome.

Student/Employee Rush Wellness Assistance Programs:

To support its drug and alcohol-free learning and work environment, RUSH is committed to providing proactive drug and alcohol abuse prevention programs, confidential counseling, intervention and referral for its employees, students, and faculty. Employees, students, and faculty are encouraged to voluntarily seek help if they are experiencing issues with drugs or alcohol. Rush has the following programs available:

- The RUSH Center for Clinical Wellness is a healing environment designed for, and tailored to, Rush students, house staff and employees. The center provides a network of on-site and virtual tools as part of an overarching wellness eco-system-including free counseling, access to psychiatry services, and other wellness-related services. For additional specifics, including appointment scheduling, location, hours and current service offerings, please visit the Center for Clinical Wellness webpage at insiderush.rush.edu/wellness.
- The RUSH Student Assistance Program (SAP) offered by ComPsych provides counseling, assistance, education and referrals to students, employees and faculty 24/7. To get connected, call (877) 465-1324 or go online to www.guidanceresources.com, web ID, "RUSH."

Additional Local Resources:

Alcoholics Anonymous

Chicago Area Service Office
Main: (312)346-1475
FAX: (312)346-5477, Toll Free:
(800)371-1475

www.chicagoaa.org

Narcotics Anonymous

Chicagoland Region
Phone: 708.848-4884

www.chicagona.org