Calumet College OF ST. JOSEPH

2026 Drug and Alcohol Abuse Prevention Program (DAAPP)

Drug-Free Schools and Communities Act of 1989 (Public Law 101-226, 20 U.S.C.§1011i) and 34 C.F.R. Part 86 (EDGAR Part 86 Implementing Regulations)

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Preparation for Drug and Alcohol Abuse Prevention Program (DAAPP)

The Drug-Free Schools and Communities Act (DFSCA) and its Part 86 implementing regulations pose ongoing, annual and biennial requirements for Calumet College of St. Joseph (CCSJ or The College) to comply as a condition of receiving federal funds. The purpose of the DFSCA is to prevent the unlawful possession, use and distribution of illicit drugs and alcohol by students and employees on institutional property, or as part of any of its activities.

Accordingly, the college DFSCA/Part 86 Compliance Official is designated with the responsibility for establishing and maintaining procedures consistent with facilitating institutional compliance with the following requirements:

- Maintaining a comprehensive Drug and Alcohol Abuse Prevention Program (DAAPP) document on behalf of the college that contains all required components.
- Annually distributing the DAAPP document to all students and employees, and actively distributing to students and employees that join the college after the initial annual distribution.
- Completing a biennial review process of the DAAPP in order to determine its effectiveness and ensure that disciplinary sanctions imposed by the college are consistently enforced.

CCSJ is committed to providing its students and employees a drug and alcohol-free workplace and learning environment. As part of the commitment to the provision of high quality and effective service to our students, employees and the public, CCSJ has a drug and alcohol abuse prevention program in operation. The program is accessible to all members of the college community. Part of that commitment means understanding and taking seriously our obligations to inform the campus community of available resources as well as the disciplinary, health, and legal consequences of use and abuse of alcohol and illegal drugs.

Please note that the college maintains this DAAPP separately from the college policy on Alcohol and Other Drugs.

On a biennial basis, Calumet College conducts an internal review of its alcohol and drug program. Calumet College is committed to monitoring and assessing the effectiveness of the policy and program and what changes need to be made. A copy of the biennial report is available upon request by contacting Dionne Jones-Malone at djonesmalone@ccsj.edu.

An electronic version of the most recent Annual Security Report and the Fire Safety Report is available online at https://www.ccsj.edu/wp-content/uploads/2026/09/2025-CCSJ-ASR-AFSR-092826.pdf

If you would prefer a paper copy of this information, please contact the Security Oversight Manager by phone at 219-718-6081 or email officeofsecurity@ccsj.edu.

Operation of the Program

CCSJ has established a drug-free and alcohol abuse awareness program to inform its faculty, staff, and students about the dangers of drug and alcohol abuse and the penalties that may be imposed for drug and alcohol abuse violations. The Drug and Alcohol Abuse Prevention Program is available to all faculty, staff, and students of CCSJ. As part of this program, CCSJ has implemented several measures:

- Annually, employees and students are made aware of the Drug and Alcohol Abuse Prevention Program and Policy by means of electronic mail.
- New staff and faculty members are informed of the policy at New Employee Orientation.
- Students are sent the policy (through electronic mail) each new semester to ensure the content is conveyed to all students attending CCSJ.
- In addition to the annual notification, students and employees are offered online material on drug and alcohol abuse.
- Multiple events are held annually discussing the dangers and impact of drug and alcohol abuse at CCSJ. Such events include, but are not limited to training sessions, and counseling workshops. These programs are open to CCSJ students and employees free of charge.
- All full-time employees are eligible to participate in the Wellness Program, which encourages CCSJ employees to engage in fitness activity. This program promotes a healthy lifestyle, away from the pressures or risks of drug and alcohol.
- CCSJ incorporates information about alcohol and drugs in its formal educational curriculum. Certain courses in Kinesiology, Education and Human Services address these topics.
- In an effort to maintain a safe environment, students and faculty participating in the health occupations and emergency services, athletics or child development programs may be required to undergo drug testing if there is reason to believe they may be impaired by a chemical or alcohol.

Biennial Review of the Program

This program is the joint responsibility of the Departments of Human Resources, Facilities and Security, Student Financial Aid, and Student Engagement and Retention. Notification of the program, including information about health risks and sanctions for violation of the policy, will be provided annually to the students and employees of CCSJ.

Committee members are as follows:

- Vice President of Student Engagement and Retention (Chair)
- Representative of Academic Affairs
- Director of Academic Accommodations
- Director of Financial Aid
- Director of Human Resources
- Director of Residence Life and Student Programs
- Manager of Facilities
- Representative of Athletics
- Providing Access to Health (P.A.T.H.) Counselor

The Drug and Alcohol Abuse Prevention Program will be reviewed biennially. CCSJ is committed to monitoring and assessing the effectiveness of the policy and program and what changes need to be made. CCSJ ensures the uniform application of sanctions to employees and students. To perform this review, CCSJ uses both formal and informal assessments.

Formally, CCSJ maintains a Drug and Alcohol Prevention Review Committee, noted above. The Committee determines the effectiveness of this program and ensures the standards of conduct are fair and consistently enforced. In accordance with the Drug-Free Schools and Communities Act (DFSCA) articulated through the Education Department General Administrative Regulations (EDGAR) Part 86, a formal review of CCSJ's alcohol and other drug programs is assessed every two years.

Informal assessment methods used in the review include student focus groups, administrative overview, and informal student/employee surveys.

Modifications are made to the programs and the expected learning outcomes in an effort to evolve with changes in the student population.

A systematic prescriptive disciplinary process ensures each disciplinary referral is resolved appropriately, and the consequences or sanctions adequately address the nature of the issue. Emphasis is placed on student and employee development and a holistic approach to student learning and staff development.

Standards of Conduct

Calumet College of St. Joseph is committed to providing a safe and productive work environment for its faculty, staff and students. For this reason, the College maintains a drug, tobacco and alcohol-free workplace for employees and students.

Standards of Conduct

The following actions are prohibited at the College or while engaged in College related activities:

- Illegal use, sale, transfer, dispensing, distribution, possession, or unlawful manufacture of a controlled substance
- Being under the influence of controlled substances while on the job or on the College's premises. This includes, but is not limited to, marijuana, cocaine, crack, PCP, heroin, LSD, amphetamines, hallucinogens, and barbiturates, etc..
- Any such controlled substances found on the College's premises will be turned over to the Administration and Campus Security and may result in criminal prosecution.
- Violations to this policy will be considered gross misconduct and will result in immediate disciplinary action that includes but not limited to oral counseling, written reprimand, and warning, or termination.
- All faculty, staff, and students must abide by the terms of this policy. Should an employee be convicted of any criminal drug statute violation on the College premises or while conducting College related activities, he/she must notify the Human Resources Department no later than five (5) calendar days after the conviction.
- Except for limited circumstances approved by the President (i.e., services in the Chapel, Board of Trustee meetings, St. Joseph Society, Christmas parties and other specially designated events), the possession and/or use of alcohol on the job or on College's premises is prohibited. Being under the influence of alcohol on the College's premises is also prohibited.
- Alcohol possession applies to all open or unsealed containers which contain alcoholic beverages. Such containers are not allowed on the job or on the College's premises.
- Violators will be subject to disciplinary action up to and including termination.

College employees who are suspected of being impaired will not be allowed to continue working or remain in the workplace. Impairment is defined as a condition which:

- Affects the employee's ability to perform his or her job;
- Endangers the safety of an employee or others;
- May cause equipment or property damage; and
- May otherwise expose the College to a potential liability.

Such impairment when caused by alcohol, drugs, or controlled substance abuse is a violation of this policy. The College reserves the right to make a search of its premises and other owned property if a violation of this policy is suspected. The College also reserves the right to search the property of employees on College premises when there is a reasonable belief that there has been an abuse of a controlled substance or alcohol or a violation of this policy.

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Disciplinary Sanctions

CCSJ Sanctions (Student Code of Conduct)

Alcohol Use: Use, possession, distribution, or being under the influence of alcoholic beverages or paraphernalia except as expressly permitted by law on College premises or at College-sponsored events or except when explicitly authorized by CCSJ Policies, Regulations and Procedures is prohibited. Persons having control of and/or in the area in which and when the prohibited beverage is found shall be charged with violating the Student Code of Conduct Code.

Alcohol Use	
Level 1 Violations: May include but not limited to: • Being in the area in which and when prohibited beverage is found – non-consumption • Under the influence – no assistance needed	**Level 1 Sanctions:** May include but not limited to: • Meeting with Providing Access to Health (P.A.T.H.) • Conduct warning • Disciplinary probation
Level 2 Violations: May include but not limited to: • Consumption in public • Consumption in CCSJ housing • Possession by a minor • Intoxication requiring assistance from College staff • Second Level 1 violation	**Level 2 Sanctions:** May include but not limited to: • Meeting with Providing Access to Health (P.A.T.H.) or other educational sanction • Fine of up to $50 • Disciplinary probation • Modification of housing assignment/privileges • Parental/guardian notification upon the completion of the conduct process
Level 3 Violations: May include but not limited to: • Second Level 2 violation • Serving to minors • Possession of kegs (full or empty) or other common serving containers, or other large quantities of alcohol, for individual or group consumption on campus or at a College sponsored event. • Driving under the influence (falling under the jurisdiction outlined in the Student Code of Conduct) • Intoxication requiring medical assistance • Intoxication leading to harm to self or others • Intoxication leading to property damage, disruption of the community, or other violations of Calumet College policy.	**Level 3 Sanctions:** May include but not limited to: • Meeting with Providing Access to Health (P.A.T.H.) or other educational sanction • Fine of up to $150 • Substance abuse evaluation (student is responsible for any costs associated with the evaluation) • Community service of up to 20 hours, with reflection • Removal from College housing • Disciplinary probation • Parental/guardian notification upon the completion of the conduct process

Drug Use: Use, possession, distribution or being under the influence of illegal drugs and/or other controlled substances or drug paraphernalia except as expressly permitted by law on College premises or at College-sponsored events is prohibited. Persons having control of and/or in the area in which and when the prohibited substance is found shall be charged with violating the Student Code of Conduct.

Drug Use	
Level 1 Violations: May include but not limited to: • Being in the area in which and when prohibited substance/paraphernalia is found – nonuse, non-ownership • Under the influence – no assistance needed	**Level 1 Sanctions:** May include but not limited to: • Meeting with Providing Access to Health (P.A.T.H.) • Conduct warning • Disciplinary probation
Level 2 Violations: May include but not limited to: • Being in the area in which and when prohibited substance/paraphernalia is found – ownership • Use in public • Use in CCSJ housing • Under the influence requiring assistance from College staff • Second Level 1 violation	**Level 2 Sanctions:** May include but not limited to: • Meeting with Providing Access to Health (P.A.T.H.) or other educational sanction • Fine of up to $75 • Disciplinary probation • Modification of housing assignment/privileges • Parental/guardian notification upon the completion of the conduct process
Level 3 Violations: May include but not limited to: • Second Level 2 violation • Possession of drugs or controlled substances with the intent to distribute (falling under the jurisdiction outlined in the Student Code of Conduct). • Driving under the influence (falling under the jurisdiction outlined in the Student Code of Conduct) • Under the influence requiring medical assistance • Under the influence leading to harm to self or others • Under the influence leading to property damage, disruption of the community, or other violations of Calumet College policy.	**Level 3 Sanctions:** May include but not limited to: • Meeting with Providing Access to Health (P.A.T.H.) or other educational sanction • Fine of up to $150 • Substance abuse evaluation (student is responsible for any costs associated with the evaluation) • Community service of up to 20 hours, with reflection • Removal from College housing • Disciplinary probation • Parental/guardian notification upon the completion of the conduct process

Amnesty

Calumet College of St. Joseph assures immunity (amnesty) to students who may have violated the Code of Conduct's Alcohol or Drug Policy at the same time of an incident. Therefore, no alcohol or drug charges are applied to a student who reports that the complainant was under the influence of alcohol and/or drugs at the time of a misconduct incident.

The purpose of this clause is to encourage reporting. Complainants or bystanders (witnesses) should not let use of alcohol or drugs be a deterrent to reporting an incident. The College's primary focus will be on addressing the misconduct violation and not on alcohol/drug violations that may be discovered or disclosed. However, the College may provide referrals to counseling and may require educational options rather than disciplinary sanctions, in such cases.

Employees who violate the College policies and laws will be subject to disciplinary action up to and including termination. For further guidance, students are instructed to see the Student Handbook and employees are instructed to see the Employee Handbook.

In addition to the College sanctions, Indiana and Federal laws provide for fines and/or imprisonment for the unlawful possession, sale, manufacture or distribution of drugs or alcohol. The amount of fines and the length of the imprisonment vary according to the type and amount of the substance involved the offender's past record for such offenses, and a variety of other factors.

Legal Sanctions

Indiana and Federal Laws

In addition to the College sanctions, Indiana and Federal laws provide for fines and/or imprisonment for the unlawful possession, sale, manufacture or distribution of drugs or alcohol. The following information concerns the criminal penalties that can be imposed by state or federal statute for violations related to alcohol or illegal drug possession, use, sale, manufacturing or distribution. Conviction under state and/or federal laws that prohibit alcohol-related and drug-related conduct can result in fines, confiscation of automobiles and other property, loss of one's driver's license, and imprisonment. In addition, licenses to practice in certain professions may be revoked, and many employment opportunities may be barred.

It is impractical to list all the alcohol- and drug-related state and federal crimes and penalties. But all persons should be aware of the following:

- In Indiana any person under 21 who possesses an alcoholic beverage, and any person who provides alcohol to such person, is at risk of arrest.
- Any person who is intoxicated in public risks arrest.
- A person convicted of driving while intoxicated may be punished by fine, be jailed, and lose his or her driver's license.
- Any selling of alcoholic beverages without a license is illegal.

Possession, use, distribution, or manufacture of controlled substances (drugs) illegally can result in arrest and conviction of a drug law violation and:

- Fines up to $10,000 (Indiana);
- Fines up to $10 million for a first offense (federal);
- Imprisonment up to 50 years (Indiana);
- Imprisonment up to life (federal); and
- Confiscation of property.

<table>
<tr><th colspan="5">Federal Trafficking Penalties for Schedules I, II, III, IV, and V (except Marijuana)</th></tr>
<tr><th>Schedule</th><th>Substance/Quantity</th><th>Penalty</th><th>Substance/Quantity</th><th>Penalty</th></tr>
<tr><td>II</td><td>Cocaine
500-4999 grams mixture</td><td rowspan="3">First Offense: Not less than 5 yrs. and not more than 40 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine of not more than $5 million if an</td><td>Cocaine
5 kilograms or more mixture</td><td rowspan="3">First Offense: Not less than 10 yrs. and not more than life. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine of not more than $10 million if an individual,</td></tr>
<tr><td>II</td><td>Cocaine Base
28-279 grams mixture</td><td>Cocaine Base
280 grams or more mixture</td></tr>
<tr><td>IV</td><td>Fentanyl
40-399 grams mixture</td><td>Fentanyl
400 grams or more mixture</td></tr>
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I	Fentanyl Analogue 10-99 grams mixture	individual, $25 million if not an individual. **Second Offense:** Not less than 10 yrs. and not more than life. If death or serious bodily injury, life imprisonment. Fine of not more than $8 million if an individual, $50 million if not an individual.	Fentanyl Analogue 100 grams or more mixture	$50 million if not an individual. **Second Offense:** Not less than 20 yrs., and not more than life. If death or serious bodily injury, life imprisonment. Fine of not more than $20 million if an individual, $75 million if not an individual. **2 or More Prior Offenses:** Life imprisonment. Fine of not more than $20 million if an individual, $75 million if not an individual.
I	Heroin 100-999 grams mixture		Heroin 1 kilogram or more mixture	
I	LSD 1-9 grams mixture		LSD 10 grams or more mixture	
II	Methamphetamine 5-49 grams pure or 50-499 grams mixture		Methamphetamine 50 grams or more pure or 500 grams or more mixture	
II	PCP 10-99 grams pure or 100-999 grams mixture		PCP 100 grams or more pure or 1 kilogram or more mixture	

Substance/Quantity	Penalty
Any Amount of Other Schedule I & II Substances	**First Offense**: Not more than 20 yrs. If death or serious bodily injury, not less than 20 yrs. or more than Life. Fine $1 million if an individual, $5 million if not an individual. **Second Offense:** Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine $2 million if an individual, $10 million if not an individual.
Any Drug Product Containing Gamma Hydroxybutyric Acid	
Flunitrazepam (Schedule IV) 1 Gram	
Any Amount of Other Schedule III Drugs	**First Offense**: Not more than 10 yrs. If death or serious bodily injury, not more than 15 yrs. Fine not more than $500,000 if an individual, $2.5 million if not an individual. **Second Offense**: Not more than 20 yrs. If death or serious injury, not more than 30 yrs. Fine not more than $1 million if an individual, $5 million if not an individual.
Any Amount of All Other Schedule IV Drugs (other than one gram or more of Flunitrazepam)	**First Offense**: Not more than 5 yrs. Fine not more than $250,000 if an individual, $1 million if not an individual. **Second Offense:** Not more than 10 yrs. Fine not more than $500,000 if an individual, $2 million if other than an individual.
Any Amount of All Schedule V Drugs	**First Offense:** Not more than 1 yr. Fine not more than $100,000 if an individual, $250,000 if not an individual.

	Second Offense: Not more than 4 yrs. Fine not more than $200,000 if an individual, $500,000 if not an individual.

Federal Trafficking Penalties for Marijuana, Hashish and Hashish Oil, Schedule I Substances	
Marijuana 1,000 kilograms or more marijuana mixture or 1,000 or more marijuana plants	**First Offense:** Not less than 10 yrs. or more than life. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine not more than $10 million if an individual, $50 million if other than an individual. **Second Offense:** Not less than 20 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than $20 million if an individual, $75 million if other than an individual.
Marijuana 100 to 999 kilograms marijuana mixture or 100 to 999 marijuana plants	**First Offense:** Not less than 5 yrs. or more than 40 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine not more than $5 million if an individual, $25 million if other than an individual. **Second Offense:** Not less than 10 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than $8 million if an individual, $50million if other than an individual.
Marijuana 50 to 99 kilograms marijuana mixture, 50 to 99 marijuana plants	**First Offense:** Not more than 20 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine $1 million if an individual, $5 million if other than an individual. **Second Offense:** Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine $2 million if an individual, $10 million if other than an individual.
Hashish More than 10 kilograms	
Hashish Oil More than 1 kilogram	
Marijuana less than 50 kilograms marijuana (but does not include 50 or more marijuana plants regardless of weight) 1 to 49 marijuana plants	**First Offense:** Not more than 5 yrs. Fine not more than $250,000, $1 million if other than an individual. **Second Offense:** Not more than 10 yrs. Fine $500,000 if an individual, $2 million if other than individual.
Hashish 10 kilograms or less	
Hashish Oil 1 kilogram or less	

For more specific information on legal sanctions, you may visit the Drug Enforcement Administration (DEA) website at www.dea.gov.

Health Risks

Outlined below is a listing of drugs of abuse and their health risks taken from the U.S. Drug Enforcement Administration website. A complete resource guide provided by the U.S. Department of Justice, Drug Administration can be obtained at https://www.getsmartaboutdrugs.gov/publications.

HEALTH RISK

Risk of addiction for all substances

Drug Type	Common Name	Health Risks
Alcohol	Booze, beer, wine, coolers, liquor	High blood pressure, higher risk of sexually transmitted diseases & unplanned pregnancy, depression, lowered resistance to disease, insomnia
Cannabis/ Marijuana/ Tetrahydrocannabinol (THC)	Grass, reefer, pot, weed	Damage to heart, lungs, brain, lung cancer, increase appetite, decreased motivation, depression, paranoia, impaired memory
Steroids	Anabolic/Andrenogenic (roids, juice)	High blood pressure, liver and kidney damage, acne, artrophy of testes, breast enlargement in men, breast reduction in women, aggressiveness, mood swings
Solvents-Inhalants	Acetone, freons, nitrous oxide	Heart failure, respiratory arrest, liver and brain damage, impaired memory, slurred speech, drunken behavior, slow
Depressants	Alcohol, ludes, barbiturates	Liver damage, convulsions, depression, disorientation, insomnia
Hallucinogens	PCP, LSD, angel dust, mushrooms	Agitation, extreme hyperactivity, reduced eating, flashbacks
Stimulants	Cocaine, crack, amphetamines, diet pills	Headaches, depression; malnutrition, anorexia, strokes, seizures
Narcotics	Smack, codeine, heroine, lords	Respiratory arrest, sleepiness, organ and lung damage, nausea
Tobacco		Lung cancer, emphysema, oral cancer

Education, Treatment and Support

Employee and Student Assistance Programs

Calumet College of St. Joseph is responsible for offering a Drug and Alcohol-Free Awareness Program each year to which all employees and students have access. Topics for this program may include, but are not limited to:

- Drug-free workplace policy,
- Health effects of controlled substances and drug abuse,
- Community resources for employee and student rehabilitation from drugs or controlled substance abuse.

Through the resources of local, state and national efforts, assistance is available for those individuals with alcohol and drug abuse problems. CCSJ offers the following drug and alcohol abuse information, counseling, assistance, and services:

Employee Assistance Program (EAP)

Perspectives, LTD

- Available to all CCSJ employees, both full- and part-time
- Video and phone counseling support
- 24/7 access via phone and online

In addition to the EAP, employees on a CCSJ medical insurance plan have additional resources for treatment of alcohol and drug abuse under health insurance coverage. Employees may contact Human Resources for additional assistance or reach out to one of the local or national resources noted below.

Locally Offered Programs

- In an emergency: call 9-1-1.
- Regional Mental Health Centers www.regionalmentalhealth.org
  - Stark Center (East Chicago location) 219-398-7050
  - Strawhun Center (Merrillville location) 219-769-4005
- 24 Hour Crisis Line 219-769-4005
- Narcotics Anonymous www.na.org
  - North West Area (Gary location) 219-765-5327
  - South Shore Area (Valparaiso location) 219-793-6262
- Alcoholics Anonymous of the Hammond Area (219)-844-6695 or www.aanwi.org

National Resources

- National Alcohol and Drug Abuse Help Line 1-800-821-4357
- Alcohol Abuse 24 Hour National Hotline 1-800-950-7226
- Department of Drug Enforcement: Drug Fact Sheets http://www. dea.gov/factsheets

Student Assistance Program (SAP)

The Providing Access to Health (PATH) Program is a confidential counseling service provided to students for personal and school concerns which may interfere with academic performance and/or quality of life. PATH serves as an excellent resource for addressing issues such as substance and alcohol abuse and school conflicts. For more information, contact the PATH Counselor, at 219-413-3702.