

The Jeanne Clery act
Annual Safety & Security Report 2013

Fairview Academy

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Fairview Academy

Introduction and Purpose

The safety of students, associates and visitors is an important concern of Fairview Academy. We prepared this report to increase your awareness of a number of programs and provide information to protect your safety and well being.

Fairview Academy prepares the Annual Security Report to comply with the *Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act (Clery Act)*. Institutions participating in federal student financial aid must present to current and future students and employees certain crime statistics and policies in accordance with the *Clery Act*. The purpose of this report is to provide information relating to campus safety and security in an effort to aid future and current students and employees in making informed decisions regarding the College.

The Annual Security Report is published every year by October 1st and contains three years of campus crime statistics and campus security policy statements in accordance with the *Clery Act*. Fairview Academy administrators prepare this report which includes reported campus crime, arrest and referral statistics to local law enforcement agencies and designated campus officials.

Fairview Academy does not have on or off campus housing. Therefore, no crime statistics or policies pertaining to such are included in this report.

Potential students and employees are notified that they have access to the report on our web page at www.fairviewacademy.com under Campus Safety

Crime Reporting Procedures

Reporting Crimes

Students, faculty, and staff are strongly encouraged to report all crimes to local law enforcement, dial 9-1-1 (emergencies only). Any suspicious activity or person seen in the parking lots or loitering around vehicles, inside building should be reported to the local law enforcement agency. Local Law Enforcement Agency

Local Phone Number

Emergency Number

Fairview Park Police Department

(440) 356-4415

9-1-1

Fairview Academy works cooperatively with local law enforcement agencies when necessary; however, there are no written memoranda of understanding agreements between Fairview Academy and local law enforcement agencies to investigate alleged crimes. Fairview Academy does, in good faith effort, contact local law enforcement agencies to obtain data on *Clery Act* crimes that occurred on or near the campus. Fairview Academy does not have a police or security department and no Fairview Academy employee or staff member possesses arrest authority.

Confidential Crime Reporting

Victims of crime may not want to pursue action with Fairview Academy or the criminal justice system and may still want to consider making a confidential report. With permission, the Campus Administrator/President or a designee of Fairview Academy can complete an incident report on the details of the incident without revealing the victim's identity. The purpose of confidential reporting is to comply with the wish to keep matters confidential while taking measures to keep the campus community safe. With such information, Fairview Academy can keep accurate records and become aware of any patterns of crime that may warrant action. Reports filed in this manner are counted and disclosed in the annual crimes statistics for Fairview Academy.

Fairview Academy does not employ or contract with any pastoral counselors who provide confidentiality services to students or employees. However, Fairview Academy provides information on counseling and rehabilitation agency.

The nearest emergency room is at Fairview Hospital, 18200 Lorain Ave. Cleveland, OH. In addition to medical treatment, the hospital may also provide access to counseling and other victim services.

Emergency Response and Evacuation

Response and Evacuation Procedures

Emergencies are unexpected events which must be dealt with urgently to protect the health and safety of others. Emergencies may be related to natural disasters such as earthquakes, criminal activity such as armed robberies, environmental disasters, or highly contagious health concerns.

Fairview Academy will, without delay, and taking into account the safety of the community, determine the content of the notification and initiate its Emergency Notification System (ENS), unless issuing a notification will, in the professional judgment of responsible authorities, compromise efforts to assist a victim or to contain, respond to or otherwise mitigate the emergency. The Campus Administrator/President or Designee have the authority and are responsible for overall management and administration of the plan. The entire campus community will be notified when there is at least the potential that a very large segment of the community will be affected by a situation or when a situation threatens the operation of the campus as a whole.

The Campus Administrator/President or Designee will create the emergency notification and Fairview Academy, Network Administrator and/or Maintenance Department will be responsible to notify students/employees. If deemed necessary, the outside of the campus community will be notified of the emergency through local law enforcement and/or public health agency. In addition, Fairview Academy's administrative staff will contact parents, guardians, spouses and those listed as emergency contacts by the student via phone. Other staff and faculty members may be designated as back-ups and to assist with assigned tasks.

Emergencies are identified by campus staff, by other campus community members, emergency alert radio, and forms of public media and notification. Anyone wishing to report an emergency should contact the Campus Administrator/President or Designee or other available administrative staff as soon as safely possible using the most efficient means available.

Upon confirmation of a significant on campus emergency or dangerous situation involving an immediate threat to the health or safety of students and employees, the Campus Administrator/President or Designee will issue an emergency notification and also notify the appropriate local emergency response teams, law enforcement, and individuals on campus who are in harm's way. Local authorities will determine when and if it is necessary to notify the surrounding community. The Campus Administrator/President or Designee will determine what information should be contained in the alert. Campus alerts may be issued via e-mail, classroom announcement, alarm, or any combination of methods determined to be necessary. Depending on the situation, additional alerts will be disseminated as information becomes available.

Evacuations to safe locations will be implemented when necessary and proceed in an organized manner per policy and procedure. All students are required to comply with the plan and the directions given to them by campus safety staff, faculty, or public emergency response teams or law enforcement agencies during actual emergencies and drills for their personal safety. At no time during an actual campus emergency or drill shall students be permitted to leave the campus unless directed to do so.

The plan, including any updates, is reviewed with new students and employees, in classes at the start of each new term, and at a number of faculty meetings during the year. Evacuation routes are identified in each classroom and other areas the Campus Administrator/President or Designee deems necessary.

Timely Warnings for an Emergency

In the event of an ongoing or continuing threat to the campus community, a timely warning is issued verbally. Timely shall be defined to mean immediately or as immediately as possible under the circumstances. The intent of a timely warning is to provide adequate information necessary to enable the campus community to protect themselves when a significant emergency or dangerous situation occurs. The content of the timely warning will not disclose information that may compromise law

enforcement efforts. Anyone with information that warrants a timely warning should report it immediately to the Campus Administrator/President or Designee is responsible for ensuring timely warnings are issued to the campus community.

Facilities Security and Access

The campus facilities are open during day and evening business hours and are accessible to students, employees, contractors, guests, and invitees. The campus is secured during non-business hours by locking doors and setting alarms and only accessible by issued key and alarm pass code. Fairview Academy does not have on or off campus residences or official off campus student organizations. Fairview Academy does not have a security or police department. Facilities and landscaping are maintained in a manner that minimizes hazardous conditions. The Campus Administrator/President or Designee regularly reviews the campus and reports malfunctioning lights and other unsafe physical conditions to Fairview Academy's Designee for correction.

Security Awareness Programs for Students and Employees

Safety and security awareness programs are in place for students and employees. The common theme of awareness and crime prevention programs are to encourage students and employees to be aware of their responsibility for their own security and the security of others. The Emergency Response and Evacuation Procedure, including crime prevention, are available in the classrooms and Campus Crime Bulletin Board and reviewed with students during orientation. Security, including crime prevention, is provided to employees at hire date.

Instructors are required discuss emergency evacuation procedures and safety policy on the first day of class.

Personal Security

As of July 2014, there has never been a reported assault at Fairview Academy. However, the possibility of an assault occurring in the future still exists. The most likely place for an assault to occur is in the parking lot. It is strongly suggested that students that are concerned for their personal safety not walk to their car alone especially after dark. They should walk with another student or request an escort from an available employee. The College encourages students and employees to be aware of their responsibility for their own security and the security of others.

Employees and students are expected to follow safe practices while on campus property. Following safe practices will reduce the possibility of accidental emergencies, and increase the effectiveness of the campus response to unforeseen emergencies.

Effective crime prevention begins with personal involvement and responsibility. By taking a few moments to think before acting, we can all make ourselves less likely to become a victim or a statistic. The following is a list of DOs and DON'Ts to help you in protecting your personal property and yourself. DO lock your car at all times – when

parked and when driving; DO report all crimes and/or suspicious activities to campus officials promptly; DO mark your valuable possessions (books, calculators, recorders, etc.); DO treat all personal property as you do cash; DO ask a friend to walk with you to the parking lot; DON'T leave valuables in plain sight in your vehicle (iPods, GPS devices, books). DON'T leave books, handbags, book bags, wallets, etc. unattended anywhere; DON'T leave your purse or other valuables in an unlocked desk or file cabinet; DON'T walk through dark areas alone; DON'T leave cash or checks in your unlocked desk or file cabinet. Crime prevention is everyone's job. With some effort and forethought we can maintain a safe campus environment.

The campus community is obligated to report all unsafe activities, potential and real emergencies, and/or criminal activities to the Campus Administrator/President or Designee as soon as possible. Persons responsible for carrying out the emergency response and evacuation procedures include: Campus Administrator/President or Designee.

Alcoholic and Drug Prevention Policy

Fairview Academy is proud to be a drug-free work place, complies with the Drug Free Work Place Act, and the Drug Free Schools and Campuses Act.

Prevention and Treatment

The Campus Administrator/President or Designee provides an overall coordination of the Drug and Alcohol-Free Workplace/Campus Policy. Drug and Alcohol educational materials are available to students and employees.

Alcoholic Beverages

The possession, sale or the furnishing of alcohol at Fairview Academy is prohibited. Laws regarding the possession, sale, consumption or furnishing of alcohol is controlled by the State of Ohio. However, the enforcement of alcohol laws on-campus is the primary responsibility of the Campus Administrator/President or Designee and local law enforcement agencies. Fairview Academy has been designated “Drug-free” and in no circumstances is the consumption of alcohol permitted. The possession, sale, manufacture or distribution of any controlled substance is illegal under both state and federal laws. Such laws are strictly enforced by the Campus Administrator/President or Designee and local law enforcement agencies. Violators are subject to Fairview Academy’s disciplinary action, criminal prosecution, fine and imprisonment. It is unlawful to sell, furnish or provide alcohol to a person under the age of 21. The possession of alcohol by anyone under 21 years of age in a public place or a place open to the public is illegal. It is also a violation of Fairview Academy’s Drug and Alcohol-Free

Workplace/Campus Policy for anyone to consume or possess alcohol in any public or private area of Fairview Academy. Students and employees violating alcohol/substance policies or laws will be subject to discipline by Fairview Academy. For more information, please refer to the most recent Drug and Alcohol-Free Workplace/Campus Policy.

Health Risks Associated with Substance Abuse

Substance abuse can cause very serious health and behavioral problems, including short and long-term effects upon both the body (physiological) and mind (psychological), as well as impairment of learning ability, memory, and performance. For additional information on health risks of substance abuse, see: <http://www.drugabuse.gov/related-topics/medical-consequences-drug-abuse>. (See **Appendix B**)

Illegal Drug Possession

Fairview Academy has been designated “Drug free”. The possession, sale, manufacture or distribution of any controlled substance is illegal under both state and federal laws. Such laws are strictly enforced by the Campus Administrator/President or Designee and local law enforcement agencies. Violators are subject to Fairview Academy’s disciplinary action, criminal prosecution, fine and imprisonment. For more information, please refer to the most recent Drug and Alcohol-Free Workplace/Campus Policy.

Disciplinary Action for Weapons, Drug, and Alcohol Violation

Fairview Academy is committed to helping students meet their educational and career goals. Employees are held to a high standard and are required to conduct themselves in a professional manner. When students or employees violate weapon, drug, or alcohol laws, disciplinary action will result. Disciplinary action may result in dismissal or termination. Fairview Academy provides assistance in counseling or a rehabilitation agency.

The results of any investigation are available upon request to victims or if necessary, the victims next of kin as determined and required by Federal and State laws.

Legal Sanctions – Laws Governing Alcohol

The Clery Act requires Fairview Academy to inform students and employees of laws governing Alcohol. The State of Ohio has set 21 as the minimum age to purchase or possess any alcoholic beverage. Specific ordinances regarding violations of alcohol laws, including driving while intoxicated, are available from the State Department of Ohio.

Fairview Academy Sanctions

A violation of any law regarding the unlawful possession, use or distribution of illicit drugs and alcohol by students or employees is also a violation of Fairview Academy’s Drug and Alcohol-Free Workplace/Campus Policy and will be treated as a separate disciplinary matter by Fairview Academy. For more information, please refer to the most recent Drug and Alcohol-Free Workplace/Campus Policy.

Sexual Offense Policy and Other Information

Fairview Academy is required by the Clery Act to include in its Annual Security Report information about Sex offense policy and procedures, prevention and how to access information on registered sex offenders in the campus community.

Sexual Offense Policy

Sexual assault is not tolerated by Fairview Academy. Fairview Academy will promptly investigate all allegations of sexual assault and take appropriate action where required. For instance, Fairview Academy will change a student's academic schedule in order to protect the victim of a sexual offense.

What to do if you are Sexually Assaulted

If you are a victim of a sexual assault, your first priority should be to get to a place of safety. You should then obtain necessary medical treatment. Fairview Academy strongly advocates that a victim of sexual assault report the incident in a timely manner. Time is a critical factor for evidence collection and preservation. Victims of an assault should be reported directly to the local law enforcement agency but reporting is at the victim's discretion. In addition, the Campus Administrator/President or Designee will assist the student in notifying these authorities at the student's request.

Filing a police report with the local law enforcement agency will not obligate the victim to prosecute. Filing a police report will:

- Ensure that a victim of sexual assault receives the necessary medical treatment and tests at no expense to the victim;
- Provide the opportunity for collection of evidence helpful in prosecution which cannot be obtained later (ideally a victim of sexual assault should not wash, douche, use the toilet, or change clothing prior to a medical/legal exam); and
- Assure the victim has access to free confidential counseling from counselors specifically trained in the area of sexual assault crisis intervention.

Sexual Assault Counseling Services

Fairview Academy does not provide on-campus or off-campus counseling services. However, Fairview Academy can and will refer the victim to a non-related, outside counseling service such as a local rape counseling center.

Sexual Assault Disciplinary Action

The victim of a sexual assault may choose for the investigation to be pursued through the criminal justice system and Fairview Academy or only the latter. To initiate disciplinary action against a student or employee for sexual assault, a report must be made to the Campus Administrator/President or Designee.

Sanctions

A student or employee found guilty of a sexual assault will be dismissed or terminated.

Disclosures to Alleged Victims of Crimes of Violence or Non-forcible Sex Offenses

Fairview Academy will, upon written request, disclose to the victim of a crime of violence, or a non-forcible sex offense, the results of any disciplinary hearing conducted by Fairview Academy against the student who is the alleged perpetrator of the crime or offense. If the alleged victim is deceased as a result of the crime or offense, the results of the disciplinary action may be provided to the victim's next of kin, if requested.

Prevention Programs

Educational information regarding sexual assaults, date rape, acquaintance rape, and other forcible and non-forcible sex offenses is available to students on-line. Fairview Academy also has information concerning these topics available in the Director of Student Affairs Office.

Availability of Sex Offender Registry

In accordance to the "Campus Sex Crimes Prevention Act" of 2000, which amends the Jacob Wetterling Crimes Against Children and Sexually Violent Offender Registration Act, the Jeanne *Clery Act* and the Family Educational Rights and Privacy Act of 1974, go to the State of Ohio Department of Justice's register sex offender's website. This act 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. It also requires sex offenders already required to register in a State to provide notice of each institution of higher education in that State at which the person is employed, carries a vocation, or is a student. In Ohio, convicted sex offenders must register with local law enforcement under Megan's Law

The registry is available via the Internet and is available at the following web address:
<http://www.meganslaw.gov/>

Violence Against Women Reauthorization Act of 2013 (VAWA)

The Violence Against Women Reauthorization Act of 2013 (VAWA) amended the Clery Act and will require Fairview Academy to compile statistics for additional crimes that are reported to Fairview Academy or to local police agencies. These additional crimes include sexual assault, domestic violence, dating violence, and stalking. Fairview Academy will begin to compile statistics on VAWA crimes in 2014 and as additional guidance is provided to Fairview Academy, future Annual Security Reports may have more details on this new law.

Hate Crimes

There were 0 reported incidents of hate crimes reported for 2011, 2012, or 2013.

Hate crime statistics are presented in narrative format when there are no hate crimes to report or if there are a limited number of hate crimes reported.

A *Clery Act* hate crime is committed when the victim was intentionally targeted because of bias. Bias for the purpose of *Clery Act* hate crime reporting is *a preformed negative opinion or attitude toward a group of persons based on their race, gender, religion, disability, sexual orientation, or ethnicity/national origin*. Hate crime categories include murder/non-negligent manslaughter, sex offenses – forcible, sex offenses – non forcible, incest, statutory rape, robbery, aggravated assault, burglary, motor vehicle theft, arson, simple assault, larceny-theft, intimidation, destruction/damage/vandalism of property.

Fairview Academy takes hate crimes and all criminal offences seriously and encourages the campus community to report any crime to the Campus Administrator/President or Designee. Crimes also can be reported by calling 911.

APPENDIX A

FEDERAL PENALTIES AND SANCTIONS FOR ILLEGAL

POSSESSION OF A CONTROLLED SUBSTANCE

21.U.S.C. 884(a)

1st conviction: Up to 1 year imprisonment and fined at least \$1,000.00, but not more than \$100,000.00 or both.

After 1 prior drug conviction: At least 15 days in prison, not to exceed 2 years and fined \$2,500.00, but not more than \$250,000.00 or both.

After 2 or more prior drug convictions: At least 90 days in prison, not to exceed 3 years and fined at least \$5,000.00, but not more than \$250,000.00 or both.

Special sentencing provisions for possession of crack cocaine; Mandatory at least 5 years

years in prison, not to exceed 20 years and fined up to \$250,000.00 or both.

A) 1st conviction and the amount of crack possessed exceeds 5 grams.

B) 2nd conviction and the amount of crack possessed exceeds 3 grams

C) 3rd or subsequent crack conviction and the amount of crack possessed

exceeds 1 gram

22.U.S.S. 853(a)(2) and 881(a)(7)

Forfeiture of personal and real property used to possess or to facilitate possessions of a controlled substance, that offense is punishable by more than 1 year imprisonment. (See special sentencing provisions re: crack).

21,U.S.C.881(a)(4)

Forfeiture of vehicles, boats, aircraft or any other conveyance used to transport or conceal a controlled substance.

21.U.S.C.884a

Civil fine of up to \$10,000.00 (Pending adoption of final regulations.

21.U.S.C.853a

Denial of Federal benefits such as student loans, grants, contracts and professional and commercial licenses, up to 1 year for 1st offense, up to 5 years for 2nd and subsequent offenses.

18.U.C.933(g)

Ineligible to receive or purchase a firearm.

Miscellaneous: Revocation of certain Federal licensees and benefits, e.g. pilot license, public housing tenancy, etc., are vested within the authorities of individual Federal Agencies.

*****NOTE: These are only Federal penalties and sanctions. Additional State penalties and sanctions do apply**

APPENDIX B

HEALTH RISKS ASSOCIATED WITH ALCOHOL

Alcohol consumption causes a number of marked changes in behavior. Even low doses significantly impair the judgment and coordination required in driving a car safely, increasing the likelihood that the driver will be involved in a car accident. Low to moderate doses of alcohol also increases the incidence of a variety of aggressive acts, including spouse and child abuse. Moderate to high doses of alcohol caused marked impairments in higher mental functions, severely altering a person's ability to learn and remember information. Very high doses cause respiratory depression and death. If

combined with other depressants of the central nervous system, much lower doses of alcohol will produce the effects just described.

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

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

As described in What Works: Schools Without Drugs (1989 Edition, Department of Education).

DRUG AND ALCOHOL-FREE WORKPLACE/CAMPUS POLICY

I.

STATEMENT OF PURPOSE

Fairview Academy has a vital interest in insuring safe, healthful and efficient working conditions for our employees/students. The unlawful or improper presence of controlled substances or alcohol in the workplace/campus conflicts with these vital interests and constitutes a violation of the public trust. For these reasons, we have established as a condition of employment/education and continued employment/education the following drug and alcohol-free workplace/campus policy. Annually, the College provides all staff and students with a Fairview Academy Drug and Alcohol-Free Workplace/Campus Policy or notification of policy on the College website (www.trumbull.edu).

II.

DEFINITIONS

1. "Employee/Student", as used in this policy, means any individual currently employed/enrolled by Fairview Academy.
2. "Controlled Substances", as used in this policy, means a controlled substance in schedules I through V of section 202 of the Controlled Substances Act (21 U.S.C. 812). Some of the names for the street drugs covered by this policy include heroin, cocaine, "coke", "crack", marijuana, hashish, barbiturates, "downers", "speed", "uppers", amphetamines, PCP, Valium, and Quaaludes.
3. "Conviction", as used in this policy, means a finding of guilt (including a plea of nolo contendere) or imposition of sentence, or both, by any judicial body charged with the responsibility to determine violations of the Federal or State Criminal statute.
4. "Criminal Drug Statute", means a criminal statute involving manufacture, distribution, dispensation, use or possession of any substance.

5. "Reasonable Cause", as used in this policy, means that a supervisor can point to objective evidence such as the actions, appearance, or conduct of an on-duty employee/student, which is indicative of the use of controlled substances or alcohol and which could affect safety or job performance. The symptoms of influence and/or use are not confined to those consistent with misbehavior, nor the obvious impairment of physical or mental ability, such as slurred speech or difficulty maintaining balance. The actions, appearance or conduct must be witnessed by at least two supervisors, if at all feasible. If only one supervisor is available, only one supervisor need witness the behavior.

6. "Under the Influence", as used in this policy, means that the employees'/students' use of controlled substances or alcohol may significantly affect safety or job performance.

7. "Use", as used in this policy, means the physical consumption of any controlled substances or alcohol by any method.

8. "Workplace/Campus", as used in this policy, means a site for the performance of work/study to be done in connection with the Company's/School's business. This includes but is not limited to all structures and surrounding properties at which the College conducts its business/education, any College vehicles or equipment whether owned, leased or used on The College premises, and other locations in which the College work or business is performed.

III.

DRUG AND ALCOHOL-FREE WORKPLACE/CAMPUS POLICY

1. Rule Against the Presence of Prohibited Drugs or Alcohol in the Workplace on Campus, the unauthorized or unlawful manufacture, distribution, dispensation, possession or use of controlled substances or alcohol is not permitted on the College premises, in College vehicles or while engaged in College activities.

2. Prohibition Against Working/School or Reporting To Work/School or Reporting To Work "Under The Influence", no employee/student shall work/perform, report to work/school, or be present on the College premises, in College vehicles, or be engaged in College activities while "under the influence" of controlled substances or alcohol.

3. Employees/Students Must Report the Medically Prescribed Use of Controlled Substances Which Significantly Affect Safety or Performance, using or being under the influence of any medically prescribed drug prohibited by this policy while on College premises, in College vehicles, or while engaged in College activities is not permitted to the extent such use or influence may affect the safety of the employee/student, co-workers/fellow students, or members of the public, the employee's/student's job performance, or the safe or efficient operation of the College and its equipment. Any employee/student using a medically prescribed drug prohibited by this policy has an obligation to

to inquire and determine whether the drug may significantly affect his/her ability to safely and efficiently perform his/her job duties. Any employee/student using a prescription drug prohibited by this policy is required to obtain a written statement of any work restrictions from the prescribing physician, dentist or other licensed practitioner.

An employee/student may continue to work/go to class, even though under the influence of such a drug, if the College has determined that with reasonable accommodation, the employee/student does not pose a threat to his/her own safety or the safety of others, or that the employee's/student's job performance will not be significantly affected by the use of such a drug. Otherwise, the employee/student may be required to take a leave of absence or comply with other appropriate action as determined by the College.

4. Reporting Obligations under The Drug-Free Workplace/Campus Act, each employee/student must notify the employer/director of any criminal drug statute conviction for a violation occurring in the workplace/school no later than five (5) days after such conviction.

5. Compliance as a Condition of Employment/Education, all employees/students are hereby advised that full compliance with the foregoing policies shall be a condition of employment/education and continued employment/education with Fairview Academy.

6. Sanctions for Violation of Drug and Alcohol-Free Workplace/Campus Policy, any employee/student who violates

the drug and alcohol-free workplace/campus policy described above shall be subject to discipline up to and including immediate discharge/suspension.

7. Required Participation in Drug or Alcohol Rehabilitation, in the discretion of the College, any employee/student who violated the College's drug-free workplace/campus policy may be required, in connection with or in lieu of disciplinary sanctions, to participate in the College's satisfaction in an approved drug or alcohol assistance or rehabilitation program.

IV.

DRUG-FREE AWARENESS PROGRAM

In order to maintain a drug-free workplace/campus, Fairview Academy has established a drug-free awareness program to educate employees/students on the dangers of drug abuse in the workplace/campus counseling, rehabilitation and employee/student assistance programs and the penalties that may be imposed for violations of our drug and alcohol-free workplace/campus policy. [Such education may include: (1) distribution of the College drug and alcohol-free workplace/campus policy at the employment/campus interview; (2) a discussion of the College policy at the new employee/student orientation session; (3) distribution of a list of drug or alcohol assistance agencies, organizations and clinics; (4) distribution of published educational materials regarding the dangers of drug abuse; (5) reorientation of all involved employees following the occurrence of a suspected drug-related accident or

incident; (6) inclusion of this policy in all employee/student handbooks and any other personnel policy publications; (7) periodic lectures or training of supervisory and non-supervisory personnel by local drug and alcohol abuse assistance experts; and (8) training to assist managers and supervisors in identifying and addressing illegal drug use by employees/students.]

V.

INSPECTIONS

1. Inspection of College Property, the College may conduct unannounced random inspections for controlled substances or alcohol on College facilities and property such as, but not limited to College desks, file cabinets, (in which the College retains a copy of the key), etc. Employees/Students are expected to cooperate in the conduct of such inspection. Inspections of College facilities and property may be conducted at any time and do not have to be based on reasonable cause.

2. Inspection of Employee/Student Property, inspections of employees/students and their personal property such as, but not limited to, vehicles, clothing, packages, purses, brief vases, lunch boxes, or other containers brought on the College premises may be conducted when there is reasonable cause to believe that the employees/students are under the influence of a controlled substance or alcohol. Prior to any inspection, the supervisor(s) shall consult with the Director or his designate.

3. Consent of Applicants and Employees/Students, applicants who are given a conditional offer of employment/education and employees/students are required to consent to inspections pursuant to these policies as a condition of employment/education or continued employment/education. A refusal to consent will result in disqualification for a position or disciplinary action up to and including termination/suspension, as the case may be. Consent to an inspection includes an applicant's or employee's/student's obligation to fully cooperate. Upon request, such person must promptly complete any required forms and releases.

VI.

THE COLLEGE'S POSITION ON DRUG OR ALCOHOL ADDICTION

Any employee/student having a drug or alcohol problem is encouraged to seek treatment (through the Campus Administrator or her designate) before it affects your job, health or safety. If you seek treatment *before problems arise*, we will attempt to assist you through referrals to rehabilitation, appropriate leaves of absence, and other measures to the extent these measures do not impose an undue burden upon the College, co-workers/fellow student, or others and/or jeopardize the individual's health and safety or the health or safety of co-employees/students or others.

VII.

EMPLOYEE ASSISTANCE PROGRAM

Fairview Academy is committed to protecting the safety, health, and well-being of its employees and students and recognizing that abuse of alcohol and other drugs compromises this dedication. The Drug

and Alcohol-Free Workplace/Campus Policy of Fairview Academy is based on the goal of assisting staff and students to benefit from an alcohol/drug free lifestyle. Although Fairview Academy does not employ counselors, each campus does provide employees and students with guidance in obtaining assistance with problems resulting from the use and abuse of substances.

VIII.

CRIMES AND PENALTIES: FEDERAL, STATE AND LOCAL DRUG & ALCOHOL VIOLATIONS

Consequences of Conviction: Years indicate maximum and/or minimum to maximum prison term. Dollar amounts indicate maximum and/or minimum to maximum fine. Type of Offense:	Federal Criminal Statutes	Ohio Criminal Statues	Most Cities have local codes. Generally
Possession/Use of illicit controlled substance	Up to 1 yr. ; fine to \$1000	2nd & 3rd Degree Felony; 1 to 15 yrs; fine to \$10,000	Ohio law Prosecution
Possession/Use of Marijuana	Civil Penalty Possible to \$10,000; up to 2 yrs; fine to \$10,000	4 th Degree or Minor Misdemeanor; 30 days; fine to \$250	Same as Ohio Criminal Statutes
Drug Trafficking	1 to 15 yrs.; fine \$10,000 to \$25, 000	6 mos. to 10 yrs.; Fine \$1000-\$5,000	Ohio law Prosecution
Marijuana Trafficking	1 to 5 yrs.; fine \$10,000 to \$25,000	6 mos. to 2 yrs. Fine \$1,000 - \$20,000	3rd Degree Misdemeanor
Corruption of Another with Drugs	Not a specific federal offense but covered by other offenses	2nd and 3rd Degree Felony: 3- 12 yrs; fines to \$10,000	Ohio law Prosecution
Corruption of Another with Marijuana	Up to 1 yr. fine to \$1,000	4th Degree Felony; 3-6 Mos; fine to \$2,500	Ohio law Prosecution
Possession of Drug Paraphernalia	Used as Evidence of Other Crimes	3rd, 2nd, and 1st Degree Misdemeanor; up to 6 mos. fines to \$1, 000	2nd Degree Misdemeanor, up to 90 days, fine to \$750

Misuse of Prescriptions	Up to 1 yr; fine to \$1,000	1st Degree Misdemeanor & 4th Degree Felony; up to 5 yrs; fine to \$2,500	1st Degree Misdemeanor; up to 6 mos; fine to \$1,000
Drug Theft	Not a specific federal offense but covered by other offenses	1st, 2nd, or 3rd Degree Felony; 2-5 yrs, fine to \$10,000	Ohio law Prosecution
Conspiracy to Commit Drug- Related Crime	Incarceration and/or fine similar to underlying crime	Same as federal penalty, but also fine may be 3 times profit or loss	Ohio law Prosecution
Dispensing Overdoses	Not a specific federal offense, but covered by other offenses	3rd or 4th degree felony; 3 mos. to 3 yrs; fines to \$10,000	Ohio law Prosecution
Driving Under Influence	Usually not a federal offense may be so prosecuted.	1st Degree Misdemeanor, 3 days-6 mos. fine \$150 to \$1,000. Driver License (D.L.) suspension	1st Degree Misdemeanor; 3 days to 6 mos.; fine \$150 to \$1,000; D. L. loss
Under age 21 Use of False ID to Purchase Alcohol	Usually not a federal offense, may be so prosecuted	1st Degree Misdemeanor, up to 6 mos. fine to \$1,000	Same as Ohio Statutes
Under age 21 Alcohol consumption	Usually not a federal offense, may be so prosecuted	Fine \$25 to \$100	1st Degree Misdemeanor; fine to \$1,000
Consumption of Alcohol in a Motor Vehicle	Not a federal offense	4th Degree Misdemeanor; up to 30 days; fine to \$250	Ohio law Prosecution

Under federal law, a violation on or near a school or campus can double fines or incarceration; 1 yr. mandatory sentence

The circumstances of each occurrence prior conviction and other factors determine the severity of the offense, incarceration (if any) and fine. This chart does not contain all possible offenses and is intended for instructional and not legal guidance. Individuals convicted of violating any federal, state, or local criminal drug statute should be aware that such convictions may result in loss of financial aid eligibility.