



Annual Drug and Alcohol Abuse Prevention Program (DAAPP) Notice

To: All Students and Employees | From: Office of the School Director | October 2026

Purpose

ICR Florida Education is committed to maintaining a safe, healthy, and drug-free learning and working environment. In compliance with the Drug-Free Schools and Communities Act Amendments of 1989 and the U.S. Department of Education regulations at 34 C.F.R. Part 86, this notice is distributed annually, in writing, to every enrolled student and every employee of ICR Florida Education, regardless of program, schedule, or length of enrollment or employment.

This notice describes the institution's standards of conduct, the legal sanctions for violations, the health risks of drug and alcohol use, the counseling and treatment resources available, and the disciplinary sanctions the institution will impose. Please read it carefully and keep it for your records.

Standards of Conduct

ICR Florida Education prohibits the unlawful possession, use, manufacture, distribution, or dispensing of illicit drugs and alcohol by students and employees on institutional property, at clinical or externship sites, or as part of any institutional activity. This prohibition includes:

- Possessing, using, selling, or distributing any controlled substance not lawfully prescribed to the individual.
- Possessing or consuming alcoholic beverages on institutional property or during any institutional activity.
- Attending class, clinical, externship, or work while under the influence of alcohol, illicit drugs, or cannabis.
- Misusing prescription medications, including sharing or selling them.

Although medical marijuana is permitted under Florida law, marijuana remains illegal under federal law. Its possession or use is not permitted on institutional property or during any institutional activity.

Legal Sanctions

Violations of federal, Florida, and local drug and alcohol laws carry criminal penalties, including fines, imprisonment, loss of a driver's license, and forfeiture of property. The following is a summary of principal sanctions; it is not a complete statement of the law, and penalties may change.

Federal law

Offense	Statute	Penalty
Simple possession of a controlled substance, first conviction	21 U.S.C. § 844	Up to 1 year imprisonment and a minimum fine of \$1,000
Simple possession, second conviction	21 U.S.C. § 844	15 days to 2 years imprisonment and a minimum fine of \$2,500
Simple possession, third or subsequent conviction	21 U.S.C. § 844	90 days to 3 years imprisonment and a minimum fine of \$5,000
Manufacture, distribution, or possession with intent to distribute	21 U.S.C. § 841	Up to life imprisonment and fines of millions of dollars, depending on substance and quantity



Offense	Statute	Penalty
Any drug conviction	21 U.S.C. §§ 853, 862, 881	Forfeiture of property used in the offense; possible denial of federal benefits, such as grants, contracts, and professional licenses

Florida law

Offense	Statute	Penalty
Possession of 20 grams or less of cannabis	§ 893.13(6)(b), Fla. Stat.	First-degree misdemeanor: up to 1 year in jail and a \$1,000 fine
Possession of a controlled substance (e.g., cocaine, unprescribed opioids)	§ 893.13(6)(a), Fla. Stat.	Third-degree felony: up to 5 years in prison and a \$5,000 fine
Sale, manufacture, or delivery of a controlled substance	§ 893.13(1), Fla. Stat.	Felony of the second or third degree, with enhanced penalties near schools, child care facilities, and other protected locations
Possession of alcohol by a person under 21	§ 562.111, Fla. Stat.	Second-degree misdemeanor (up to 60 days and \$500); subsequent offenses are first-degree misdemeanors
Selling or giving alcohol to a person under 21	§ 562.11, Fla. Stat.	Second-degree misdemeanor; subsequent offenses carry greater penalties
Driving under the influence, first conviction	§ 316.193, Fla. Stat.	Fine of \$500 to \$1,000, up to 6 months in jail, and driver's license revocation of 180 days to 1 year; higher penalties apply for a blood alcohol level of 0.15 or above
Possession or use of a fraudulent driver's license or identification	§ 322.212, Fla. Stat.	Third-degree felony

Local ordinances

Miami-Dade County and the City of North Miami Beach enforce additional ordinances, including restrictions on possessing open containers of alcohol in public places. Violations may result in fines and arrest.

In addition to criminal penalties, a conviction may affect eligibility for professional licensure or certification in health-care and cosmetology fields, as well as clinical placement and employment opportunities.

Health Risks

The use of illicit drugs and the abuse of alcohol pose serious risks to physical and mental health, safety, and academic and job performance.

Substance	Principal health risks
Alcohol	Impaired judgment and coordination, accidents and injuries, alcohol poisoning, liver disease, heart disease, certain cancers, dependence, and fetal alcohol spectrum disorders during pregnancy



Substance	Principal health risks
Cannabis	Impaired memory, attention, and coordination; respiratory problems; increased risk of anxiety and psychosis; dependence
Cocaine and other stimulants	Elevated heart rate and blood pressure, heart attack, stroke, seizures, paranoia, and dependence
Opioids (including fentanyl and unprescribed pain medications)	Respiratory depression, overdose, death, and dependence; fentanyl is frequently present in counterfeit pills
Sedatives and tranquilizers	Drowsiness, impaired coordination, memory problems, overdose (especially when combined with alcohol), and dependence
Hallucinogens	Distorted perception, impaired judgment, anxiety, panic, and risk of injury
Inhalants	Damage to the brain, heart, liver, and kidneys; sudden death

Substance use can also lead to strained relationships, financial problems, academic failure, loss of employment, and legal consequences.

Counseling, Treatment, and Assistance Resources

ICR Florida Education does not operate an on-site counseling or treatment program. Students and employees who need help are encouraged to contact the School Director confidentially for a referral, or to use the following resources directly. Most are free and available in English and Spanish.

Resource	Contact	Services
SAMHSA National Helpline	1-800-662-4357 (HELP)	Free, confidential treatment referral and information, 24 hours a day, in English and Spanish
FindTreatment.gov	findtreatment.gov	Locator for licensed substance use treatment facilities
988 Suicide & Crisis Lifeline	Call or text 988	Crisis support, including substance-related crises, 24 hours a day
Florida 211	Dial 211	Referral to local health and social services in Miami-Dade County
Alcoholics Anonymous	aa.org	Peer support meetings in English and Spanish
Narcotics Anonymous	na.org	Peer support meetings in English and Spanish
Al-Anon Family Groups	al-anon.org	Support for family members and friends

In an emergency, including a suspected overdose, call 911 immediately.

Institutional Disciplinary Sanctions

ICR Florida Education will impose disciplinary sanctions on any student or employee who violates these standards of conduct, consistent with local, state, and federal law. Sanctions depend on the severity of the violation and may include one or more of the following:

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Students

- Written warning
- Disciplinary probation
- Removal from a clinical or externship site
- Suspension
- Dismissal from the program
- Referral to law enforcement for prosecution
- Required completion of an approved drug or alcohol rehabilitation program as a condition of continued enrollment

Employees

- Written warning
- Suspension, with or without pay
- Termination of employment
- Referral to law enforcement for prosecution
- Required completion of an approved drug or alcohol rehabilitation program as a condition of continued employment

Disciplinary proceedings for students follow the Code of Conduct published in the institutional catalog. Disciplinary proceedings for employees follow the Employee Handbook.

Additional Information

Employee notification. As a condition of employment, any employee convicted of a criminal drug statute violation occurring in the workplace must notify the School Director in writing no later than five (5) days after the conviction.

Federal student aid. Under current federal law, a drug conviction does not by itself affect a student's eligibility for federal student aid. However, a court may separately deny federal benefits as part of a sentence under 21 U.S.C. § 862.

Biennial review. ICR Florida Education reviews its Drug and Alcohol Abuse Prevention Program every two years to determine its effectiveness, implement needed changes, and ensure that disciplinary sanctions are applied consistently. The review is documented and available upon request.

Questions and confidential referrals. Contact the School Director, ICR Florida Education, 633 NE 167th Street, Suite 200, North Miami Beach, FL 33162; telephone 786-254-0520; email info@icrflorida.edu.

Sebastian Paramo
School Director
ICR Florida Education