



ANNUAL NOTIFICATION UNDER THE DRUG-FREE WORKPLACE ACT OF 1988

AND

DRUG-FREE SCHOOLS AND COMMUNITIES ACT OF 1989

July 11, 2022

The Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act of 1989 (the “Acts”) require colleges to publish their policies regarding the possession, use, or distribution of illicit drugs and alcohol by students or employees on campus. Tompkins Cortland Community College’s policies are published in the centralized policy manual, online, and the employee handbook. This notification supplements those policies.

Questions concerning this policy and/or alcohol and other drug programs, interventions and policies may be directed to Darese Doskal, Director of Student Conduct and Community Standards at 607.844.6591 or dad@tompkinscortland.edu, or Matt Kiechle, Director of Wellness Services at 607.844.8222, Ext. 4540 or mwk@tompkinscortland.edu.

Standards of Conduct:

Student Alcohol and Drug Policy

Alcohol is prohibited on campus except in the case of approved events where the sale and service of alcohol is conducted by the College, an affiliated organization, or an approved contractor/vendor in accordance with New York State Law.

Prohibited behaviors include:

1. Attendance in class or at any College activity or on any College property under the influence of alcohol or drugs and causing a disturbance, public annoyance or alarm and/or affecting the learning environment, is cause for disciplinary action.
2. Unauthorized use or possession of alcohol is cause for disciplinary action.
3. Sale, possession, exchange or use of a controlled substance, other than for medication prescribed by a doctor, is prohibited on campus, consistent with the Drug-Free Schools and Communities Act Amendments of 1989 (Public Law 101-226). Drug paraphernalia including, but not limited to: bong, water pipes, or hypodermic needles that are not specifically required for the administration of prescribed medications are not allowed on campus.
 - a. Use or possession of marijuana, including medical marijuana used or possessed under New York State Compassionate Care Act, is strictly prohibited on college property. Federal laws (including the Controlled Substances Act and the Drug Free Schools and Communities Act) prohibit marijuana use, possession and/or cultivation at educational institutions and on the premises of other recipients of federal funds. Therefore, even students with medical prescriptions will not be able to possess or use marijuana on Tompkins Cortland campuses.
 - b. Misuse/abuse of a dangerous or harmful substance for purpose of intoxication, except for prescribed therapeutic purposes, is also cause for disciplinary action. Inhaling or ingesting a substance (including but not limited to nitrous oxide, glue, paint, gasoline, solvent, etc.) other than in connection with its intended purpose is also prohibited.
 - c. Possession and/or use of a prescription drug other than by the person to whom the drug is prescribed

and in accordance with the prescription is prohibited.

4. No smoking, vaping, use of e-cigarette products is permitted in any buildings per New York State law. Tompkins Cortland also does not allow chewing tobacco and other nicotine-based products, other than for tobacco cessation (nicotine replacement therapy). Smoking and use of these products is permitted adjacent to campus or campus-related buildings only in designated areas (see signage).

Sanctions for violations may include any or all of the following: fines, a letter to the student's parents, substance abuse evaluation and treatment programs, disciplinary probation, suspension and dismissal, as well as referral for possible prosecution. For drug violations, it could include a requirement of substance use evaluation and treatment programs, as well possible prosecution.

Employee Alcohol and Drug Policy

Employees who violate state or federal law or the College Alcohol and Drug Policy while on campus or at College activities off campus are subject to prosecution by local, state, or federal officials and are subject to discipline under collective bargaining agreements, campus policies and where appropriate, reference to counseling.

All employees directly engaged in performance of work pursuant to the provision of federal grant or federal contract in excess of \$25,000 and students who are Pell recipients must notify the college within five days of any criminal drug statute conviction for a violation occurring on or off college premises while conducting college business or activities. The College shall, within ten days after receiving such notice, inform the federal agency providing the grant of such conviction within 30 days following the notification of the conviction, appropriate disciplinary action shall be taken against such employees or students. Employees or students may be required at their own expense to participate satisfactorily in a substance use assistance or rehabilitation program.

<https://www.tompkinscortland.edu/academics/policy-possession-use-and-sale-alcoholic-beverages-and-illegal-drugs-and-drug-abuse-education>

Alcohol and Drug Health Risks

Substance use can contribute to a number of problems, including those that impact one's health and wellness. These problems can include both short-term and long-term effects, as well as direct and indirect effects. Possible impacts may include, but are not limited to, developing a substance abuse disorder, organ damage, increased risk of accidents, triggering or worsening psychiatric conditions, and risk of health complications that can be worsened by mixing drugs or medications. Misusing substances poses potential risks including:

Substance	Nicknames/ Slang Terms	Short Term Effects	Long Term Effects
Alcohol		slurred speech, drowsiness, headaches, impaired judgment, decreased perception and coordination, distorted vision and hearing, vomiting, breathing difficulties, blackout, unconsciousness, coma	toxic psychosis, physical dependence, neurological and liver damage, fetal alcohol syndrome, vitamin B1 deficiency, sexual problems, cancer, physical dependence
Amphetamines	uppers, speed, meth, crack, crystal, ice, pep pills	increased heart rate, increased blood pressure, dry mouth, loss of appetite, restlessness, irritability, anxiety	delusions, hallucinations, heart problems, hypertension, irritability, insomnia, toxic psychosis, physical dependence

Barbiturates and Tranquilizers	barbs, bluebirds, blues, yellow jackets, red devils, roofies, rohypnol, ruffies, tranqs, mickey, flying v's	slurred speech, muscle relaxation, dizziness, decreased motor control	severe withdrawal symptoms, possible convulsions, toxic psychosis, depression, physical dependence
Cocaine	coke, cracks, snow, powder, blow, rock	loss of appetite increased blood pressure and heart rate, contracted blood vessels, nausea, hyper-stimulation anxiety, paranoia, increased hostility, increased rate of breathing, muscle spasms and convulsions, dilated pupils, disturbed sleep,	depression, weight loss, high blood pressure, seizure, heart attack, stroke, hypertension, hallucinations, psychosis, chronic cough, nasal passage injury, kidney, liver and lung damage
Gamma Hydroxy Butyrate	GHB, liquid B, liquid X, liquid ecstasy, G, georgia homeboy, grievous bodily harm	euphoria, decreased inhibitions, drowsiness, sleep, decreased body temperature, decreased heart rate, decreased blood pressure	memory loss, depression, severe withdrawal symptoms, physical dependence, psychological dependence
Heroin	H, junk, smack, horse, skag	euphoria, flushing of the skin, dry mouth, "heavy" arms and legs, slowed breathing, muscular weakness	constipation, loss of appetite, lethargy, weakening of the immune system, respiratory (breathing) illnesses, muscular weakness, partial paralysis, coma, physical dependence, psychological dependence
Ketamine	K, super K, special K	dream-like states, hallucinations, impaired attention and memory, delirium, impaired motor function, high blood pressure, depression	urinary tract and bladder problems, abdominal pain, major convulsions, muscle rigidity , increased confusion, increased depression, physical dependence, psychological dependence
LSD	acid, stamps, dots, blotter, A-bombs	dilated pupils, change in body temperature, blood pressure and heart rate, sweating, chills, loss of appetite, decreased sleep, tremors, changes in visual acuity, mood changes	may intensify existing psychosis, panic reactions, can interfere with psychological adjustment and social functioning, insomnia, physical dependence, psychological dependence
MDMA	ecstasy, XTC, adam, X, rolls, pills	impaired judgment, confusion, confusion, blurred vision, teeth clenching, depression, anxiety,	same as LSD, sleeplessness, nausea, confusion, increased blood pressure, sweating ,

		paranoia, sleep problems, muscle tension	depression, anxiety, memory loss kidney failure, cardiovascular problems, convulsions death, physical dependence, psychological dependence
Marijuana/ Cannabis	pot, grass, dope, weed, joint, bud, reefer, doobie, roach	sensory distortion, poor coordination of movement, slowed reaction time, panic, anxiety	bronchitis, conjunctivas, lethargy, shortened attention span, suppressed immune system, personality changes, cancer, psychological dependence, physical dependence possible for some
Mescaline	peyote cactus	nausea, vomiting, anxiety, delirium, hallucinations, increased heart rate, blood pressure, and body temperature,	lasting physical and mental trauma, intensified existing psychosis, psychological dependence
Morphine/ Opiates	M, morf, duramorph, Miss Emma, monkey, roxanol, white stuff	euphoria, increased body temperature, dry mouth, "heavy" feeling in arms and legs	constipation, loss of appetite collapsed veins, heart infections, liver disease, depressed respiration, pneumonia and other pulmonary complications, physical dependence, psychological dependence
PCP	crystal, tea, angel dust, embalming fluid, killer weed, rocket fuel, supergrass, wack, ozone	shallow breathing, flushing, profuse sweating, numbness in arms and legs, decreased muscular coordination, nausea, vomiting, blurred vision, delusions, paranoia, disordered thinking	memory loss, difficulties with speech and thinking, depression, weight loss, psychotic behavior, violent acts, psychosis, physical dependence, psychological dependence
Psilocybin	mushrooms, magic mushrooms, shrooms, caps, psilocybin & psilocyn	nausea, distorted perceptions, nervousness, paranoia,	confusion, memory loss, shortened attention span, flashbacks may intensify existing psychosis,
Steroids	roids, juice	increased lean muscle mass, increased strength, acne, oily skin, excess hair growth, high blood pressure	cholesterol imbalance, anger management problems, masculinization or women, breast enlargement in men, premature fusion of long bones preventing attainment of normal height, atrophy of reproductive organs, impotence, reduced fertility, stroke, hypertension, congestive heart failure, liver damage, psychological dependence

Summary Legal Sanctions Covering Alcohol and Drug Use

Members of the College community should be aware of legal penalties applied for conviction in some cases of drug and/or alcohol use. Local, state, and federal laws make illegal use of drugs and alcohol serious crimes. Convictions can lead to imprisonment, fines, and assigned community service. Courts do not lift prison sentences in order for convicted persons to attend college or continue their jobs. An offense is classified as a misdemeanor or a felony, depending upon the type and the amount of the substance(s) involved. A felony conviction for such an offense can prevent a person from entering many fields of employment or professions.

Legal Sanctions: Alcohol

Alcohol offenses and penalties in New York State are defined by the Alcoholic Beverage Control Law, Penal Law, and Vehicle and Traffic Law. They include driving while intoxicated, while ability is impaired by alcohol, after consuming alcohol while under age 21, furnishing alcohol to a person under age 21, selling alcohol to an intoxicated person, or providing false identification. The four acceptable forms of I.D. for alcohol service in New York State are a driver's license, a non-driver's I.D., a military I.D., or a passport. In addition, New York State General Obligations Law imposes personal injury liability for damages resulting from furnishing alcohol to persons under age 21 or selling alcohol to an intoxicated person. The State of New York prohibits the consumption of alcohol, or the possession of an open container with intent to consume, in any public place or private property without the owner's permission. A summary of offenses and penalties is below:

A. Serving Alcohol to Persons Under 21: Unlawfully Dealing with a Child First Degree; Section 260.20.2 NYS Penal Law; Class A Misdemeanor

- Up to 1 year in jail, \$1,000 fine

B. Procuring Alcoholic Beverages for Persons under the Age of 21:

(ABC Law Section 65-a)

Any person who misrepresents the age of a person under the age of 21 years for the purpose of inducing the sale of any alcoholic beverage, as defined in the alcoholic beverage control law, to such person, is guilty of an offense and upon conviction thereof shall be punished by a fine of not more than \$200, or by imprisonment for not more than five days, or by both such fine and imprisonment. The provisions of subdivision one of this section shall not apply to a person who gives or causes to be given any such alcoholic beverage to a person under the age of 21 years, who is a student in a curriculum licensed or registered by the state education department and is required to taste or imbibe alcoholic beverages in courses which are part of the required curriculum, provided such alcoholic beverages are used only for instructional purposes during classes pursuant to such curriculum.

C. Fraudulent Attempt to Purchase Alcohol (using false ID or ID of another person): (Excerpts from Section ABC Law 65-b)

2a. No person under the age of 21 years shall present or offer to any licensee under this chapter, or to the agent or employee of such licensee, any written evidence of age which is false, fraudulent, or not actually his own, for the purpose of purchasing or attempting to purchase any alcoholic beverage. (For a first violation, a person violating the provisions of this subdivision is guilty of a violation punishable by a fine of not more than \$100, and/or an appropriate amount of community service not to exceed 30 hours, and/or completion of an alcohol awareness program.) If a New York driver's license was used as the false identification, a violator's license may be suspended for 90 days. Since the ABC Law requires sellers of alcoholic beverages to demand a driver's license, passport, or armed forces ID card as evidence of age, serious consequences will result from altering one of the required forms of official ID. Possession of a forged instrument with the intent to defraud is a Class D Felony, punishable by a fine up to \$5,000, imprisonment up to seven years, or both (See NYS Penal Law, 170.25).

D. Possession of Alcohol by Person Under 21: Unlawful Possession of Alcohol: The Alcohol Beverage Control Law also prohibits possession with intent to consume alcohol by persons under the age of twenty-one. (ABC Law § 65-c).

- The ABC statute does not authorize arrest and sets a maximum punishment of no more than 30 hours of "community service".
- Up to \$50 fine and/or completion of an alcohol awareness program and/or up to 30 hours of community service

E. Civil Liability: New York law provides a cause of action for personal or property damage resulting from intoxication or impairment of a person under 21. (Gen Obl L §11-100).

F. Endangering the Welfare of a Child: Providing alcohol to a person under the age of twenty-one when such provision is likely to result in injury or other risk to the welfare of the minor may constitute another crime, Endangering the Welfare of a Child. Penal Law § 260.10.

G. Driving While Intoxicated (DWI) (.08 blood alcohol content or higher):

Violation	Mandatory Fine	Maximum Jail Term	Mandatory Driver License Action
Driving While Ability Impaired by Alcohol (DWAI) (.05-.07)	\$300 - \$500	15 days	Suspended for 90 days
Second DWAI conviction in 5 years	\$500 - \$750	30 days	Revoked for at least six months
Third DWAI conviction in 10 years (Misdemeanor)	\$750 - \$1,500	180 days	Revoked for at least six months
DWI (alcohol) or DWAI (drugs)	\$500 - \$1,000	1 year	DWI - Revoked for at least six months DWAI-Drugs - Suspended for at least six months
Second DWI or DWAI-drugs conviction in 10 years (E felony)	\$1,000 - \$5,000	4 years	Revoked for at least one year
Third DWI or DWAI-drugs conviction in 10 years (D felony)	\$2,000 - \$10,000	7 years	Revoked for at least one year
DWAI- Combination of Alcohol/Drugs	\$500 - \$1,000	1 year	Revoked for at least six months
Second DWAI Combination conviction in 10 years (E felony)	\$1,000 - \$5,000	4 years	Revoked for at least one year
Third DWAI Combination conviction in 10 years (D felony)	\$2,000 - \$10,000	7 years	Revoked for at least one year
Aggravated DWI	\$1,000 - \$2,500	1 year	Revoked for at least one year
Second Aggravated DWI conviction in 10 years (E felony)	\$1,000 - \$5,000	4 years	Revoked for at least 18 months
Third Aggravated DWI conviction in 10 years (D felony)	\$2,000 - \$10,000	7 years	Revoked for at least 18 months
Chemical Test Refusal	\$500 civil penalty (\$550 for CDL)	None	Revoked for at least one year, 18 months for commercial drivers.
Chemical Test Refusal within five years of a previous DWI-related charge/Chemical Test Refusal	\$750 civil penalty	None	Revoked for at least 18 months, one-year or until age 21 for drivers under age 21, permanent CDL revocation for commercial drivers.
Chemical Test Refusal - Zero Tolerance Law	\$300 civil penalty and \$100 re-application fee	None	Revoked for at least one year.
Chemical Test Refusal - Second or subsequent Zero Tolerance Law	\$750 civil penalty and \$100 re-application fee	None	Revoked for at least one year.
Driving Under the Influence (Out-of-State)	N/A	N/A	Revoked for at least 90 days. If less than 21 years of age, revoked at least one year.
Driving Under the Influence (Out-of-State) with any previous alcohol-drug violation	N/A	N/A	Revoked for at least 90 days (longer term with certain prior offenses). If less than 21 years of age, revoked at least one year or until age 21 (longest term).

H. Operating a Motor Vehicle after Consuming Alcohol while under age 21:

- License suspension or revocation and \$125 charge.

I. Possession of Open Container in Public Place:

- Up to 15 days in jail, \$150 fine (Determined by local laws)

Legal Sanctions: Drugs

The State of New York Penal Law and federal laws define a wide range of offenses and penalties for possessing or distributing cannabis and other controlled substances. In addition, driving a motor vehicle with ability impaired by drugs is subject to the same New York State law and sanctions as driving while intoxicated. A more complete description of these offenses and penalties is below:

A. Possession and Distribution of Cannabis

Offense	Penalty	Jail	Fine
POSSESSION			
Unlawful Possession of Cannabis (> 3 ounces or > 24 grams concentrated)	Violation	N/A	\$125
Unlawful Possession of Cannabis 3rd Degree (> 16 ounces or > 5 ounces concentrated)	Misdemeanor, Class A	1 year	\$1000
Unlawful Possession of Cannabis 2nd Degree (> 5 pounds or > 2 pounds concentrated)	Felony, Class E	4 years	\$5000
Unlawful Possession of Cannabis 1st Degree (> 10 pounds or > 4 pounds concentrated)	Felony, Class D	7 years	\$5000
SALE			
Unlawful Sale of Cannabis	Violation	N/A	\$ 250
Criminal Sale of Cannabis 3rd Degree (> 3 ounces or > 24 grams concentrated or to person < 21 YOA)	Misdemeanor, Class A	1 year	\$1000
Criminal Sale of Cannabis 2nd Degree (> 16 ounces or > 5 ounces concentrated or to person < 18 YOA)	Felony, Class E	4 years	\$5000
Criminal Sale of Cannabis 1st Degree (> 5 pounds or > 2 pounds concentrated)	Felony, Class D	7 years	\$5000
Aggravated Sale of Cannabis (100 pounds or more)	Felony, Class C	15 years	\$5000
USE			
Use where restricted by NYS Public Health Law; in or upon the grounds of a school or school bus.	Violation	N/A	\$25

Medical Marijuana:

Offense	Penalty	Jail	Fine
Criminal diversion of medical marijuana 2 nd	Misdemeanor	1 year	\$ 1,000
Criminal diversion of medical marijuana 1 st	Felony	4 years	\$ 5,000

C. Federal Sanctions for Sale of Marijuana

- A first offense of trafficking in marijuana in amounts of less than 50 kg may result in imprisonment of not more than 5 years and a fine not to exceed \$250,000. Imprisonment and fine minimums are doubled for a second offense
- Trafficking in marijuana in quantities greater than 1,000 kg may result in not less than 10 years and not more than life imprisonment and/or a fine not to exceed \$4 million (minimums double for a second offense)

E. Federal Sanction for Possession of a Controlled Substance

- First conviction: Up to one-year imprisonment and / or fine of at least \$1,000 but not more than \$100,000, or both
- After one prior drug conviction: At least 15 days in prison, not to exceed 2 years and /or fine of at least \$2,500 but not more than \$250,000, or both
- After two or more prior drug convictions: At least 90 days prison, not to exceed 3 years and fine of at least \$5,000 but not more than \$250,000, or both.
- Special sentencing provisions for possession of crack cocaine: Mandatory at least 5 years in prison, not to exceed 20 years, and fine of up to \$250,000, or both if:
 - 1st conviction and the amount of crack possessed exceeds 5 grams;
 - 2nd conviction and the amount of crack possessed exceeds 3 grams;

- 3rd or subsequent conviction and the amount of crack exceeds 1 gram.
- 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 one-year imprisonment.
- Forfeiture of vehicles, boats, aircraft, or any other conveyance used to transport or conceal a controlled substance.
- Civil fine up to \$10,000 (pending adoption of final regulations).
- 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.
- 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.

F. Federal Sanctions for Sale of Controlled Substances

- Penalties range from imprisonment for less than one year and/or a fine of less than \$100,000 for a first offense involving a small quantity of a controlled substance.
- For a large quantity, second offense, the penalty may be as severe as 20 years to life.

Prevention and Education

Tompkins Cortland Community College uses multiple strategies to provide comprehensive education and prevention regarding alcohol and other drugs. The Substance Use Prevention and Recovery Council is a campus-community alcohol and other drug coalition, which meets monthly to discuss current substance use related issues and trends.

Highlighted Programs:

- **Best Life Campaign:** This social norms misperception and social marketing campaign provides factual information to students about what their peers are actually doing when it comes to alcohol and drug use. The campaign also provides harm reduction strategies and touches on related topics such as sleep, stress/anxiety, exercise, nutrition, and student success.
- **Educational Workshops:** Prevention staff partner with Residential Life and other offices as appropriate to deliver trainings to RAs, students leaders and other groups. Information is incorporated in Orientation, Fall & Mid-Winter Day (staff professional development days), and other opportunities.

Requests for programming are made by a variety of audiences, including, but not limited to, classes, residence halls, student groups, and athletic teams. For more information on education and prevention efforts, contact Health and Wellness Services at (607)844-8222 x4487.

- **Policy & Enforcement Environmental Prevention Work:** This Committee meets regularly to strengthen the college's alcohol and drug policies and related enforcement practices. This groups also works to ensure all students and staff are informed and are provided with accurate information and supports.
- **SBIRT Initiative:** The College's Screening Brief Intervention and Referral to Treatment (SBIRT) program screens students for substance use in order to be able to identify, intervene, and refer as needed.
- **Options Program:** provides assessment, intervention, education, and referral services for all students who experience problems or have concerns about their use of alcohol or other drugs. It is free and confidential. Students may self-refer or be mandated through the Conduct system. For more information contact Health Services at (607)844-8222 x4487.
- **Recovery Supports:** The Recovery Space, located in Room 178, is open Monday-Friday 8am-5pm. It is a lounge space available to all students looking for a quiet space to connect with peers. In addition to comfortable seating, a computer and other work stations, the space hosts regular peer-led support meetings. The Space also makes appropriate referrals and works closely with both on campus and off-campus resources including the Addiction Center of Broome County COTI program. For more information,

contact Ashley Dickson at (607)844-8222 x4551.

On-Campus Resources:

Health and Wellness Services Counseling	Room 122 or call (607)844-6577 to make an appointment. https://www.tompkinscortland.edu/campus-life/mental-health-counseling
Health and Wellness Services Health Center	Room 118A or call (607)844-8222 x4487. https://www.tompkinscortland.edu/campus-life/health-center
Health and Wellness Services Collegiate Recovery Program	Room 178 for Alcohol and Drug Prevention & Recovery Services. https://www.tompkinscortland.edu/campus-life/collegiate-recovery-community
Student Conduct and Community Standards	Contact Darese Doskal, Director, at (607)844-6591, https://www.tompkinscortland.edu/campus-life/student-conduct
Campus Police	We are reachable 24 hours a day, seven days a week. To contact us, call (607)844-6511 x 6511. For emergencies, dial 911, and the 911 Center will immediately dispatch us along with other needed agencies to help with the emergency. https://www.tompkinscortland.edu/campus-life/campus-police#
Vice President of Student Services	Room 229, VPSS@TompkinsCortland.edu
Human Resources	https://www.tompkinscortland.edu/college-info/human-resources

Off-Campus Resources:

- Students can be referred to off-campus services related to substance use and mental health concerns through Health and Wellness Services.
- The Employee Assistance Program (EAP) is a service that the College has purchased for eligible employees and family members. It is a confidential service staffed by Masters-level or above counseling professionals from the Family and Children's service of Ithaca. It is intended to assist you with any concern, personal, family or workplace that you may have. Call Family and Children's Service at 607.273.7494 or 1.800.834.1239 and tell them you are an EAP participant seeking a consultation. You will be asked a few brief questions and an appointment will be scheduled for you. Office hours are Monday through Friday, from 8:00 am to 5:00 pm. There is an answering service all hours that Family and Children's Service is closed.

Conclusion

This notification is distributed in accordance with the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act of 1989 (the "Acts"). In compliance with the Acts, Tompkins Cortland Community College will impose disciplinary sanctions on students and employees (consistent with local, State and federal law) as described above, up to and including expulsion or termination of employment and referral for prosecution, for violations of the standards of conduct described above.