

LINCOLN EDUCATIONAL SERVICES CORPORATION

POLICY ON DRUGS AND ALCOHOL

I. Overview

Lincoln Educational Services Corporation (Lincoln) promotes a campus culture where each person can flourish. Use of drugs and/or misuse of alcohol can inhibit personal development and is negatively correlated with academic success, job performance and personal safety.

Lincoln welcomes and supports the decision of any student or employee not to consume alcohol. Lincoln seeks to emphasize education about choices, risks, and personal responsibility regarding the use of alcohol and other drugs. Lincoln expects everyone to observe state and federal laws regarding alcohol and drug use, with particular attention to those that address underage drinking. Behaviors that create a risk of danger to the health and safety of themselves or others could be subject to disciplinary action. Anyone found in violation of our policies and/or the law will be held accountable for their choices.

II. Policy Statement

Lincoln is committed to the elimination of drug and/or alcohol abuse in [Lincoln's workplace and learning environments](#). This includes activity that takes place on a Lincoln campus, while driving a Lincoln vehicle, or while engaged in a Lincoln business.

In compliance with the Drug-Free Workplace Act (41 U.S.C. 701) and the Drug Free Schools and Communities Act (20 U.S.C. 1145g), the unlawful manufacture, distribution, dispensation, possession or use of a controlled substance or alcohol on property owned or controlled by Lincoln or as part of any Lincoln program, activity or event off campus is strictly prohibited, unless specifically permitted for legitimate business purpose.

Violation of this policy constitutes grounds for disciplinary action. For employees, disciplinary consequences can include termination of employment. For students, disciplinary consequences can include expulsion from Lincoln.

III. Prohibited Conduct

A. Illegal Drugs and Drug Paraphernalia

The possession, use, or distribution of illegal drugs or drug paraphernalia is prohibited on all Lincoln property, in any Residential and at any off-campus Lincoln program, activity or event. The term illegal drug includes, without limitation, prescription medications or other drugs that are being used, possessed or distributed illegally. Such conduct may also violate a number of state and federal criminal laws that may subject violators to fines or terms of imprisonment.

B. Alcoholic Beverages

The possession, use, service, or consumption of alcoholic beverages is prohibited on all Lincoln property, in any Residential Area and at any off-campus Lincoln program, activity or event, including student-centered special events sponsored off campus by Lincoln. These guidelines are intended to discourage the irresponsible distribution and consumption of alcoholic beverages as well as underage access to alcoholic beverages. Students also have the personal responsibility of discouraging drunkenness. At all staff functions that students may attend, the organization sponsoring the activity is responsible

VIII. Amnesty for Drug and Alcohol Use

The health and safety of every student at Lincoln is of the utmost importance. Refer to the Good Samaritan Laws in your state for more information on reporting a drug or alcohol overdose that requires emergency medical care or witness to someone overdosing. In addition, Lincoln recognizes that students who have been drinking and/or using drugs at the time that sexual harassment, gender-based harassment, or sexual violence occurs may be hesitant to report such incidents due to fear of potential consequences for their own conduct. Lincoln strongly encourages students to report incidents of sexual harassment, gender-based harassment or sexual violence. Therefore, a complainant or bystander acting in good faith who reports any incident of sexual harassment, gender-based harassment or sexual violence to Lincoln or law enforcement authorities will not be subject to Lincoln's Code of Conduct for violations of Drug and Alcohol Use Policy occurring at or near the time of the commission of the sexual harassment, gender-based harassment or sexual violence.

IX. Effective Date

December 2024

X. Revision/Policy History

It is strongly recommended that this policy be reviewed every two years to ensure that it