



HIGHLAND COMMUNITY COLLEGE

Partners in a safe, drug-free campus community 2020

COMMITMENT

Highland Community College (HCC) recognizes the responsibility of maintaining a drug-free, safe educational environment conducive to academic achievement and student growth. HCC students, employees, and visitors are expected to conduct themselves in a manner which serves credit to themselves, the College and the community. College employees or students who violate local, state or federal laws on campus or at off-campus College-sponsored activities will be subject to legal sanctions and considered for disciplinary action by the College as outlined in the personnel manual for employees and the college catalog for students and campus visitors.

CAMPUS SECURITY & SAFETY

Highland Community College is concerned with the safety and welfare of all students, faculty, staff, and visitors on campus. Campus security is a responsibility shared by all members of the campus community. Highland utilizes the services of the full-time deputies on the Stephenson County Sheriff's Department. If security problems arise or criminal activities are witnessed, services can be obtained by calling 815-599-3652 or 911.

In the event a forcible or non-forcible sex offense occurs on campus, an individual has several reporting options as outlined in the Resources and Rights for Victims of Sexual Misconduct including reporting to campus investigators (contact information below), reporting to law enforcement, or making an anonymous report.

Title IX Coordinator
Vice President of Student Development and Support Services
Liz Gerber M-101
815-599-3531
Liz.Gerber@highland.edu

Title IX Deputy Investigator
Director of Human Resources
Karen Brown H-232
815-599-3402
Karen.Brown@highland.edu

CAMPUS FACILITIES

The sheriff's deputy staff patrol the campus to assure a high level of physical security. They routinely inspect campus facilities for potential safety problems such as defective lighting, inoperative doors or locks, broken sidewalks, steps, handrails and any other conditions which might compromise the personal safety of individuals on campus. Persons identifying such conditions can report the situation, in writing, to the facilities staff for correction or call 815-599-3451.

AFTER HOUR BUILDING ENTRY

All employees issued a building key who desire to enter a campus building after hours should contact the facilities staff at 815-599-3451, or in person, for their safety. Persons requesting access to a building after hours but not having a key to do so will be required to show two forms of identification and state

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their reason for requesting admission.

CRIME REPORTING

EMPLOYEE, STUDENT AND VISITOR RESPONSIBILITY FOR CRIME PREVENTION ON CAMPUS.

The crime rate at HCC is very low. The efforts of College employees and students will assist in keeping criminal activity to the lowest possible level on campus. To that end, some do's and don'ts are listed below that College employees and students are expected to follow:

- DO Report all crimes and suspicious activities.
- DO Protect your personal property just as you would money.
- DO Mark your property such as laptops, phones, etc., with some form of identification number (such as your Illinois driver's license number)
- DON'T Leave books, cell phones, jewelry, purses, wallets, backpacks or other valuables unattended.
- DON'T Leave valuables on a chair behind you while at a study carrel.

Remember, by always protecting your property you reduce the opportunity for a thief to commit a crime. A sheriff's deputy patrols the campus 7:30 a.m. - 11 p.m., Monday-Friday.

CRIME STATISTICS

College employees and students who witness criminal activities on campus or at an off-campus College sponsored event should report the criminal activity to 815-599-3652 or 911 after 5:00 p.m. or on weekends.

HCC Crime Statistics from 2014 to 2018. Also available on the Department of Education Web site at <http://ope.ed.gov/security>. (see next page)

	2014	2015	2016	2017	2018
Criminal Homicide					
Murder	0	0	0	0	0
Negligent	0	0	0	0	0
Manslaughter	0	0	0	0	0
Sex Offenses					
Forcible	0	0	0	0	0
Non-forcible	0	0	0	0	0
Domestic Violence	1	1	0	1	0
Dating Violence	0	0	0	0	0
Stalking	0	0	1	1	0
Robbery	0	0	0	0	0
Aggravated Assault	0	0	0	0	0
Burglary	0	0	0	0	0
Theft	5	3	8	6	5
Motor Vehicle Theft/vandalism	0	0	0	0	0
Liquor Law Violation	0	0	0	0	0
Drug Abuse Violation	0	0	1	2	0
Weapons Possession	0	0	0	0	0
Criminal Damage	1	6	0	0	1
Hate Crimes	0	0	0	0	0

CAMPUS SEX CRIMES PREVENTION ACT NOTICE

Updated 9/15/2020

The Campus Sex Crimes Prevention Act (CSCPA) provides tracking of convicted, registered sex offenders enrolled as students at institutions of higher education, or working or volunteering on campus. Under the Act, as of October 28, 2002, sex offenders are to inform their state agencies when they become a student, carry on a vocation, or become employed at an institution of higher education. The registering agencies are required to notify the law enforcement agency having jurisdiction where the institution is located, of the presence of the sex offender on campus. The law also requires institutions of higher education to issue a statement advising the campus community where law enforcement information provided by the state concerning registered sex offenders may be obtained.

Sex offender information is compiled by the Illinois State Police. The state police maintain a Web site that allows the public to search their sex offender database online. To learn the identity of registered sexual offenders on or near campus, or anywhere in Illinois, visit www.isp.state.il.us/sor/frames.htm. Once there, you can search by city, county , or zip code. Information can also be obtained at the campus Sheriff’s Office, located on the first floor of the Student/Conference Center (next to the cafeteria), or by calling 815-599-3652.

COLLEGE ALCOHOL AND DRUG POLICIES

Highland Community College prohibits the unlawful use, possession, distribution, dispensing, and manufacture of illicit drugs and alcohol on campus (including in or any property owned or controlled by the college). Anyone in violation of this policy or under the influence of drugs or alcohol on campus is subject to appropriate disciplinary action as described in the Code of Conduct or the College personnel manual, including suspension, expulsion, termination of employment, and referral to prosecution. Any sanctions will be consistent with local, state, and federal laws and may include incarceration and monetary fines. Educational programs discussing the use and abuse of alcohol and drugs and other health issues are presented in the First Year Experience Seminar also may be presented in periodic programs, which are advertised on College bulletin boards, the website, and email.

Due to the new Illinois law legalizing cannabis for recreational use, it is important to note that the federally mandated Drug-Free Schools and Communities Act requires college campuses to prevent the use and possession of illegal drugs. Under federal law, cannabis is classified as an illegal drug; therefore, cannabis is not permitted on Highland’s campus. The unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance is prohibited in and on property owned or controlled by Highland Community College. Students and employees are expected to maintain a drug-free, safe, educational environment conducive to academic achievement. No employee will report to work while under the influence of alcohol or illegal drugs. Violation of these rules by an employee will be a reason for mandatory evaluation/treatment for a substance use disorder and/or for disciplinary action up to and including dismissal.

ASSISTANCE FOR THOSE WITH SUBSTANCE ABUSE PROBLEMS

College students seeking assistance with controlled substance abuse problems may call Liz Gerber, 815-599-3531, or they may contact the following agencies/organizations.

Rosecrance Center	Changes Place	FHN Family Counseling
1021 N. Mulford Ave.	773 W. Lincoln Blvd.	421 W. Exchange St
Rockford, IL 61101	Freeport, IL 61032	Freeport, IL 61032
844-711-5106	815-232-1913	815-599-7300

College employees may contact the above agencies. They may also utilize the College Employee

Assistance Program, which is available to employees and their families through ACI Specialty Benefits. For information on Highland EAP visit: (G:)\\General\\HR-Payroll Resources for Employees\\EAP thru LIFE INSURANCE

EFFECTS ASSOCIATED WITH THE USE OF ALCOHOL AND/OR ILLICIT DRUGS

Alcohol and drug consumption causes a number of marked changes in behavior. Even low doses significantly impair the judgment and coordination required to drive a car safely, increasing the likelihood that the driver will be involved in an accident. Low to moderate doses also increase the incidence of a variety of aggressive acts, including spouse and child abuse. Moderate to high doses cause marked impairments in higher mental functions. Very high doses cause respiratory depression and death. If combined with other depressants of the central nervous system, much much lower doses of alcohol will produce the effects just described.

Repeated use of alcohol and/or drugs can lead to dependence. Sudden cessation of intake is likely to produce withdrawal symptoms, including severe anxiety, tremors, hallucinations, and convulsions. Withdrawal can be life-threatening. Long-term consumption of large quantities, particularly when combined with poor nutrition, can also lead to permanent damage to vital organs such as the brain and the liver.

Women who drink alcohol or use drugs during pregnancy may give birth to infants with fetal alcohol syndrome or drug dependence. These infants may have irreversible physical abnormalities and mental retardation. In addition, research indicates that children of alcoholic parents are at greater risk than other children of becoming alcoholics.

FEDERAL DRUG LAWS

Federal law requires colleges to make available in published form federal drug law information. The possession, use or distribution of illicit drugs is prohibited by federal law. Strict penalties are provided for convictions, including mandatory prison terms for many offenses. This information, although not complete is an overview of federal penalties for first convictions. All penalties are doubled for any subsequent drug conviction. State laws of Illinois may vary from, but do not exclude federal laws.

Due to the new Illinois law legalizing cannabis for recreational use, it is important to note that the federally mandated Drug-Free Schools and Communities Act requires college campuses to prevent the use and possession of illegal drugs. Under federal law, cannabis is classified as an illegal drug; therefore, cannabis is not permitted on Highland's campus. The unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance is prohibited in and on property owned or controlled by Highland Community College. Students and employees are expected to maintain a drug-free, safe, educational environment conducive to academic achievement. No employee will report to work while under the influence of alcohol or illegal drugs. Violation of these rules by an employee will be a reason for mandatory evaluation/treatment for a substance use disorder and/or for disciplinary action up to and including dismissal.

FEDERAL DRUG POSSESSION PENALTIES (21 U.S.C. 844)

Updated 9/15/2020

Persons convicted on federal charges of possessing any controlled substance face penalties of up to 1 year in prison and a mandatory fine of not less than \$1000 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 \$2500. Subsequent convictions are punishable by not less than 90 days but not more than 3 years in prison and a minimum fine of \$5000. Special sentencing provisions for possession of crack cocaine impose a mandatory prison term of not less than 5 years but not more than 20 years and a fine of up to \$250,000, or both if:

- a.) it is a first conviction and the amount of crack cocaine possessed exceeds 5 grams.
- b.) it is a second conviction and the amount of crack cocaine possessed exceeds 3 grams.
- c.) it is a third or subsequent crack cocaine conviction and the amount exceeds 1 gram.

Civil penalties of up to \$10,000 may also be imposed for possession of small amounts of controlled substances, whether or not criminal prosecution is pursued. If death or serious bodily injury results from the use of a controlled substance which has been illegally distributed, the person convicted on federal charges of distributing the substance, face a mandatory life sentence and fines ranging up to \$8 million.

Persons convicted on federal charges of drug trafficking within 1,000 feet of a University (21 U.S.C. 845a) face penalties of prison terms and fines which are twice as high as regular penalties for the offense, with a mandatory prison sentence of at least one year.

FEDERAL DRUG TRAFFICKING PENALTIES (21 U.S.C. 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 convictions. Penalties for subsequent convictions are twice as severe.

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.
Hashish More than 10 kilograms	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 Oil More than 1 kilogram	
Marijuana less than 50 kilograms marijuana (but does not include 50 or more marijuana plants regardless of weight)	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.
1 to 49 marijuana plants	
Hashish 10 kilograms or less	
Hashish Oil 1 kilogram or less	

Federal Trafficking Penalties for Schedules I, II, III, IV, and V (except Marijuana)				
Schedule	Substance/Quantity	Penalty	Substance/Quantity	Penalty
II	Cocaine 500-4999 grams mixture	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. 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.	Cocaine 5 kilograms or more mixture	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. 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.
II	Cocaine Base 28-279 grams mixture		Cocaine Base 280 grams or more mixture	
IV	Fentanyl 40-399 grams mixture	Fine of not more than \$5 million if an individual, \$25 million if not an individual.	Fentanyl 400 grams or more mixture	Fine of not more than \$10 million if an individual, \$50 million if not an individual.
I	Fentanyl Analogue 10-99 grams mixture		Fentanyl Analogue 100 grams or more mixture	
I	Heroin 100-999 grams mixture	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.	Heroin 1 kilogram or more mixture	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.
I	LSD 1-9 grams mixture		LSD 10 grams or more mixture	
II	Methamphetamine 5-49 grams pure or 50-499 grams mixture	Imprisonment. Fine of not more than \$8 million if an individual, \$50 million if not an individual.	Methamphetamine 50 grams or more pure or 500 grams or more mixture	Imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.
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.		
Any Drug Product Containing Gamma Hydroxybutyric Acid Flunitrazepam (Schedule IV) 1 Gram		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 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.		

DENIAL OF FEDERAL BENEFITS (21 U.S.C. 862)

A federal drug conviction may result in the loss of federal benefits, including school loans, grants, scholarships, contracts, and licenses. Federal drug trafficking convictions may result in denial of federal benefits for up to 5 years for a first conviction, 10 years for a second conviction, and permanent denial of federal benefits for third conviction. Federal drug convictions for possession may result in denial of federal benefits for up to 1 year for a first conviction and up to 5 years for subsequent convictions.

FORFEITURE OF PERSONAL PROPERTY AND REAL ESTATE (21 U.S.C. 853)

Any person convicted of a federal drug offense punishable by more than 1 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.