NPTI Drug & Alcohol Abuse Prevention Program & Policy

National Personal Training Institute
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The Drug Free Workplace Act of 1988 & Drug Free Schools and Communities Act Amendment of 1991 mandate that the School has a drug & alcohol abuse prevention program. The prevention program is comprised of the following components:

1. Education and information about the dangers of drug abuse in the workplace and on School property will be disseminated through School memos, videos, and posters to employees, faculty and students.
2. The Director will meet with any students or employees that may be suspected of drug use and will oversee the action that may result from any violations of School policy.
3. Self-referrals, as well as supervisory referrals, to drug counseling and rehabilitation programs will be made to Substance Abuse Rehab Boston or Boston ASAP.

The National Personal Training Institute recognizes that employees and students of the School may, in accordance with the federal, state and local laws, choose to use alcohol on their own time. The School will actively work to educate employees and students about alcohol and drugs and make help available for those who need it.

Health Risks

Using alcohol and other drugs carries risks. Alcohol and drugs impair your judgment, making you more likely to hurt yourself or others, to have trouble with the law, to do poorly at work and school, and to have relationship trouble. Alcohol and drugs also have specific health risks: they can damage major organs, increase your risk of cancers, and even cause death.

Definitions:

- **Drug** – any substance that has known mind or function altering effects on a person, including psychoactive substances prohibited or controlled by Federal and State laws.
- **Prescribed Drug** – any substance prescribed for use by the employee by a licensed medical practitioner.

School Sanctions

To ensure a safe and productive work & learning environment, the following is prohibited from happening on School property or as part of any School activity:

- Unlawfully manufacturing, distributing, dispensing, possessing, or using controlled substances, or misusing or abusing prescribed or over-the-counter drugs;
- Having present in his/her body detectable levels of illegal drugs or alcohol while executing job duties during normal working hours;
- Violating any federal or state law relating to drugs;
- Consuming alcoholic beverages on School premises (rather owned or leased) or at a School-sponsored function unless so authorized by an executive officer of the National Personal Training Institute.

Anyone violating this policy regarding alcohol and illegal drugs and/or controlled substances will be subject to disciplinary action up to and including termination (employee) or suspension and/or expulsion (student) in addition to referral for prosecution by local and federal authorities.

External Sanctions

Students and employees must be aware that there are significant criminal penalties, under federal and state law, for the unlawful possession or distribution of alcohol and illegal drugs.

Violations	**Penalties**
Possession in the State of Florida	
Possession of Marijuana (20 Grams or Less)	First Degree Misdemeanor: One year in jail; $1,000 fine
Possession of Marijuana (More Than 20 Grams)	Third Degree Felony: Maximum penalty of five years in jail; $5,000 fine
Possession of a Controlled Substance (Heroin, Cocaine, Meth, Ecstasy)	Third Degree Felony: Maximum penalty of five years in jail; Up to a $5,000 fine
Possession of More Than 10 Grams of Heroin	First Degree Felony: Maximum penalty of 30 years in prison; Fines of up to $10,000
Possession of a Listed Chemical (With the Intent to Unlawfully Manufacture a Controlled Substance)	Second Degree Felony; Maximum penalty of 15 years in jail; $10,000 fine
Possession of Drug Paraphernalia	First Degree Misdemeanor: Maximum penalty of one year in jail; $1,000 fine

Federal Law: Conviction for the possession of illicit drugs results in 1 to 3 years imprisonment and a minimum fine of $1,000, unless the offense involves cocaine base (crack) which may carry mandatory imprisonment for 5 to 20 years.

The range of penalties under state law for unlawful distribution of illicit drugs is summarized in Chart One.

The severity of the sanctions imposed for both possession and distribution offenses depends on the type of quality of drugs, prior conviction, and whether death or serious injury resulted. Sanctions may be increased for offenses which involve distribution to minors or occur on or near School premises. In addition, other federal laws require or permit forfeiture of personal or real property used to illegally possess, facilitate possession, transport or conceal a controlled substance. A person's right to purchase a firearm or receive federal benefits, such as student loans, grants, contracts, or professional or commercial licenses, may also be revoked or denied as a result of a drug conviction.

Counseling & Treatment

The School encourages individuals with substance abuse problems to seek assistance.

Employees are encouraged to speak with the Director for more information on who to contact for help.

Students of the National Personal Training Institute are encouraged to seek help in their local area or through online programs and hotlines. Some examples are:

- **New Bridge Recovery and Wellness Center**: http://www.newbridgerecovery.com
- **Drug Abuse Treatment Center Orlando**: http://orlando.alcoholrecoverycenter.net/
- **Aspire Health Partners**: http://www.cfdfl.com/
- **Bridges of America**: http://www.bridgesofamerica.com/
- **SAMHSA National Helpline**: http://www.samhsa.gov/find-help/national-helpline
- **Recovery.org**: http://www.recovery.org/topics/addiction-recovery-helplines/
- **Drug Rehab Center**: www.drugrehabcenter.com
- **DrugAbuse.com**: http://drugabuse.com/library/drug-abuse-hotlines/

Federal Trafficking Penalties

DRUG/SCHEDULE	QUANTITY	PENALTIES	QUANTITY	PENALTIES
Cocaine (Schedule II)	500 – 4999 gms mixture	**First Offense**: Not less than 5 yrs, and not more than 40 yrs. If death or serious injury, not less than 20 or more than life. Fine of not more than $2	5 kgs or more mixture	**First Offense**: Not less than 10 yrs, and not more than life. If death or serious injury, not less than 20 or more than life. Fine of not more than $4 million if an individual, $10 million if not an individual.
Cocaine Base (Schedule II)	5-49 gms mixture		50 gms or more mixture	

Fentanyl (Schedule II)	40 – 399 gms mixture	million if an individual, $5 million if not an individual **Second Offense**: Not less than 10 yrs, and not more than life. If death or serious injury, life imprisonment. Fine of not more than $4 million if an individual, $10 million if not an individual	400 gms or more mixture	**Second Offense**: Not less than 20 yrs, and not more than life. If death or serious injury, life imprisonment. Fine of not more than $8 million if an individual, $20 million if not an individual. **2 or More Prior Offenses:** Life imprisonment
Fentanyl Analogue (Schedule I)	10 – 99 gms mixture		100 gms or more mixture	
Heroin (Schedule I)	100 – 999 gms mixture		1 kg or more mixture	
LSD (Schedule I)	1 – 9 gms mixture		10 gms or more mixture	
Methamphetamine (Schedule II)	5 – 49 gms pure or 50 – 499 gms mixture		50 gms or more pure or 500 gms or more mixture	
PCP (Schedule II)	10 – 99 gms pure or 100 – 999 gms mixture		100 gm or more pure or 1 kg or more mixture	
DRUG/SCHEDULE QUANTITY PENALTIES				
Other Schedule I & II drugs (and any drug product containing Gamma Hydroxybutyric Acid)	Any amount	**First Offense**: Not more that 20 yrs. If death or serious 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 injury, not less than life. Fine $2 million if an individual, $10 million if not an individual		
Flunitrazepam (Schedule IV)	1 gm or more			

Other Schedule III drugs	Any amount	**First Offense**: Not more than 5 years. Fine not more than $250,000 if an individual, $1 million if not an individual.**Second Offense**: Not more 10 yrs. Fine not more than $500,000 if an individual, $2 million if not an individual
Flunitrazepam (Schedule IV)	30 to 999 mgs	
All other Schedule IV drugs	Any amount	**First Offense**: Not more than 3 years. Fine not more than $250,000 if an individual, $1 million if not an individual.**Second Offense**: Not more than 6 yrs. Fine not more than $500,000 if an individual, $2 million if not an individual.
Flunitrazepam (Schedule IV)	Less than 30 mgs	
All Schedule V drugs	Any amount	**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 2 yrs. Fine not more than $200,000 if an individual, $500,000 if not an individual.

Federal Trafficking Penalties – Marijuana

DRUG	QUANTITY	1st OFFENSE	2nd OFFENSE
Marijuana	1,000 kg or more mixture; or 1,000 or more plants	Not less than 10 years, not more than life If death or serious injury, not less than 20 years, not more than life Fine not more than $4 million if an individual, $10 million if other than an individual	Not less than 20 years, not 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 kg to 999 kg mixture; or 100 to 999 plants	Not less than 5 years, not more than 40 years If death or serous injury, not less than 20 years, not more than life Fine not more than $2 million if an individual, $5 million if other than an individual	Not 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 if other than an individual
Marijuana	more than 10 kgs hashish; 50 to 99 kg mixturemore than 1 kg of hashish oil; 50 to 99 plants	Not more than 20 years If death or serious injury, not less than 20 years, not more than life Fine $1 million if an individual, $5 million if other than an individual	Not more than 30 years If death or seroius injury, mandatory life Fine $2 million if an individual, $10 million if other than individual
Marijuana	1 to 49 plants; less than 50 kg mixture	Not more than 5 years Fine not more than $250,000, $1 million other than individual	Not more than 10 years

Hashish	10 kg or less		Fine $500,000 if an individual, $2 million if other than individual
Hashish Oil	1 kg or less		

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NPTI will review its drug and alcohol prevention policies every 2 years and it will examine the number of incidents that occurred during that time and the sanctions that were imposed by the school.