

# LINCOLN EDUCATIONAL SERVICES CORPORATION

## POLICY ON DRUGS AND ALCOHOL

### I. Overview

Lincoln Educational Services Corporation (Lincoln) promote (m)-me (m)-mwTww heNc(wTww heNc(v

for enforcing strict adherence to the applicable state and local laws. At certain Lincoln-sponsored events, the responsible use of alcohol on campus in moderation by persons who are not students at Lincoln, and who are of legal drinking age, will be permitted. It is also illegal to obtain or use false or fraudulent proof of age obtained for the purpose of purchasing or consuming alcohol, to misrepresent one's age or the age of another as being over the legal drinking age, to drive while ability impaired or while intoxicated, or to drink and drive regardless of legal drinking age. Any such conduct by a student that is brought to the attention of a Lincoln official will be treated as a violation of this policy.

#### IV. Reporting and Sanctions

##### A. Reporting Violations of the Policy on Illegal Drugs and Alcohol

Any member of the faculty, administration or staff, or any student who knows or believes that a violation of Lincoln's policy on Illegal Drugs or Alcohol has taken place may file a complaint against such student, administrator, or staff or faculty member. In the case of a student, allegations will be investigated and adjudicated in accordance with Lincoln's disciplinary procedures.

##### B. Student Sanctions

Upon finding credible evidence of a policy violation by any student, Lincoln will take appropriate disciplinary action, and may impose sanctions up to and including probation, suspension or expulsion. Lincoln will also cooperate fully with law enforcement agencies in the investigation and prosecution of drug-related crimes that occur on Lincoln premises or at Lincoln-related events and activities or that otherwise affect the Lincoln community.

##### C. Employees Sanctions

If an employee is suspected of violating this policy or any other related policies, the College will initiate an investigation through Human Resources to determine the appropriate course of action.

Individuals whose work performance is determined to be impaired as a result of use or abuse of drugs or alcohol (either on or off campus); who illegally use or abuse drugs or alcohol on campus or while on college business; who violate any provisions of this policy or who have been convicted of violating any criminal drug statute while on college

and information may be disclosed among managers on a need-to-know basis and may also be disclosed where relevant to a grievance, charge, claim or other legal proceeding initiated by or on behalf of an employee or applicant.

V. Risks Associated with the Use of Illegal Drugs and Alcohol Health Risks

Lincoln has the obligation to protect the interests and rights of students as well as those of the community as a whole. At the same time, Lincoln understands that drug abuse may be a symptom of deeper personal and emotional problems. Lincoln may also offer assistance to students in such circumstances and emphasizes the reciprocal responsibility of the individual to seek such help. The health consequences of alcohol and substance abuse may be immediate and unpredictable, such as fatalities associated with alcohol and drug overdoses, or more long-term, such as the liver and brain damage associated with the prolonged use of alcohol. The following are some of the health consequences of alcohol and other drug use:

A. Alcohol

Short-term effects include depressed central nervous system, impeded attention and memory, impaired judgment, impaired vision, impairment of other senses, irregular sleep, impaired driving, unconsciousness, and, with excessive use, death. Long-term effects of heavy use include damage to the liver, heart and pancreas. The use of alcohol can also lead to the development of alcoholism, which is a chronic disease that can lead to physical and mental health problems.



