King College is required to comply with *Drug-Free Schools and Campuses Act of 1989* as a condition of the receipt of funds or any other form of financial assistance under any federal program.

**I. Standards of Conduct**

A copy of the College’s Substance Abuse policy is available to employees on the web at [http://intranet](http://intranet) under “Human Resources”

**Purpose**

Persons who are impaired by substance abuse endanger students, themselves, and their fellow employees. By prohibiting substance abuse, and by establishing a program to determine whether employees are engaged in substance abuse, this policy seeks to prevent its risks and ill effects.

**Definitions**

Substance abuse shall mean:

- The use or possession of any drug in a manner prohibited by law; and
- The use of alcohol and/or any legal drug and/or improper/illegal use of prescription drugs and/or other substance while on college property.

Impaired shall mean that a persons mental or physical capabilities are reduced below or above their normal levels (with or without any reasonable accommodation for a disability).

A positive drug test shall mean any drug test whose results indicate that the employee has committed substance abuse, according to the current medical standards and the definitions in this policy. No test results shall be reported as positive without proper analysis of a certified lab contracted by King College.

A negative drug test shall mean any drug test whose results do not indicate a positive drug test.

Reasonable cause shall mean that evidence which forms a reasonable basis for concluding that it is more likely than not that a person is/has engaged in substance abuse. Facts which could give rise to reasonable cause include, but are not limited to:

- The odor of alcohol or drugs
- Impaired behavior such as slurred speech and decreased motor coordination
- Marked changes in personality or job performance
- Unexplained accidents.

Covered employees shall mean, but not limited to: security officers, person who operate machinery (such as mowing equipment) and any person authorized to operate a King College vehicle. Employees in other positions that may be required to undergo required testing and random testing designated in writing by the Vice President for Business Operations.

**Work Rules**

Substance abuse is prohibited. Any employee who engages in substance abuse at work or on campus may be terminated. Employees who engage in substance abuse off campus and not during working hours may be terminated if their substance abuse does affect, or is likely to affect, their ability to perform their official duties or does or likely to affect the college in any way.

Employees who refuse to participate in a drug test required under this policy may be terminated. In no event should employees perform their official duties while they are impaired.

If an employee is convicted (or given first offender treatment, or pleads nolo contendere) in any court for
a crime which constitutes substance abuse, they must report this to their supervisor.

**Drug Testing Procedures**

The drug tests required by this policy shall be performed by a certified facility contracted by the college. These procedures shall ensure that the sample identified to an employee actually contains materials from that employee, that the samples are protected from tampering, and that the analysis of them is done in accordance with reasonable and accepted medical standards.

The tests shall screen for the use of drugs whose use is either illegal, or which are prone to abuse, as determined at the discretion of the Vice President for Business Operations. If the drug test is being performed pursuant to reasonable cause to believe that a Covered Employee is abusing a particular drug or substance, then the test may also screen for that particular drug or substance.

The results of an employee’s drug test shall be communicated by the laboratory to the Vice President for Business Operations, who shall notify the employee and the employee’s supervisor of any positive drug test.

The laboratory may bill the budget department of the applicant or employee for the tests performed pursuant to this policy.

**Pre-employment Drug Testing**

Currently the college does not conduct pre-employment drug testing.

**For Cause Drug Testing**

All employees shall undergo a drug screening test when reasonable cause exists to believe that they have committed substance abuse.

If any employee has reason to believe that a covered employee is engaged in substance abuse in violation of this policy, they should report this fact to the supervisor of the apparently abusing employee.

If a supervisor has reasonable cause to believe that a covered employee under their supervision is engaging in substance abuse in violation of this policy, then they should seek permission to perform a drug test. To document this process and a “For Cause Drug Testing Authorization” form shall be completed by the employee’s supervisor.

Authorization for a drug test for cause must be obtained from the Vice President for Business for Operations.

If authorization for a drug test for cause is given, then the employee shall be directed to provide a sample for testing immediately. The Vice President for Business Operations (or designee) and the employee’s supervisor shall coordinate with the laboratory to arrange the test. Pending the results of such a test, employees shall be placed on paid administrative leave, and they shall be removed from duty. Supervisors should advise impaired employees that they should not drive. It is the responsibility of the impaired employee to arrange for their own safe transportation from the campus.

**Post-Accident Drug Testing**

After a workplace accident that results in an injury, the employee is required to submit to a drug and/or alcohol test as follows:

- The injured employee will be taken to a medical facility for immediate treatment of injury. Specimens shall be obtained at the treating facility or a designated collection site and transported to the approved testing laboratory.
- No specimens will be taken prior to the administration of emergency medical care.
• Once this condition has been satisfied, an injured employee must submit to testing.
• In the case of non-emergency injuries reported to the college after the fact, the injured employee must submit to testing within 24 hours of the report of the injury.

Random Drug Testing

All covered employees shall be subject to random drug testing.

Once a year, the Vice President for Business Operations (or designee) may randomly pick no fewer than four covered employees for testing. The Vice President for Business Operations (or designee), shall ensure that the chosen employees and their supervisors are notified and that the employee submits to the drug test as directed. In no event shall the employee to be tested receive notice of the test earlier than the day or shift during which they are to be tested.

II. Disciplinary Sanctions

Employees who fail to do so may be terminated.

Counseling and Rehabilitation

It is recognized and accepted that early treatment is the key to rehabilitation for substance abusers. Employees are encouraged to voluntarily request counseling or rehabilitation before their substance abuse leads to disciplinary or work related problems. If, prior to an arrest for substance abuse, an employee notifies their immediate supervisor that they illegally use a controlled substance, marijuana, or a dangerous drug and is receiving or agrees to receive treatment under a drug abuse and education program, such employee shall be retained for up to one year as long as the employee successfully follows the treatment program. If the employee fails to successfully follow the program, they may be terminated. No statement made by an employee to their supervisor in complying with this program shall be admissible against the employee in any proceeding unless the employee admits a violation of the law. The rights granted in this section shall be available to an employee only once during a five year period, and shall not apply to an employee who has been asked to provide a sample for cause, or an employee who has refused a drug test, or tested positive for substance abuse.

Appeals

Employees who are disciplined for substance abuse may appeal the discipline directly to the Vice President for Business Operations.

III. Criminal Sanctions

Any employee convicted of a violation of any criminal drug statute occurring in the workplace will notify the King College, in writing, through the Vice-President for Business Operations, within five days of such conviction.

City, state, and federal law prohibit the following acts and prescribe the corresponding penalties:

A. City (Municipal Code)

Sec. 6-153. Restrictions pertaining to minors.

No sales, gifts or distribution of beverages regulated under this article shall be made or permitted to be made to persons under the age of 21; nor shall any such person be permitted or allowed to drink beer or other beverages of like alcoholic content in any establishment or place of business or premises where a permit issued pursuant to this article is exercised. No person under the age of 18 shall be employed or used or permitted to be employed or used for the sale or distribution or other handling of such beverage where on-premises consumption of such beverages is permitted. Every person to whom a permit is issued under this article shall require any and every employee as to whose age there
is any possible question or doubt to present and leave with him a copy of such employee's birth certificate. The burden of ascertaining the age of customers shall be upon the holder of the permit.

B. State

1. Persuading, enticing, or sending a person under 21 to purchase alcoholic beverages or buying alcoholic beverages for one under the age of 21 is punishable by up to 11 months and 29 days in prison and $2,500 fine.

2. To be intoxicated in public. This can result in up to 30 days in jail and/or a $50 fine.

3. Consuming or possessing alcohol on the premises of an elementary, junior or senior high school is punishable by up to 30 days in jail and/or a $50 fine. The sale, delivery, or possession of seeds of jimsonweed on the premises of such schools is punishable by a similar term and fine up to $2,500.

4. Driving under the influence of alcohol or drug is punishable, depending upon one's prior record, by a jail term of up to 11 months and 29 days, a $1,500-$10,000 fine and loss of driving privileges for one to ten years; and if one also recklessly causes serous bodily injury to another while operating a vehicle, punishment may range to twelve years in prison and/or a fine of up to $5,000; if the injuries result in death, punishment may range to fifteen years in prison and a fine of up to $10,000, and the loss of driving privileges for ten years.

5. Consuming or possessing an open container of an alcoholic beverage while operating a motor vehicle may result in up to 30 days in jail and/or a fine up to $50.00.

6. It is illegal to possess with the intent to manufacture, deliver, or sell an illicit drug or metabolic steroid. Fines may range to $250,000 and twelve years in prison, depending upon the specific crime and one's prior record.

7. The casual exchange of even small amounts of an illicit drug with a minor can result in a penalty of up to life in prison and a $500,000 fine.

8. Inhaling, selling, giving or possessing glue, paint, gas aerosol or gas for an unlawful purpose is punishable by a jail term of 11 months and 29 days to six years and a fine of up to $3,000.

C. Federal

Federal penalties and sanctions for illegal possession of a controlled substance may consist of one to multiple years of imprisonment and one thousand to multiple thousands of dollars in fines. Federal trafficking fines may consist of one to multiple years of imprisonment and thousands to millions of dollars in fines. For further information, please refer to Appendix 1 – Federal Penalties and Sanctions for Illegal Trafficking and Possession of a Controlled Substance.

Various health risks are associated with the use of illicit drugs and alcohol such as: physical dependence, psychological dependence, euphoria, insomnia, loss of appetite, increased appetite, disorientation, altered perception of time and distance, severe anxiety, etc. For further information, please refer to Appendix 2 - Health Risks Associated with the Use of Illicit Drugs and Alcohol.

IV. Drug and Alcohol Programs

The following drug and alcohol programs (counseling, treatment, rehabilitation, and re-entry) are available to employees: (all costs are the responsibly of the employee)

King College Counseling Services
King College Counseling Center
423-652-4742
http://counselingcenter.king.edu/

Area treatment resources:

Bristol Regional Medical Center
1 Medical Park Blvd.
Bristol, TN 37620
423-844-1121
www.wellmont.org

Substance Abuse Services Frontier Health Bristol Regional Counseling Center
26 Midway Street
Bristol TN 37620
Phone: (423) 979-7460
www.frontierhealth.org

Highland Community Services
Executive Plaza
510 Cumberland Street, 4th Floor
Bristol, VA 24201
Phone #: 276-669-3179
www.highlandscsb.org
Appendix 1

Federal Penalties and Sanctions for Illegal Trafficking and Possession of a Controlled Substance

Federal Trafficking Penalties

<table>
<thead>
<tr>
<th>Controlled Substances Act Schedule</th>
<th>1st Offense</th>
<th>2nd Offense</th>
<th>1st Offense</th>
<th>2nd Offense</th>
</tr>
</thead>
<tbody>
<tr>
<td>I and II</td>
<td>10-99 gm pure or 100-999 gm mixture</td>
<td>Methamphetamine</td>
<td>100 gm or more pure or 1 kg or more mixture</td>
<td>*Not less than 10 years. Not more than life.</td>
</tr>
<tr>
<td></td>
<td>100-999 gm mixture</td>
<td>Heroin</td>
<td>1 kg or more mixture</td>
<td>*Not less than 20 years. Not more than life.</td>
</tr>
<tr>
<td></td>
<td>500-4,999 gm mixture</td>
<td>Cocaine</td>
<td>5 kg or more mixture</td>
<td>*If death or serious injury, not less than 20 years or more than life.</td>
</tr>
<tr>
<td></td>
<td>5-49 gm mixture</td>
<td>Cocaine Base</td>
<td>50 gm or more mixture</td>
<td>*Fine of not more than $4 million individual, $10 million other than individual</td>
</tr>
<tr>
<td></td>
<td>10-99 gm pure or 100-999 gm mixture</td>
<td>PCP</td>
<td>100 gm or more pure or 1 kg or more mixture</td>
<td>*Fine of not more than $4 million individual, $10 million other than individual</td>
</tr>
<tr>
<td></td>
<td>40-399 gm mixture</td>
<td>LSD</td>
<td>10 gm or more mixture</td>
<td></td>
</tr>
<tr>
<td></td>
<td>10-99 gm mixture</td>
<td>Fentanyl</td>
<td>400 gm or more mixture</td>
<td></td>
</tr>
<tr>
<td></td>
<td>10-99 gm mixture</td>
<td>Fentanyl Analogue</td>
<td>100 gm or more mixture</td>
<td></td>
</tr>
</tbody>
</table>

*The Controlled Substances Act (1970) places all substances regulated under federal law into one of five schedules based on the substance’s medical use, potential for abuse, and safety or dependence liability.
**APPENDIX 1 (continued)**

**Federal Penalties and Sanctions for Illegal Trafficking and Possession of a Controlled Substance**

**Federal Trafficking Penalties**

<table>
<thead>
<tr>
<th>Controlled Substances Act Schedule</th>
<th>Drug</th>
<th>Quantity</th>
<th>1st Offense</th>
<th>2nd Offense</th>
</tr>
</thead>
</table>
| I and II                           | Others (law does not include marijuana, hashish, or hash oil) | Any | *Not more than 20 years  
*If death or serious injury, not less than 20 years, not more than life  
*Fine $1 million individual, $5 million not individual | *Not more than 30 years  
*If death or serious injury, life  
*Fine $2 million individual, $10 million not individual |
| III                                | All (included in Schedule III are anabolic steroids, codeine and hydrocodone with aspirin or Tylenol®, and some barbiturates) | Any | *Not more than 5 years  
*Fine not more than $250,000 individual, $1 million not individual | *Not more than 10 years  
*Fine not more than $500,000 individual, $2 million not individual |
| IV                                 | All (included in Schedule IV are Darvon®, Talwin®, Equanil®, Valium®, and Xanax®) | Any | *Not more than 3 years  
*Fine not more than $250,000 individual, $1 million not individual | *Not more than 6 years  
*Fine not more than $500,000 individual, $2 million not individual |
| V                                   | All (over-the-counter cough medicines with codeine are classified in Schedule V) | Any | *Not more than 1 year  
*Fine not more than $100,000 individual, $250,000 not individual | *Not more than 2 years  
*Fine not more than $200,000 individual, $500,000 not individual |
**APPENDIX 1 (continued)**

**Federal Penalties and Sanctions for Illegal Trafficking and Possession of a Controlled Substance**

Federal Trafficking Penalties - Marijuana (includes hashish and hashish oil)

<table>
<thead>
<tr>
<th>Description</th>
<th>Quantity</th>
<th>1st Offense</th>
<th>2nd Offense</th>
</tr>
</thead>
</table>
| 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 individual, $10 million other than individual* | *Not less than 20 years, not more than life*  
*If death or serious injury, not more than life*  
*Fine not more than $8 million individual, $20 million other than individual* |
| Marijuana   | 100 kg to 999 kg mixture; or 100-999 plants | *Not less than 5 years, not more than 40 years*  
*If death or serious injury, not less than 20 years, not more than life*  
*Fine not more than $2 million individual, $5 million other than individual* | *Not less than 10 years, not more than life*  
*If death or serious injury, not more than life*  
*Fine not more than $4 million individual, $10 million other than individual* |
| Marijuana   | 50 to 99 kg mixture | *Not more than 20 years*  
*If death or serious injury, not less than 20 years, not more than life*  
*Fine $1* | *Not more than 30 years*  
*If death or serious injury, not more than life*  
*Fine $2 million individual, $10 million other than individual* |
| Marijuana   | 50 to 99 plants | | |
APPENDIX 1 (continued)

Federal Penalties and Sanctions for Illegal Trafficking and Possession of a Controlled Substance

Federal Penalties and Sanctions for Illegal Possession of a Controlled Substance

21 U.S.C. 844(a)
1st conviction: Up to 1 year imprisonment and fined at least $1,000 but not more than $100,000, or both.
After 1 prior drug conviction: At least 15 days in prison, not to exceed 2 years and fined at least $2,500 but not more than $250,000, 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 but not more than $250,000, or both.
Special sentencing provision for possession of crack cocaine: Mandatory at least 5 years in prison, not to exceed 20 years and fined up to $250,000, or both, if:

(a) 1st conviction and the amount of crack possessed exceeds 5 grams.
(b) 2nd crack 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.

21 U.S.C. 853(a)(2) and 881(a)(7)
Forfeiture of personal and real property used to possess or to facilitate possession of a controlled substance if 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. 844a
Civil fine of up to $10,000 (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 first offense, up to 5 years for second and subsequent offenses.

18 U.S.C. 922(g)
Ineligible to receive or purchase a firearm.

Miscellaneous
Revocation of certain Federal licenses and benefits, e.g., pilot licenses, 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 may apply.
### Health Risks Associated with the Use of Illicit Drugs and Alcohol

<table>
<thead>
<tr>
<th>Drugs</th>
<th>Physical Dependence</th>
<th>Psychological Dependence</th>
<th>Possible Effects</th>
<th>Effects of Overdose</th>
<th>Withdrawal Syndrome</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Narcotics</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Heroin</td>
<td>High</td>
<td>High</td>
<td></td>
<td></td>
<td>Yawning</td>
</tr>
<tr>
<td>Morphine</td>
<td>High</td>
<td>High</td>
<td></td>
<td></td>
<td>Loss of Appetite</td>
</tr>
<tr>
<td>Codeine</td>
<td>Moderate</td>
<td>Moderate</td>
<td>Euphoria</td>
<td>Slow and shallow breathing</td>
<td>Irritability</td>
</tr>
<tr>
<td>Hydrocodone</td>
<td>High</td>
<td>High</td>
<td>Drowsines</td>
<td>Clamy Skin</td>
<td>Tremors</td>
</tr>
<tr>
<td>Hydromorphone</td>
<td>High</td>
<td>High</td>
<td>Respiratory Depression</td>
<td>Convulsions</td>
<td>Panic and Cramps</td>
</tr>
<tr>
<td>Oxycodeone</td>
<td>High</td>
<td>High</td>
<td>Constricted Pupils</td>
<td>Coma</td>
<td>Nausea</td>
</tr>
<tr>
<td>Methadone and LAAM</td>
<td>High</td>
<td>High</td>
<td>Nausea</td>
<td>Possible Death</td>
<td>Runny nose</td>
</tr>
<tr>
<td>Fentanyl and Analogs</td>
<td>High</td>
<td>High</td>
<td></td>
<td></td>
<td>Chills and sweating</td>
</tr>
<tr>
<td>Other Narcotics</td>
<td>High-Low</td>
<td>High-Low</td>
<td></td>
<td></td>
<td>Watery eyes</td>
</tr>
<tr>
<td><strong>Depressants</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Chloral Hydrate</td>
<td>Moderate</td>
<td>Moderate</td>
<td>Slurred speech</td>
<td>Shallow respiration</td>
<td>Anxiety</td>
</tr>
<tr>
<td>Barbiturates</td>
<td>High-Moderate</td>
<td>High-Moderate</td>
<td>Disorientation</td>
<td>Clamy skin</td>
<td>Insomnia</td>
</tr>
<tr>
<td>Benzodiazepines</td>
<td>Low</td>
<td>Low</td>
<td>Drunken behavior without odor of alcohol</td>
<td>-Dilated pupils</td>
<td>-Tremors</td>
</tr>
<tr>
<td>Glutethimide</td>
<td>High</td>
<td>Moderate</td>
<td>Coma</td>
<td>Convulsions</td>
<td></td>
</tr>
<tr>
<td>Other Depressants</td>
<td>Moderate</td>
<td>Moderate</td>
<td>Possible Death</td>
<td>Possible Death</td>
<td></td>
</tr>
</tbody>
</table>

### APPENDIX 2 (continued)

<table>
<thead>
<tr>
<th>Drugs</th>
<th>Physical Dependence</th>
<th>Psychological Dependence</th>
<th>Possible Effects</th>
<th>Effects of Overdose</th>
<th>Withdrawal Syndrome</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Stimulants</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cocaine</td>
<td>Possible</td>
<td>High</td>
<td>Increased alertness</td>
<td>Agitation</td>
<td>Apathy</td>
</tr>
<tr>
<td>Amphetamine/Methamphetamine</td>
<td>Possible</td>
<td>High</td>
<td>Euphoria, increased pulse rate and blood sugar.</td>
<td>-Increased body temperature</td>
<td>-Long periods of sleep.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>-Convulsions and</td>
<td>-Irritability</td>
</tr>
</tbody>
</table>
## Drug and Alcohol Policy
### Annual Notification - 2011

<table>
<thead>
<tr>
<th>Drug Class</th>
<th>Effects</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Methylphenidate</strong></td>
<td>Possible High Insomnia Possible Death Disorientation</td>
</tr>
<tr>
<td><strong>Other Stimulants</strong></td>
<td>Possible High Loss of Appetite</td>
</tr>
<tr>
<td><strong>Cannabis</strong></td>
<td>Unknown Moderate Euphoria and relaxed inhibitions -Fatigue -Paranoia Occasional reports of insomnia</td>
</tr>
<tr>
<td><strong>Marijuana</strong></td>
<td>Unknown Moderate Euphoria and relaxed inhibitions</td>
</tr>
<tr>
<td><strong>Tetrahydrocannabinol</strong></td>
<td>Unknown Moderate Increased appetite Possible Psychosis Hyperactivity</td>
</tr>
<tr>
<td><strong>Hashish and Hashish Oil</strong></td>
<td>Unknown Moderate Disorientation Decreased Appetite</td>
</tr>
<tr>
<td><strong>Hallucinogens</strong></td>
<td></td>
</tr>
<tr>
<td><strong>LSD</strong></td>
<td>None Unknown Illusions and hallucinations Longer Unknown</td>
</tr>
<tr>
<td><strong>Mescaline and Peyote</strong></td>
<td>None Unknown Altered perception of time and distance More intense “trip” episodes</td>
</tr>
<tr>
<td><strong>Amphetamine Variants</strong></td>
<td>Unknown Unknown Psychosis</td>
</tr>
<tr>
<td><strong>Phencyclidine and Analogs</strong></td>
<td>Unknown High Possible Death</td>
</tr>
<tr>
<td><strong>Other Hallucinogens</strong></td>
<td>None Unknown</td>
</tr>
<tr>
<td><strong>Anabolic Steroids</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Testosterone (Cypionate, Enanthate)</strong></td>
<td>Unknown Unknown Virilization Acne Unknown Possible depression</td>
</tr>
<tr>
<td><strong>Nandrolone (Decanoate, Phenpropionate)</strong></td>
<td>Unknown Unknown -Testicular atrophy -Gynecomastia -Aggressive behavior</td>
</tr>
<tr>
<td><strong>Oxymetholone</strong></td>
<td>Unknown Unknown Edema</td>
</tr>
</tbody>
</table>
## APPENDIX 2 (continued)

### Health Risks Associated with the Use of Illicit Drugs and Alcohol

<table>
<thead>
<tr>
<th>Alcohol Effects</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alcohol 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 of alcohol also increase the incidence of a variety of aggressive acts, including spouse and child abuse. Moderate to high doses of alcohol cause 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.</td>
</tr>
</tbody>
</table>

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 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 the 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. |