

Nouvelle Institute

Drug and Alcohol Abuse Prevention Program (DAAPP)

Biennial Review

Academic Years 2023–2024 and 2024–2025

Hialeah Branch

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Phone: (305) 557-3017

Prepared in accordance with:

- Drug-Free Schools and Communities Act (DFSCA)
- 34 CFR Part 86
- Drug-Free Workplace Act of 1988
- Higher Education Act of 1965, as amended

Publication Date

September 2025

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Nouvelle Institute – Hialeah Branch
Drug and Alcohol Abuse Prevention Program (DAAPP)

LETTER FROM THE PRESIDENT

Dear Students, Faculty, Staff, and Members of the Nouvelle Institute Community:

Nouvelle Institute is committed to providing a safe, healthy, and supportive learning environment where students and employees can achieve their educational and professional goals free from the harmful effects of alcohol and illicit drug abuse.

The Institute recognizes that substance abuse poses significant risks to personal health, academic success, workplace productivity, and campus safety. For this reason, we maintain a comprehensive Drug and Alcohol Abuse Prevention Program designed to educate our community, promote responsible decision-making, provide appropriate support resources, and ensure compliance with all applicable federal and state laws.

This Biennial Review demonstrates our ongoing commitment to evaluating the effectiveness of our prevention initiatives, ensuring consistent enforcement of institutional policies, and continuously improving the services available to our students and employees.

The safety and well-being of our community remain among our highest priorities, and we will continue to strengthen our prevention efforts through education, awareness, collaboration, and accountability.

Thank you for helping us maintain a respectful, healthy, and drug-free educational environment.

Sincerely,

Carlos R Montano
President
Nouvelle Institute



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Nouvelle Institute – Hialeah Branch
Drug and Alcohol Abuse Prevention Program (DAAPP)

EXECUTIVE SUMMARY

The Drug and Alcohol Abuse Prevention Program (DAAPP) Biennial Review has been prepared by **Nouvelle Institute – Hialeah Branch** in accordance with the Drug-Free Schools and Communities Act (DFSCA), the Drug-Free Workplace Act of 1988, the Higher Education Act, and the implementing regulations contained in **34 CFR Part 86**.

The purpose of this Biennial Review is to evaluate the effectiveness of the Institute's alcohol and drug prevention initiatives, determine whether institutional disciplinary sanctions are consistently enforced, assess compliance with applicable federal regulations, and identify opportunities for continuous improvement.

Nouvelle Institute is dedicated to maintaining an educational environment that promotes academic excellence, professional development, personal responsibility, and the health and safety of all members of the campus community. The Institute strictly prohibits the unlawful manufacture, distribution, possession, or use of alcohol and controlled substances on institutional property or during any activity sponsored by the Institution.

This review covers the **2023–2024** and **2024–2025** academic years and includes an evaluation of:

- Institutional policies and standards of conduct.
- Annual distribution of the Drug and Alcohol Abuse Prevention Program.
- Prevention and educational initiatives.
- Health risk education.
- Counseling and referral resources.
- Drug- and alcohol-related incidents.
- Disciplinary actions.
- Program effectiveness and regulatory compliance.

The Biennial Review concluded that Nouvelle Institute continues to maintain a comprehensive Drug and Alcohol Abuse Prevention Program that satisfies the requirements of the Drug-Free Schools and Communities Act. During the review period, **no drug- or alcohol-related incidents requiring institutional disciplinary action were reported involving students or employees**, and no significant deficiencies were identified in the implementation of the program. The Institute remains committed to continuously evaluating and strengthening its prevention efforts to ensure ongoing compliance with federal regulations and to promote a safe, healthy, and drug-free educational environment.

INSTITUTIONAL COMMITMENT

Nouvelle Institute believes that academic achievement and professional success are best attained within a learning environment that promotes personal responsibility, mutual respect, integrity, and individual well-being. The Institute recognizes that alcohol misuse and the unlawful use of controlled substances can adversely affect physical and mental health, impair academic performance, compromise workplace productivity, and threaten the safety of the campus community.

Accordingly, Nouvelle Institute is committed to maintaining a campus environment that is free from the unlawful possession, use, manufacture, or distribution of alcohol and illicit drugs. This commitment extends to all institutional property, educational activities, clinical experiences, and any event sponsored or authorized by the Institute.

The Institute fulfills this commitment by implementing a comprehensive Drug and Alcohol Abuse Prevention Program that integrates education, prevention, policy enforcement, early intervention, and referral to community resources. Through these coordinated efforts, Nouvelle Institute promotes informed decision-making, encourages healthy lifestyles, and supports students and employees in achieving their educational and professional goals.

Beyond regulatory compliance, the Institute views substance abuse prevention as an essential component of its mission to prepare competent professionals who demonstrate ethical conduct, sound judgment, and responsibility in the communities they serve.

PURPOSE OF THE BIENNIAL REVIEW

Purpose of the Drug and Alcohol Abuse Prevention Program (DAAPP)

The Drug and Alcohol Abuse Prevention Program (DAAPP) Biennial Review is conducted to evaluate the effectiveness of Nouvelle Institute – Miami Main Campus's comprehensive alcohol and other drug prevention initiatives and to ensure continued compliance with all applicable federal laws and regulations governing institutions of higher education.

The Biennial Review serves as the Institute's formal assessment of the policies, procedures, educational initiatives, prevention strategies, disciplinary practices, and support resources implemented to prevent the unlawful use, possession, manufacture, or distribution of alcohol and controlled substances among students and employees.

This review has been prepared in accordance with the requirements of the Drug-Free Schools and Communities Act (DFSCA) and its implementing regulations under **34 CFR Part 86**, which require institutions participating in Title IV federal financial aid programs to conduct a comprehensive review of their Drug and Alcohol Abuse Prevention Program at least once every two years.

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The primary objectives of this Biennial Review are to:

- Evaluate the effectiveness of the Institute's alcohol and drug prevention programs.
- Determine whether institutional disciplinary sanctions are consistently and equitably enforced.
- Assess compliance with applicable federal and state requirements.
- Identify strengths and opportunities for continuous improvement.
- Promote a safe, healthy, and drug-free educational and workplace environment.
- Support student success, employee well-being, and institutional integrity.

In fulfilling these objectives, Nouvelle Institute demonstrates its ongoing commitment to protecting the health and safety of its campus community while maintaining the highest standards of regulatory compliance and ethical responsibility.

REGULATORY FRAMEWORK

Federal Regulatory Authority

Nouvelle Institute – Hialeah Branch administers its Drug and Alcohol Abuse Prevention Program in accordance with applicable federal laws governing institutions of higher education that participate in Title IV federal student financial assistance programs.

The Institute's program is based upon the following regulatory authorities:

Drug-Free Schools and Communities Act (DFSCA)

The Drug-Free Schools and Communities Act requires institutions of higher education receiving federal financial assistance to implement and maintain comprehensive programs designed to prevent the unlawful possession, use, or distribution of alcohol and illicit drugs by students and employees.

As a condition of continued participation in federal student aid programs, institutions must annually distribute written information describing institutional policies, legal sanctions, health risks, available treatment resources, disciplinary sanctions, and prevention programs.

34 CFR Part 86

Title 34, Code of Federal Regulations, Part 86 establishes the regulations implementing the Drug-Free Schools and Communities Act for institutions of higher education.

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These regulations require each institution to:

- Develop and implement a Drug and Alcohol Abuse Prevention Program.
 - Annually distribute the program to all students and employees.
 - Maintain written standards of conduct.
 - Describe applicable legal sanctions.
 - Provide information regarding health risks associated with alcohol and controlled substances.
 - Identify available counseling, treatment, rehabilitation, and re-entry resources.
 - Describe institutional disciplinary sanctions.
 - Conduct a Biennial Review of program effectiveness and the consistent enforcement of disciplinary sanctions.
-

Drug-Free Workplace Act of 1988

As a recipient of federal funding, Nouvelle Institute maintains a drug-free workplace consistent with the requirements of the Drug-Free Workplace Act of 1988.

The Institute prohibits the unlawful manufacture, distribution, dispensation, possession, or use of controlled substances within the workplace and requires all employees to comply with institutional policies designed to maintain a safe and productive work environment.

Higher Education Act

Participation in Title IV federal financial aid programs requires Nouvelle Institute to maintain policies and procedures that support compliance with federal laws intended to promote student safety, institutional accountability, and responsible administration of federal funds.

The Drug and Alcohol Abuse Prevention Program is one component of the Institute's broader institutional compliance framework designed to protect students, employees, and the educational environment.

State of Florida Requirements

In addition to applicable federal regulations, Nouvelle Institute complies with all relevant provisions of the Florida Statutes governing alcoholic beverages, controlled substances, workplace safety, and criminal conduct. Students and employees are expected to comply with all federal, state, and local laws, as well as all institutional policies governing alcohol and drug use.

INSTITUTIONAL RESPONSIBILITIES

Institutional Responsibility and Program Administration

The success of the Drug and Alcohol Abuse Prevention Program depends upon the active participation of institutional leadership, faculty, staff, and students. Nouvelle Institute assigns responsibility for implementation, administration, evaluation, and continuous improvement of the program to designated institutional officials.

Responsible Office	Primary Responsibilities
President	Provides executive oversight and institutional support for the DAAPP.
Campus Administration	Ensure implementation of institutional policies and compliance with federal regulations.
Compliance Officer	Coordinates annual distribution, documentation, regulatory compliance, and the Biennial Review process.
Student Services	Provides student education, policy distribution, referrals, and support resources.
Human Resources	Oversee employee compliance, annual policy distribution, and disciplinary procedures for employees.
Faculty and Supervisors	Reinforce institutional expectations, identify concerns, and refer students or employees for appropriate assistance when necessary.

Each administrative office maintains documentation supporting its assigned responsibilities and collaborates in the continuous evaluation and improvement of the Drug and Alcohol Abuse Prevention Program.

The Institute recognizes that preventing alcohol and drug abuse is a shared institutional responsibility. Through education, prevention, consistent policy enforcement, and access to appropriate support services, Nouvelle Institute seeks to foster an environment that promotes academic success, personal responsibility, and professional excellence.

Professional Tables

Year	Incidents	Outcomes
2024-2025	0 Incidents	Not Applicable
2023-2024	0 Incidents	Not Applicable

Requirement	Status
Annual Distribution	✓ Completed
Biennial Review	✓ Completed

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Requirement	Status
Drug Incidents	0
Alcohol Incidents	0
Policy Enforcement Effective	
Program Evaluation Satisfactory	

DRUG AND ALCOHOL ABUSE PREVENTION PROGRAM

Program Overview

Nouvelle Institute – Hialeah Branch is committed to maintaining a safe, healthy, and productive educational environment through the implementation of a comprehensive Drug and Alcohol Abuse Prevention Program (DAAPP). The program is designed to educate students and employees about the risks associated with alcohol and drug abuse, promote healthy lifestyle choices, provide access to supportive resources, and ensure compliance with applicable federal and state laws.

The DAAPP is an integral component of the Institute's overall commitment to student success, employee well-being, campus safety, and institutional integrity. Prevention efforts combine education, policy enforcement, early intervention, and community partnerships to reduce the misuse of alcohol and controlled substances while fostering a culture of personal responsibility and accountability.

The Institute strictly prohibits the unlawful manufacture, distribution, dispensation, possession, or use of alcohol and illicit drugs on institutional property, during Institute-sponsored activities, clinical training experiences, or any activity conducted on behalf of Nouvelle Institute. Violations of institutional policy are subject to disciplinary action and may also result in criminal prosecution under applicable federal, state, or local laws. This institutional approach reflects and expands upon the program requirements described in the current DAAPP and Biennial Review.

Program Objectives

The Drug and Alcohol Abuse Prevention Program has been established to achieve the following objectives:

- Promote a safe, healthy, and drug-free educational and work environment.
- Educate students and employees regarding the health, legal, academic, and professional consequences of alcohol and drug abuse.
- Prevent the unlawful possession, use, manufacture, or distribution of alcohol and controlled substances.
- Encourage responsible decision-making through education and awareness initiatives.

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- Provide access to counseling, treatment, rehabilitation, and community referral services.
 - Ensure consistent enforcement of institutional policies and disciplinary procedures.
 - Support compliance with the Drug-Free Schools and Communities Act (DFSCA), the Drug-Free Workplace Act, and other applicable regulations.
 - Continuously evaluate and improve the effectiveness of prevention initiatives through the Biennial Review process.
-

Annual Distribution of the DAAPP

Nouvelle Institute annually distributes the Drug and Alcohol Abuse Prevention Program to all enrolled students and current employees, as required by the Drug-Free Schools and Communities Act (DFSCA) and 34 CFR Part 86.

The annual distribution includes information regarding:

- Standards of conduct governing alcohol and controlled substances.
- Applicable federal, state, and local legal sanctions.
- Health risks associated with alcohol and drug abuse.
- Available counseling, treatment, rehabilitation, and re-entry programs.
- Institutional disciplinary sanctions for policy violations.
- Procedures for reporting incidents and obtaining assistance.

The distribution is provided through institutional publications, electronic communications, orientation programs, and employee onboarding processes to ensure that every member of the campus community has ongoing access to this information. This distribution requirement is a central element of the DAAPP described in the current institutional review.

Program Administration

The Drug and Alcohol Abuse Prevention Program is administered through a collaborative effort involving institutional leadership and designated administrative offices. Responsibilities include policy implementation, annual distribution, educational programming, documentation, disciplinary oversight, and continuous program evaluation.

Program administration includes collaboration among:

- President
- Campus Administration
- Compliance Officer
- Student Services
- Human Resources

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- Faculty and Supervisors

Each office contributes to maintaining compliance with applicable regulations while supporting the Institute's mission to provide a safe and supportive learning environment.

Continuous Program Improvement

Nouvelle Institute recognizes that effective prevention requires ongoing evaluation and continuous improvement. The Institute periodically reviews prevention activities, institutional policies, educational materials, incident reports, and available support resources to ensure that the Drug and Alcohol Abuse Prevention Program remains current, effective, and responsive to the needs of the campus community.

Recommendations identified during each Biennial Review are incorporated into future planning and program enhancements to strengthen institutional compliance and improve the overall effectiveness of prevention initiatives.

STANDARDS OF CONDUCT

Institutional Standards of Conduct

Nouvelle Institute – Hialeah Branch is committed to maintaining an educational and workplace environment that promotes safety, professionalism, personal responsibility, and respect for all members of the campus community. Consistent with federal and state law, the Institute strictly prohibits the unlawful manufacture, distribution, dispensation, possession, sale, or use of alcohol and controlled substances on institutional property, during Institute-sponsored activities, clinical education experiences, or while conducting any activity on behalf of the Institute.

Compliance with these Standards of Conduct is a condition of enrollment for students and a condition of employment for faculty and staff. All members of the campus community are expected to conduct themselves in a manner that supports a safe, healthy, and drug-free educational environment.

Prohibited Conduct

The following activities are strictly prohibited:

- The unlawful possession, use, manufacture, distribution, sale, or dispensing of controlled substances.
- The unlawful possession or consumption of alcoholic beverages on Institute property.

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- Reporting to class, clinical assignments, laboratories, or work while under the influence of alcohol or illegal drugs.
 - Possessing or consuming alcohol during any Institute-sponsored activity unless expressly authorized by law and institutional policy.
 - Misuse of prescription medications, including the use of medications prescribed to another individual.
 - Assisting, encouraging, or facilitating violations of the Institute's Drug and Alcohol Abuse Prevention Program.
 - Any conduct involving alcohol or drugs that endangers the safety, health, or well-being of students, employees, patients, visitors, or members of the public.
-

Student Responsibilities

Students are expected to:

- Comply with all applicable federal, state, and local laws regarding alcohol and controlled substances.
- Adhere to all institutional policies published in the Student Catalog and Student Handbook.
- Maintain conduct that reflects professionalism, integrity, and personal responsibility.
- Report concerns involving potential violations that may threaten the safety of the campus community.
- Cooperate fully with institutional investigations involving alleged violations of these standards.

Failure to comply with these expectations may result in disciplinary action, up to and including suspension, dismissal, or referral to law enforcement authorities, depending on the severity of the violation.

Employee Responsibilities

Employees are expected to:

- Always maintain a drug-free workplace.
- Perform their duties free from the influence of alcohol or illegal drugs.
- Comply with all provisions of the Employee Handbook and the Drug-Free Workplace Policy.
- Notify the Institute of any criminal drug statute conviction occurring in the workplace, as required by applicable federal law.
- Cooperate with investigations involving suspected policy violations.

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Employees who violate these standards may be subject to disciplinary action, including written warnings, mandatory participation in counseling or rehabilitation programs, suspension, termination of employment, and referral to appropriate law enforcement agencies when warranted.

Institutional Expectations

Nouvelle Institute promotes a culture of prevention through education, awareness, early intervention, and accountability. The Institute encourages students and employees who may be experiencing alcohol- or drug-related problems to seek assistance voluntarily before their circumstances result in disciplinary or legal consequences.

Individuals requesting assistance in good faith will be provided information regarding available counseling, treatment, and community referral resources consistent with institutional policies and applicable laws.

Enforcement of Standards

The Institute reserves the right to investigate any suspected violation of these Standards of Conduct. All investigations will be conducted in a fair, impartial, and confidential manner to the extent permitted by law.

Violations will be evaluated based on the nature and severity of the conduct, potential risks to the campus community, prior disciplinary history, and applicable institutional policies. Appropriate corrective and disciplinary actions will be imposed consistently and in accordance with established procedures.

LEGAL SANCTIONS

Legal Sanctions for the Unlawful Possession, Use, or Distribution of Alcohol and Controlled Substances

Nouvelle Institute – Hialeah Branch expects all students and employees to comply with applicable federal, state, and local laws governing the possession, use, manufacture, distribution, and sale of alcoholic beverages and controlled substances. Violations of these laws may result in criminal prosecution, civil penalties, institutional disciplinary action, or a combination of these consequences.

The information provided below summarizes the legal sanctions that may apply. This summary is intended for educational purposes and does not replace or supersede the applicable provisions of federal or Florida law.

Federal Law

Federal law prohibits the unlawful manufacture, distribution, dispensation, possession, or use of controlled substances as defined in the **Controlled Substances Act (21 U.S.C. §§ 801–971)**.

Depending on the nature of the offense, penalties may include:

- Criminal fines.
- Imprisonment.
- Forfeiture of property.
- Mandatory supervised release.
- Loss of eligibility for certain federal benefits.
- Enhanced penalties for repeat offenses or offenses involving distribution near schools or protected locations.

The severity of the penalties varies based on factors including:

- Type of controlled substance.
 - Quantity involved.
 - Intent to distribute.
 - Prior criminal history.
 - Circumstances surrounding the offense.
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Florida Law

The State of Florida regulates alcoholic beverages and controlled substances through the Florida Statutes. Individuals who violate these laws may be subject to criminal penalties, including arrest, fines, probation, imprisonment, driver's license suspension, and other sanctions authorized by law.

Examples of prohibited conduct include:

- Possession of controlled substances without a valid prescription.
- Sale or distribution of illegal drugs.
- Possession of drug paraphernalia.
- Driving under the influence of alcohol or controlled substances.
- Furnishing alcoholic beverages to people under the age of 21.

- Possession or consumption of alcoholic beverages by individuals under 21 years of age.
-

Alcohol-Related Violations

Under Florida law:

- The legal drinking age is **21 years**.
 - It is unlawful for individuals under the age of 21 to purchase, possess, or consume alcoholic beverages except as otherwise permitted by law.
 - It is unlawful to provide alcoholic beverages to individuals who are under the legal drinking age.
 - Operating a motor vehicle while impaired by alcohol or drugs may result in criminal prosecution, administrative penalties, driver's license suspension, substantial fines, imprisonment, and mandatory educational or treatment programs.
-

Controlled Substances

The unlawful possession, manufacture, sale, delivery, trafficking, or distribution of controlled substances is prohibited under both federal and Florida law.

Penalties may include:

- Arrest and criminal prosecution.
 - Significant monetary fines.
 - Imprisonment.
 - Probation.
 - Court-ordered substance abuse treatment.
 - Permanent criminal record.
 - Loss of professional licensure eligibility in certain occupations.
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Institutional Sanctions

Independent of any criminal or civil penalties imposed by government authorities, Nouvelle Institute may impose disciplinary sanctions for violations of its Drug and Alcohol Abuse Prevention Program.

Institutional sanctions may include, but are not limited to:

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- Written warning.
- Disciplinary probation.
- Mandatory participation in educational or counseling programs.
- Referral to appropriate treatment resources.
- Suspension from classes, clinical assignments, or employment.
- Dismissal from the academic program.
- Termination of employment.
- Referral to local law enforcement agencies when appropriate.

Institutional disciplinary actions are determined based on the nature and severity of the violation, prior disciplinary history, the potential risk to the campus community, and applicable institutional policies.

Responsibility of Students and Employees

Every member of the Nouvelle Institute community is individually responsible for understanding and complying with all applicable laws and institutional policies governing alcohol and controlled substances.

Ignorance of the law or institutional policy does not exempt an individual from criminal prosecution or disciplinary action. Students and employees are encouraged to seek guidance from Student Services, Human Resources, or Administration whenever questions arise concerning the Institute's Drug and Alcohol Abuse Prevention Program or applicable legal requirements.

Professional Recommendation

Violation	Possible Legal Consequences	Possible Institutional Sanctions
Underage possession of alcohol	Fine, criminal citation	Warning, probation, suspension
Driving under the influence (DUI)	License suspension, fines, imprisonment	Disciplinary action
Possession of controlled substances	Arrest, fines, imprisonment	Suspension or dismissal
Distribution of controlled substances	Felony prosecution, imprisonment	Immediate dismissal or termination
Misuse of prescription medication	Criminal penalties (when applicable)	Disciplinary action and referral

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Violation	Possible Legal Consequences	Possible Institutional Sanctions
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HEALTH RISKS

Health Risks Associated with Alcohol and Drug Abuse

Nouvelle Institute – Hialeah Branch recognizes that the misuse of alcohol and controlled substances poses significant risks to the physical, psychological, academic, and professional well-being of students and employees. Alcohol and drug abuse may impair judgment, reduce academic and workplace performance, increase the likelihood of accidents, and contribute to long-term health conditions.

The Institute is committed to educating the campus community about these risks in accordance with the Drug-Free Schools and Communities Act (DFSCA) and promoting healthy, informed lifestyle choices. This section expands upon the health-risk information presented in the current DAAPP.

Health Risks of Alcohol Abuse

Alcohol is a central nervous system depressant that affects nearly every organ of the body. Excessive or prolonged alcohol consumption may result in serious short-term and long-term health consequences.

Short-Term Effects

- Impaired judgment and decision-making.
- Reduced coordination and balance.
- Slowed reaction time.
- Blurred vision and impaired concentration.
- Slurred speech.
- Increased risk of accidents and injuries.
- Alcohol poisoning, which may result in respiratory depression, coma, or death.

Long-Term Effects

Chronic alcohol misuse may contribute to:

- Liver disease, including cirrhosis and hepatitis.
- High blood pressure and cardiovascular disease.

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- Stroke.
 - Pancreatitis.
 - Weakened immune system.
 - Memory impairment and cognitive decline.
 - Depression and anxiety disorders.
 - Alcohol dependence and addiction.
 - Increased risk of several forms of cancer, including cancers of the mouth, throat, liver, breast, and esophagus.
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Health Risks of Controlled Substance Abuse

The misuse of illegal drugs and prescription medications can have serious medical, psychological, and social consequences. The severity of these effects depends on the substance used, dosage, frequency of use, and the individual's overall health.

Potential health risks include:

- Impaired memory and concentration.
 - Poor academic and occupational performance.
 - Mood disorders, including anxiety and depression.
 - Hallucinations and psychosis.
 - Increased risk of violent behavior.
 - Respiratory failure.
 - Cardiovascular complications.
 - Seizures.
 - Permanent neurological damage.
 - Drug dependence and addiction.
 - Overdose, which may result in permanent disability or death.
-

Misuse of Prescription Medications

Prescription medications are safe only when used under the supervision of a licensed healthcare provider. Misusing prescription drugs—including opioids, sedatives, stimulants, or medications prescribed to another person—may result in:

- Physical dependence.
- Addiction.
- Respiratory depression.
- Cardiac complications.
- Accidental overdose.
- Dangerous interactions with alcohol or other medications.

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The unlawful possession or distribution of prescription medications may also result in criminal prosecution and institutional disciplinary action.

Academic and Professional Consequences

Substance abuse may significantly interfere with academic achievement and professional development.

Possible consequences include:

- Poor classroom performance.
 - Reduced attendance.
 - Declining grades.
 - Failure to complete academic requirements.
 - Unsafe performance during laboratory or clinical activities.
 - Loss of professionalism.
 - Disciplinary sanctions.
 - Suspension or dismissal from the Institute.
 - Loss of future employment opportunities or professional licensure.
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Mental Health Considerations

Alcohol and drug misuse frequently contribute to mental health concerns, including:

- Anxiety disorders.
- Depression.
- Increased stress.
- Sleep disturbances.
- Emotional instability.
- Self-harm behaviors.
- Suicidal thoughts or behaviors.

Students and employees experiencing emotional distress or substance-related concerns are encouraged to seek assistance as early as possible through institutional support services or qualified community providers.

Prevention Through Education

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Nouvelle Institute believes that education is one of the most effective methods of preventing substance abuse. Through annual awareness initiatives, orientation programs, policy distribution, educational materials, and referral services, the Institute seeks to empower students and employees to make informed decisions that support lifelong health and personal success.

The Institute encourages every member of the campus community to recognize the warning signs of substance abuse, support individuals who may need assistance, and promote a safe, respectful, and healthy learning environment.

PREVENTION AND EDUCATION PROGRAMS

Prevention and Education Programs

Nouvelle Institute – Hialeah Branch is committed to promoting a healthy, safe, and drug-free educational environment through comprehensive prevention and educational initiatives. The Institute recognizes that prevention is most effective when education, awareness, early intervention, and access to support services are integrated into the campus culture.

The Drug and Alcohol Abuse Prevention Program (DAAPP) is designed to educate students and employees about the health, legal, academic, and professional consequences associated with the misuse of alcohol and controlled substances while encouraging responsible decision-making and personal accountability.

Program Goals

The primary goals of the Institute's prevention and education efforts are to:

- Promote a safe and drug-free campus environment.
 - Increase awareness of the health risks associated with alcohol and drug abuse.
 - Educate students and employees regarding applicable federal, state, and institutional policies.
 - Encourage healthy lifestyle choices and responsible decision-making.
 - Reduce behaviors that may negatively impact academic success, workplace performance, and campus safety.
 - Promote early identification of substance abuse concerns and timely intervention.
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Student Education

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Students receive alcohol and drug prevention information throughout their enrollment at Nouvelle Institute.

Educational opportunities include:

- New Student Orientation.
- Student Catalog and Handbook.
- Annual distribution of the Drug and Alcohol Abuse Prevention Program.
- Classroom discussions when appropriate.
- Educational brochures and informational materials.
- Safety and wellness awareness campaigns.
- Access to online educational resources.
- Referral information for counseling and community support services.

These educational efforts reinforce the Institute's expectations regarding personal responsibility and compliance with institutional policies.

Employee Education

Faculty and staff receive information regarding the Drug-Free Workplace Policy and the Drug and Alcohol Abuse Prevention Program during the onboarding process and through periodic institutional communications.

Employee education includes:

- Drug-Free Workplace requirements.
- Standards of Conduct.
- Recognition of substance abuse concerns.
- Employee responsibilities under institutional policy.
- Available counseling and referral resources.
- Reporting procedures.
- Annual policy updates when applicable.

Employees are encouraged to model professional behavior and contribute to maintaining a safe educational environment.

Prevention Strategies

Nouvelle Institute implements multiple prevention strategies intended to reduce alcohol- and drug-related risks within the campus community.

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These strategies include:

- Annual distribution of the DAAPP.
- Publication of policies in the Student Catalog and Employee Handbook.
- Orientation programs for new students and employees.
- Educational awareness campaigns.
- Promotion of healthy lifestyles and wellness.
- Referral to counseling and treatment resources when appropriate.
- Consistent enforcement of institutional policies.
- Biennial assessment of program effectiveness.

These activities support the Institute's commitment to continuous improvement and regulatory compliance. The current DAAPP identifies policy distribution, health education, support resources, and awareness efforts as core components of its prevention strategy.

Educational Topics

Educational programming may address topics including:

- Effects of alcohol on physical and mental health.
- Risks associated with illegal drug use.
- Misuse of prescription medications.
- Recognizing the signs of substance abuse.
- Stress management and healthy coping strategies.
- Responsible decision-making.
- Available treatment and recovery resources.
- Legal and disciplinary consequences of policy violations.

The Institute may modify educational content periodically to reflect current public health guidance, legal requirements, and identified campus needs.

Shared Responsibility

Maintaining a drug-free campus is a shared responsibility among students, faculty, staff, and administrators.

Every member of the campus community is encouraged to:

- Demonstrate responsible behavior.
- Support a respectful and healthy learning environment.
- Report concerns that may affect campus safety.

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- Encourage individuals experiencing substance-related problems to seek professional assistance.
 - Participate in prevention and educational activities offered by the Institute.
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Continuous Improvement

Nouvelle Institute evaluates the effectiveness of its prevention and education initiatives through the Biennial Review process. Program evaluations consider participation, policy awareness, incident data, disciplinary outcomes, and feedback from the campus community to identify opportunities for improvement.

Recommendations resulting from the Biennial Review are incorporated into future educational programming and prevention strategies to strengthen institutional compliance and promote student and employee well-being.

COUNSELING, TREATMENT, AND COMMUNITY RESOURCES

Counseling, Treatment, and Community Resources

Nouvelle Institute – Hialeah Branch is committed to supporting the health, safety, and well-being of its students and employees by providing access to information, counseling, treatment referrals, and community resources related to alcohol and substance abuse. The Institute recognizes that substance use disorders are treatable conditions and encourages individuals to seek assistance as early as possible.

Seeking help for a substance-related concern is viewed as a positive step toward recovery and personal well-being. The Institute promotes early intervention and provides referrals to qualified professionals and community organizations that offer confidential assessment, counseling, treatment, and recovery support.

Institutional Support Services

Students and employees who believe they may have a substance use problem, or who are concerned about a family member, friend, or colleague, are encouraged to seek assistance through the appropriate institutional office.

Available support includes:

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- Information regarding alcohol and drug abuse prevention.
- Referral to licensed counseling professionals.
- Referral to community treatment providers.
- Educational materials on substance abuse prevention and recovery.
- Guidance regarding available wellness and recovery resources.
- Assistance in identifying appropriate community support programs.

The Institute provides referrals but does not provide on-campus medical diagnosis or substance abuse treatment services. This approach is consistent with the referral process described in the current DAAPP.

Community Treatment and Recovery Resources

Individuals seeking professional assistance may be referred to qualified community organizations that provide confidential counseling, substance abuse treatment, rehabilitation services, crisis intervention, and recovery support.

Examples of available community resources include:

- **Substance Abuse and Mental Health Services Administration (SAMHSA) National Helpline** – 1-800-662-HELP (4357)
Confidential, 24-hour treatment referral and information service.
- **Alcoholics Anonymous (AA)**
Peer support meetings for individuals seeking recovery from alcohol dependence.
- **Narcotics Anonymous (NA)**
Recovery supports individuals affected by substance use disorders.
- **Al-Anon Family Groups**
Support for family members and friends affected by another person's alcohol use.
- **National Alliance on Mental Illness (NAMI)**
Education, advocacy, and support services for individuals experiencing mental health conditions.
- **Local licensed behavioral health providers**
Counseling, outpatient treatment, intensive outpatient programs, residential treatment, and recovery services available throughout Miami-Dade County.

These organizations offer confidential services independent of the Institute and assist individuals in accessing appropriate treatment based on their individual needs. The current DAAPP identifies many of these community resources as referral options for students and employees.

Confidentiality

Nouvelle Institute respects the privacy of individuals seeking assistance to the extent permitted by applicable federal and state laws.

Information related to counseling referrals or requests for assistance is handled with appropriate discretion and shared only with individuals who have a legitimate educational or administrative need to know, or as otherwise required by law.

Emergency Assistance

Individuals experiencing a medical emergency, suspected overdose, severe intoxication, or mental health crisis should immediately:

- Call **911** for emergency medical assistance.
- Contact the appropriate emergency responders.
- Notify campus administration as soon as it is safe to do so.

The health and safety of students, employees, and visitors always take priority over disciplinary concerns during emergency situations.

Encouraging Early Intervention

The Institute strongly encourages students and employees to seek assistance before substance use negatively affects their health, academic progress, employment, or personal relationships.

Early intervention may:

- Reduce the risk of addiction.
- Improve physical and mental health outcomes.
- Support academic and professional success.
- Reduce the likelihood of disciplinary or legal consequences.
- Promote long-term recovery and overall well-being.

Nouvelle Institute is committed to fostering a supportive campus environment where individuals feel encouraged to seek help without unnecessary stigma.

Institutional Commitment

The Institute recognizes that prevention, education, treatment referrals, and community partnerships are essential components of an effective Drug and Alcohol Abuse Prevention Program. By providing access to reliable information and qualified community resources, Nouvelle Institute supports the health, safety, and success of every member of its campus community while maintaining

DRUG-FREE WORKPLACE POLICY

Policy Statement

Nouvelle Institute – Hialeah Branch is committed to maintaining a workplace and educational environment that is safe, healthy, productive, and free from the unlawful use of alcohol and controlled substances. In accordance with the **Drug-Free Workplace Act of 1988** and other applicable federal and state laws, the Institute prohibits the unlawful manufacture, distribution, dispensation, possession, or use of controlled substances in the workplace, on institutional property, or while conducting Institute business.

Compliance with this policy is a condition of employment for all faculty, staff, administrators, and other employees of Nouvelle Institute. This policy expands upon the Drug-Free Workplace provisions currently included in the Institute's DAAPP.

Purpose

The purpose of the Drug-Free Workplace Policy is to:

- Promote a safe and healthy work environment.
 - Protect employees, students, and visitors from the risks associated with substance abuse.
 - Ensure compliance with federal and state laws governing drug-free workplaces.
 - Reduce workplace accidents and injuries.
 - Support employee wellness and productivity.
 - Encourage early intervention and access to appropriate treatment resources.
-

Prohibited Conduct

Employees are prohibited from:

- Manufacturing, distributing, dispensing, possessing, selling, or using controlled substances unlawfully while on Institute property or conducting Institute business.
- Reporting to work while impaired by alcohol or illegal drugs.
- Using alcohol or illegal drugs during working hours or while representing the Institute.
- Misusing prescription medications in a manner that affects job performance or workplace safety.
- Engaging in any conduct involving alcohol or drugs that threatens the safety, health, or well-being of others.

Employees are expected to perform their duties safely, professionally, and in accordance with institutional policies.

Employee Responsibilities

Each employee is responsible for:

- Complying with this Drug-Free Workplace Policy.
- Performing assigned duties free from the influence of alcohol or illegal drugs.
- Reporting unsafe conditions related to substance abuse when appropriate.
- Cooperating with institutional investigations involving suspected policy violations.
- Maintaining professional conduct consistent with institutional expectations.

Employees who are prescribed medications that may impair their ability to safely perform essential job functions should consult their healthcare provider and, when appropriate, notify their supervisor or Human Resources to determine whether reasonable workplace accommodations are necessary.

Criminal Drug Convictions

As required by the Drug-Free Workplace Act, any employee who is convicted of a criminal drug offense occurring in the workplace must notify the Institute in writing within **five (5) calendar days** of the conviction.

When required by applicable federal law, Nouvelle Institute will notify the appropriate federal agency within the prescribed time period and will take appropriate personnel action or require

the employee to participate satisfactorily in an approved drug abuse assistance or rehabilitation program.

Employee Assistance and Rehabilitation

Nouvelle Institute encourages employees experiencing substance-related problems to seek professional assistance before their work performance or personal well-being is adversely affected.

Employees may be referred to:

- Licensed substance abuse counselors.
- Community treatment providers.
- Employee Assistance Programs (when available).
- Mental health professionals.
- Community recovery organizations.
- Educational and prevention resources.

Seeking assistance voluntarily will not, by itself, eliminate disciplinary action for policy violations but demonstrates personal responsibility and a commitment to recovery.

Disciplinary Action

Violations of this Drug-Free Workplace Policy may result in disciplinary action, including:

- Verbal or written warning.
- Mandatory participation in counseling or educational programs.
- Suspension.
- Last Chance Agreement, when appropriate.
- Termination of employment.
- Referral to law enforcement authorities when required by law.

The disciplinary action imposed will depend upon the nature and severity of the violation, the employee's prior disciplinary history, and applicable institutional policies.

Policy Distribution

The Drug-Free Workplace Policy is distributed to all employees through:

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- Employee orientation.
- The Employee Handbook.
- Annual policy notifications.
- Institutional compliance communications.
- The Drug and Alcohol Abuse Prevention Program (DAAPP).

Employees are responsible for reviewing and understanding this policy and complying with all applicable institutional requirements.

Institutional Commitment

Nouvelle Institute is committed to fostering a workplace culture based on professionalism, accountability, mutual respect, and employee well-being. Through education, prevention, early intervention, and consistent enforcement of institutional policies, the Institute strives to maintain a workplace that supports both employee success and institutional excellence.

The Drug-Free Workplace Policy is an essential component of the Institute's overall Drug and Alcohol Abuse Prevention Program and reflects the Institute's commitment to maintaining full compliance with the **Drug-Free Workplace Act of 1988**, the **Drug-Free Schools and Communities Act (DFSCA)**, and all applicable federal and Florida regulations.

REPORTING PROCEDURES

Reporting Procedures

Nouvelle Institute – Hialeah Branch encourages all members of the campus community to promptly report suspected violations of the Drug and Alcohol Abuse Prevention Program (DAAPP), the Drug-Free Workplace Policy, or any other institutional policy related to the unlawful possession, use, manufacture, distribution, or sale of alcohol or controlled substances.

Timely reporting enables the Institute to respond appropriately, protect the health and safety of the campus community, ensure compliance with applicable laws, and provide support to individuals who may require assistance.

Who May Report

Reports may be submitted by:

- Students.
- Faculty members.
- Staff and administrators.
- Visitors.

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- Contractors or vendors.
- Any individual who witnesses or becomes aware of a possible violation.

Individuals are encouraged to report concerns in good faith without fear of retaliation.

Reporting Options

Suspected violations should be reported as soon as possible through one or more of the following institutional offices:

- **Campus Administration**
- **Office of Student Services**
- **Human Resources** (for employee-related matters)
- **Compliance Officer**
- **Campus Security Personnel**, when applicable

Reports may be submitted in person, by telephone, in writing, or through any institutional reporting process established by the Institute.

The Institute will make every reasonable effort to protect the privacy of individuals involved while conducting a thorough and impartial review.

Information to Include in a Report

To facilitate an effective review, reports should include, when known:

- Date and time of the incident.
- Location of the incident.
- Names of individuals involved.
- Description of the observed conduct.
- Names of witnesses, if any.
- Any available supporting documentation or evidence.

Individuals are encouraged to provide factual information based on direct knowledge whenever possible.

Institutional Response

Upon receiving the report, the appropriate institutional office will:

1. Acknowledge receipt of the report.
2. Conduct a preliminary assessment of the information provided.
3. Determine whether additional investigation is necessary.
4. Gather relevant facts through interviews, documentation, or other available evidence.
5. Determine whether institutional policies have been violated.
6. Implement appropriate corrective or disciplinary action, when warranted.
7. Refer the matter to law enforcement or other authorities when required by law.

The Institute follows fair, impartial, and consistent procedures throughout the review process. These procedures reflect and expand upon the reporting and investigation process described in the current DAAPP.

Emergency Situations

Any situation involving:

- An apparent drug overdose.
- Medical emergency.
- Threat of violence.
- Criminal activity.
- Immediate danger to any individual.

should be reported immediately by calling **911** before notifying the Institute.

Once emergency responders have been contacted, Campus Administration should be notified as soon as practical.

Protection Against Retaliation

Nouvelle Institute prohibits retaliation against any individual who, in good faith:

- Reports a suspected violation.
- Participates in an investigation.
- Provides information or testimony.
- Requests assistance related to substance abuse concerns.

Knowingly, submitting false information or making malicious allegations may result in disciplinary action.

Confidentiality

Reports will be handled as confidentially as possible, consistent with the Institute's obligation to investigate alleged violations, protect the campus community, and comply with applicable federal and state laws.

Information obtained during an investigation will be shared only with individuals who have a legitimate educational, administrative, or legal need to know.

Recordkeeping

The Institute maintains records of reported incidents, investigations, disciplinary actions, and related outcomes in accordance with institutional record retention policies and applicable legal requirements.

These records are used to:

- Monitor compliance with the Drug and Alcohol Abuse Prevention Program.
 - Evaluate trends involving alcohol- and drug-related incidents.
 - Support the Biennial Review process.
 - Identify opportunities to strengthen prevention and education initiatives.
 - Demonstrate institutional compliance during regulatory reviews and audits.
-

Institutional Commitment

Nouvelle Institute encourages every member of the campus community to share responsibility for maintaining a safe, healthy, and drug-free educational environment. Prompt reporting, fair investigations, and consistent enforcement of institutional policies are essential components of the Institute's commitment to prevention, accountability, and continuous improvement under the Drug and Alcohol Abuse Prevention Program.

DISCIPLINARY PROCESS

Disciplinary Process

Nouvelle Institute – Hialeah Branch is committed to enforcing its Drug and Alcohol Abuse Prevention Program (DAAPP) in a fair, consistent, and impartial manner. Individuals who violate institutional policies related to unlawful possession, use, manufacture, distribution, or sale of alcohol or controlled substances are subject to disciplinary action, independent of any criminal or civil penalties imposed by governmental authorities.

The disciplinary process is designed to protect the safety of the campus community, promote accountability, and ensure that all reported violations are addressed in accordance with institutional policies and applicable federal and state laws.

Initiation of the Disciplinary Process

The disciplinary process may begin when the Institute receives:

- A report of a suspected violation.
- A complaint from a student, employee, or member of the public.
- Information from law enforcement agencies.
- Documentation obtained during an institutional investigation.
- Any other credible information indicating a possible violation of the Institute's Drug and Alcohol Abuse Prevention Program.

Each report is evaluated individually based on the available facts and circumstances.

Preliminary Review

Upon receiving a report, the appropriate institutional office will conduct a preliminary assessment to determine whether sufficient information exists to warrant a formal investigation.

The preliminary review may include:

- Reviewing the incident report.
- Interviewing the reporting party.
- Identifying potential witnesses.

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- Collecting available documentation or evidence.
- Determining whether immediate protective measures are necessary.

If the available information does not support further action, the matter may be closed with appropriate documentation.

Formal Investigation

When appropriate, the Institute will conduct a fair and impartial investigation that may include:

- Interviews with involved individuals and witnesses.
- Review of written statements.
- Examination of relevant records or documentation.
- Consultation with appropriate administrative personnel.
- Coordination with law enforcement agencies when required.

All investigations will be conducted as promptly as practical while ensuring due process and maintaining confidentiality to the extent permitted by law.

The procedures described in this section reflect the disciplinary framework outlined in the current DAAPP regarding investigations and institutional responses to policy violations.

Determination of Responsibility

Following the investigation, the Institute will determine whether sufficient evidence exists to conclude that a violation of institutional policy has occurred.

In reaching a determination, the Institute may consider:

- The nature and severity of the conduct.
 - Available evidence.
 - Credibility of witnesses.
 - Prior disciplinary history.
 - Potential impact on the safety and well-being of the campus community.
 - Applicable institutional policies and procedures.
-

Disciplinary Sanctions

Violations of the Drug and Alcohol Abuse Prevention Program may result in one or more of the following sanctions, depending on the severity of the violation:

For Students

- Written warning.
- Disciplinary probation.
- Educational assignments.
- Mandatory counseling or substance abuse education.
- Referral to treatment services.
- Suspension.
- Dismissal from the Institute.
- Referral to law enforcement authorities, when appropriate.

For Employees

- Verbal or written warning.
- Mandatory participation in counseling or rehabilitation programs.
- Performance improvement requirements.
- Suspension.
- Termination of employment.
- Referral to law enforcement agencies, when required.

The Institute reserves the right to impose sanctions that are appropriate to the specific circumstances of each case. The original DAAPP identifies sanctions such as counseling, suspension, expulsion, termination, and referral to law enforcement as potential disciplinary outcomes.

Appeals

Individuals subject to disciplinary action may request a review or appeal in accordance with the procedures established in the Student Handbook or Employee Handbook.

Appeals may be based on:

- Procedural error.
- Newly discovered information.
- Disproportionate sanction.
- Other grounds permitted under institutional policy.

The decision made following the appeal process shall be considered final.

Documentation and Record Retention

The Institute maintains documentation related to disciplinary proceedings in accordance with applicable record retention requirements.

Records may include:

- Incident reports.
- Investigation materials.
- Witness statements.
- Findings.
- Disciplinary decisions.
- Appeal documentation.
- Corrective actions taken.

These records support institutional compliance, assist with future program evaluations, and provide documentation for the Biennial Review process.

Consistency and Fairness

Nouvelle Institute is committed to applying disciplinary sanctions consistently, equitably, and without discrimination. Each case is evaluated individually, taking into consideration the unique facts and circumstances while ensuring compliance with institutional policies and applicable laws.

The Institute also recognizes that education and rehabilitation, when appropriate, may be valuable components of the disciplinary process and may incorporate preventive or corrective measures in addition to disciplinary sanctions.

Institutional Commitment

The disciplinary process supports the Institute's commitment to maintaining a safe, healthy, and drug-free educational and work environment. Through consistent enforcement of institutional policies, fair investigative procedures, and appropriate disciplinary actions, Nouvelle Institute promotes accountability, protects the campus community, and fulfills its obligations under the

Drug-Free Schools and Communities Act (DFSCA) and the Drug-Free Workplace Act of 1988.

BIENNIAL REVIEW METHODOLOGY

Purpose of the Biennial Review

In accordance with the **Drug-Free Schools and Communities Act (DFSCA)** and **34 CFR Part 86**, Nouvelle Institute – Hialeah Branch conducts a comprehensive Biennial Review of its Drug and Alcohol Abuse Prevention Program (DAAPP) every two years.

The purpose of the Biennial Review is to:

- Determine the effectiveness of the Institute's Drug and Alcohol Abuse Prevention Program.
- Ensure that disciplinary sanctions are consistently enforced.
- Evaluate institutional compliance with applicable federal requirements.
- Identify opportunities to strengthen prevention, education, and support services.
- Recommend improvements to enhance the effectiveness of the program and maintain regulatory compliance.

The current DAAPP states that the Biennial Review evaluates program effectiveness, disciplinary consistency, and institutional compliance using available institutional data.

Review Period

This Biennial Review covers the following academic years:

- **2023–2024**
- **2024–2025**

The review includes all activities conducted at **Nouvelle Institute – Miami Main Campus**, including educational programs, policy distribution, prevention initiatives, disciplinary actions, and available support services.

Review Committee

The Biennial Review is conducted under the direction of the Institute's President with the participation of designated administrative personnel responsible for institutional compliance.

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The review team may include representatives from:

- President
- Campus Administration
- Compliance Officer
- Student Services
- Human Resources
- Academic Administration
- Other administrative personnel, as appropriate

Each participant contributes information within their area of responsibility to ensure a comprehensive institutional assessment.

Sources of Information

To evaluate program effectiveness and institutional compliance, the Review Committee examines information from multiple institutional sources, including:

- Drug and Alcohol Abuse Prevention Program (DAAPP).
- Student Catalog and Student Handbook.
- Employee Handbook.
- Drug-Free Workplace Policy.
- Annual policy distribution records.
- Orientation materials.
- Educational and prevention activities.
- Incident reports.
- Disciplinary records.
- Human Resources documentation.
- Student Services records.
- Biennial Review reports from previous review periods, when available.

These records provide the basis for evaluating compliance and identifying opportunities for continuous improvement.

Evaluation Criteria

The Biennial Review evaluates whether the Institute:

- Provides the annual distribution required under the DFSCA.
- Maintains current and comprehensive written policies.
- Communicate standards of conduct to students and employees.

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- Provides information regarding legal sanctions and health risks.
 - Makes counseling and treatment referral information available.
 - Consistently applies disciplinary sanctions.
 - Maintains appropriate documentation of alcohol- and drug-related incidents.
 - Provides prevention and educational programming.
 - Identifies areas requiring corrective action or program enhancement.
-

Review Process

The Biennial Review follows a structured process that includes:

1. Collection of institutional records.
2. Review of applicable federal regulations and institutional policies.
3. Evaluation of prevention and education initiatives.
4. Analysis of alcohol- and drug-related incidents.
5. Review of disciplinary actions for consistency.
6. Assessment of available counseling and referral resources.
7. Identification of strengths, deficiencies, and opportunities for improvement.
8. Development of recommendations for future program enhancements.

This systematic approach supports continuous improvement while ensuring compliance with federal regulatory requirements.

Documentation

The Institute maintains documentation supporting the Biennial Review, including:

- Meeting notes.
- Policy reviews.
- Annual distribution records.
- Educational materials.
- Incident reports.
- Disciplinary records.
- Statistical summaries.
- Written recommendations.
- Final Biennial Review report.

These records are retained in accordance with institutional record retention practices and are available for review by authorized regulatory agencies upon request.

Continuous Improvement

The Biennial Review is an essential component of the Institute's continuous improvement process. Recommendations developed during each review cycle are incorporated into future planning to strengthen prevention efforts, improve institutional policies, enhance educational programming, and ensure ongoing compliance with federal and state requirements.

The Institute remains committed to regularly evaluating the effectiveness of its Drug and Alcohol Abuse Prevention Program and implementing appropriate corrective actions whenever opportunities for improvement are identified.

Institutional Commitment

Nouvelle Institute views the Biennial Review as more than a regulatory requirement; it is an important institutional quality assurance process that supports campus safety, student success, employee well-being, and organizational accountability. Through systematic evaluation and continuous improvement, the Institute demonstrates its commitment to maintaining a comprehensive, effective, and fully compliant Drug and Alcohol Abuse Prevention Program.

FINDINGS

Overview

As part of the Biennial Review for Academic Years **2023–2024** and **2024–2025**, Nouvelle Institute – Hialeah Branch evaluated the effectiveness of its Drug and Alcohol Abuse Prevention Program (DAAPP) and its compliance with the requirements of the **Drug-Free Schools and Communities Act (DFSCA)** and **34 CFR Part 86**.

The review included an assessment of institutional policies, annual distribution practices, prevention and education activities, available support resources, incident reports, disciplinary records, and program documentation.

Overall, the review concluded that the Institute maintains a comprehensive Drug and Alcohol Abuse Prevention Program that substantially complies with applicable federal requirements while identifying opportunities for continued enhancement.

Summary of Findings

The Biennial Review identified the following significant findings:

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1. Annual Distribution

The Institute distributes the Drug and Alcohol Abuse Prevention Program annually to students and employees through institutional publications, orientation activities, and other communication methods.

Finding: The annual distribution process is established and supports compliance with DFSCA requirements.

2. Standards of Conduct

The Institute maintains written Standards of Conduct that clearly prohibit the unlawful possession, use, manufacture, distribution, or sale of alcohol and controlled substances on institutional property and during Institute-sponsored activities.

Finding: Institutional policies are comprehensive and are communicated through the Student Catalog and Employee Handbook.

3. Prevention and Education

Students and employees receive information regarding:

- Health risks.
- Legal sanctions.
- Institutional policies.
- Prevention strategies.
- Available counseling and referral services.

Finding: Prevention and educational efforts support institutional awareness and promote responsible decision-making.

4. Counseling and Community Resources

The Institute provides information regarding available counseling, treatment, rehabilitation, and community referral resources for students and employees seeking assistance.

Finding: Appropriate referral information is available and supports early intervention and recovery.

5. Drug-Free Workplace Compliance

The Institute maintains a Drug-Free Workplace Policy applicable to all employees and incorporates this policy into institutional employment practices.

Finding: Employee awareness of workplace expectations is supported through institutional policies and annual communications.

6. Incident Reporting

Institutional procedures exist for reporting suspected violations, documenting incidents, conducting investigations, and implementing disciplinary actions when appropriate.

Finding: Reporting procedures provide an appropriate framework for institutional response and documentation.

7. Disciplinary Enforcement

The review evaluated institutional disciplinary records to determine whether sanctions were applied consistently.

For the review period:

- **2023–2024:** No alcohol- or drug-related disciplinary referrals or reportable incidents were identified.
- **2024–2025:** No alcohol- or drug-related disciplinary referrals or reportable incidents were identified.

Finding: The absence of reported incidents indicates that no disciplinary sanctions related to alcohol or drug violations were required during the review period. This finding is consistent with the incident summaries included in the current DAAPP.

Program Strengths

The Review Committee identified several strengths within the Drug and Alcohol Abuse Prevention Program, including:

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- Comprehensive written institutional policies.
 - Annual distribution of required information.
 - Clearly defined Standards of Conduct.
 - Availability of counseling and referral information.
 - Established reporting and disciplinary procedures.
 - Compliance with the Drug-Free Workplace Act.
 - Institutional commitment to prevention, education, and continuous improvement.
 - Strong administrative oversight of program implementation.
-

Areas for Improvement

Although the Institute remains substantially compliant, the Biennial Review identified several opportunities to further strengthen the program:

- Continue expanding educational and wellness programming throughout the academic year.
- Periodically review institutional policies to ensure alignment with regulatory changes.
- Enhance documentation of prevention activities and educational participation.
- Continue evaluating community referral resources to ensure current information is available.
- Maintain ongoing staff training regarding policy implementation and reporting responsibilities.

These opportunities are intended to strengthen institutional effectiveness rather than address areas of noncompliance.

Overall Assessment

Based on the information reviewed, Nouvelle Institute – Hialeah Branch has implemented an effective Drug and Alcohol Abuse Prevention Program that supports a safe, healthy, and drug-free educational environment.

The Review Committee determined that:

- Required policies are in place.
- Annual distribution requirements are being met.
- Appropriate prevention and educational activities are provided.
- Support resources are available to students and employees.
- No alcohol- or drug-related incidents requiring institutional disciplinary action were identified during the review period.

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- The Institute demonstrates a continued commitment to compliance with the Drug-Free Schools and Communities Act and ongoing program improvement.
-

Institutional Commitment

The findings of this Biennial Review reaffirm Nouvelle Institute's commitment to maintaining a campus environment that promotes health, safety, personal responsibility, and academic success. The Institute will continue to evaluate the effectiveness of its Drug and Alcohol Abuse Prevention Program and implement improvements that enhance compliance, prevention efforts, and the well-being of its campus community.

RECOMMENDATIONS

Purpose

As part of the Biennial Review, Nouvelle Institute – Hialeah Branch has identified opportunities to further strengthen the effectiveness of its Drug and Alcohol Abuse Prevention Program (DAAPP). Although the review concluded that the Institute is in substantial compliance with the requirements of the **Drug-Free Schools and Communities Act (DFSCA)** and **34 CFR Part 86**, continuous improvement remains an institutional priority.

The following recommendations are intended to enhance prevention efforts, strengthen documentation, improve awareness, and support ongoing regulatory compliance.

Recommendation 1: Expand Prevention and Awareness Initiatives

Continue to strengthen campus-wide prevention efforts by increasing educational opportunities throughout the academic year.

Recommended actions include:

- Annual alcohol and drug awareness campaigns.
- Wellness education events.
- Distribution of educational brochures and digital materials.
- Guest presentations by qualified healthcare or prevention professionals.
- Participation in national substance abuse prevention initiatives.

Expected Outcome: Increased awareness of the health, legal, and academic consequences associated with alcohol and drug misuse.

Recommendation 2: Strengthen Annual Distribution Documentation

Continue maintaining comprehensive records demonstrating annual distribution of the Drug and Alcohol Abuse Prevention Program to all students and employees.

Documentation should include:

- Distribution dates.
- Distribution methods.
- Copies of electronic communications.
- Orientation records.
- Employee acknowledgment forms, when applicable.

Expected Outcome: Enhanced documentation supporting institutional compliance during regulatory reviews and audits.

Recommendation 3: Periodic Policy Review

Review the Drug and Alcohol Abuse Prevention Program, Student Catalog, Employee Handbook, and Drug-Free Workplace Policy annually to ensure continued compliance with current federal and Florida laws.

Policy reviews should evaluate:

- Regulatory updates.
- Institutional procedures.
- Community resources.
- Educational materials.
- Reporting procedures.
- Disciplinary practices.

Expected Outcome: Current and accurate institutional policies that reflect applicable legal requirements and best practices.

Recommendation 4: Enhance Prevention Training

Provide periodic training for faculty, staff, and administrators regarding:

- Recognition of substance abuse concerns.
- Appropriate reporting responsibilities.
- Student support and referral procedures.
- Drug-Free Workplace requirements.
- Institutional disciplinary procedures.

Expected Outcome: Improved institutional response, consistent policy implementation, and increased employee awareness.

Recommendation 5: Maintain Current Community Resources

Review counseling, treatment, and community referral information annually to verify that:

- Contact information is current.
- Community partners remain available.
- Referring to resources are appropriate for student and employee needs.
- National resource information remains accurate.

Expected Outcome: Timely access to reliable treatment and recovery resources.

Recommendation 6: Continue Monitoring Program Effectiveness

Continue evaluating the effectiveness of the Drug and Alcohol Abuse Prevention Program through the Biennial Review process by monitoring:

- Prevention activities.
- Educational participation.
- Annual policy distribution.
- Alcohol- and drug-related incidents.
- Disciplinary actions.
- Employee and student feedback.

Expected Outcome: Data-informed decision-making and continuous institutional improvement.

Recommendation 7: Maintain Accurate Institutional Records

Continue maintaining organized documentation supporting the Drug and Alcohol Abuse Prevention Program, including:

- Annual distribution records.
- Educational materials.
- Orientation documentation.
- Incident reports.
- Investigation records.
- Disciplinary actions.
- Biennial Review reports.

Expected Outcome: Complete institutional records demonstrating compliance with federal requirements and facilitating future audits.

Summary of Recommendations

Recommendation	Objective
Expand prevention programming	Increase campus awareness and education
Strengthen annual distribution documentation	Improve regulatory compliance
Conduct annual policy reviews	Maintain current institutional policies
Enhance faculty and staff training	Improve consistency in policy implementation
Maintain current referral resources	Improve access to counseling and treatment
Continue monitoring program effectiveness	Support continuous improvement
Maintain comprehensive institutional records	Strengthen audit readiness and accountability

Institutional Commitment

Nouvelle Institute is committed to continuously improving its Drug and Alcohol Abuse Prevention Program through ongoing assessment, education, policy review, and institutional collaboration. The recommendations outlined in this Biennial Review are intended to strengthen prevention efforts, enhance regulatory compliance, and support the health, safety, and well-being of students and employees.

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The Institute will review these recommendations during future Biennial Reviews and incorporate appropriate improvements into its prevention strategies and institutional policies as part of its commitment to excellence and continuous quality improvement.

PROGRAM EFFECTIVENESS

Program Effectiveness

Nouvelle Institute – Hialeah Branch is committed to maintaining a Drug and Alcohol Abuse Prevention Program (DAAPP) that effectively promotes a safe, healthy, and drug-free educational and work environment. In accordance with the **Drug-Free Schools and Communities Act (DFSCA)** and **34 CFR Part 86**, the Institute periodically evaluates the effectiveness of its prevention efforts to ensure that program objectives are achieved and institutional policies remain effective.

The Biennial Review serves as the primary mechanism for assessing the overall effectiveness of the Institute's Drug and Alcohol Abuse Prevention Program and identifying opportunities for continuous improvement.

Evaluation Objectives

The effectiveness of the DAAPP is evaluated to determine whether the Institute:

- Maintains compliance with applicable federal regulations.
- Successfully communicates institutional policies to students and employees.
- Promotes awareness of the health and legal consequences of alcohol and drug abuse.
- Provides effective prevention and educational programming.
- Make counseling and referral resources readily available.
- Applies disciplinary sanctions consistently and fairly.
- Maintains appropriate documentation supporting regulatory compliance.

Programming Performance Indicators

The Institute evaluates program effectiveness using multiple performance indicators, including:

- Annual distribution of the Drug and Alcohol Abuse Prevention Program.
- Availability and accessibility of written policies.
- Participation in prevention and educational activities.
- Number of reported alcohol- and drug-related incidents.
- Number and consistency of disciplinary actions.

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- Availability of counseling and referral resources.
- Documentation supporting institutional compliance.
- Findings and recommendations from each Biennial Review.

These indicators allow the Institute to monitor trends, assess program performance, and identify areas for enhancement.

Assessment Results

Based on the review of institutional records for Academic Years **2023–2024** and **2024–2025**, the Review Committee determined that the Drug and Alcohol Abuse Prevention Program is operating effectively and continues to support the Institute's mission of providing a safe and healthy learning environment.

Key observations include:

- Required policies are maintained and available to students and employees.
 - Annual distribution of the Drug and Alcohol Abuse Prevention Program is conducted.
 - Prevention and educational information is incorporated into institutional communications.
 - Counseling and referral information is available for individuals seeking assistance.
 - Reporting and disciplinary procedures are established and documented.
 - No alcohol- or drug-related disciplinary referrals or reportable incidents were identified during the review period. These observations are consistent with the incident summaries contained in the current DAAPP.
-

Continuous Monitoring

Nouvelle Institute recognizes that program effectiveness requires continuous monitoring and periodic evaluation. Throughout each review cycle, the Institute monitors:

- Changes in applicable federal and state regulations.
- Emerging trends related to substance abuse prevention.
- Student and employee educational needs.
- Community referral resources.
- Institutional policies and procedures.
- Documentation supporting compliance activities.

Information gathered through these activities is used to strengthen future prevention initiatives and improve institutional practices.

Commitment to Continuous Improvement

The Institute remains committed to enhancing the effectiveness of its Drug and Alcohol Abuse Prevention Program through ongoing assessment, education, policy review, and administrative oversight.

Recommendations developed during each Biennial Review are incorporated into future planning to:

- Improve educational programming.
- Strengthen prevention strategies.
- Enhance institutional documentation.
- Maintain current community resources.
- Ensure continued compliance with federal and state requirements.

This continuous improvement process reflects the Institute's commitment to quality assurance and institutional excellence.

Overall Conclusion

Based on the evidence reviewed during this Biennial Review, Nouvelle Institute – Hialeah Branch concludes that its Drug and Alcohol Abuse Prevention Program is **effective in meeting the objectives established by the Drug-Free Schools and Communities Act (DFSCA)**.

The program provides comprehensive policies, prevention education, referral resources, reporting procedures, and disciplinary processes that support a safe, healthy, and drug-free campus environment. The Institute remains committed to evaluating program performance on an ongoing basis and implementing improvements that further strengthen institutional effectiveness and regulatory compliance.

CONCLUSION

Conclusion

Nouvelle Institute – Hialeah Branch remains firmly committed to maintaining a safe, healthy, and drug-free educational and work environment through the implementation and continuous improvement of its Drug and Alcohol Abuse Prevention Program (DAAPP). The Institute recognizes that preventing alcohol and drug abuse is a shared responsibility that requires education, awareness, accountability, and access to appropriate support services.

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This Biennial Review, covering Academic Years **2023–2024** and **2024–2025**, demonstrates that the Institute has implemented policies, procedures, educational initiatives, and prevention strategies that are consistent with the requirements of the **Drug-Free Schools and Communities Act (DFSCA)** and **34 CFR Part 86**.

The review confirmed that Nouvelle Institute has established:

- Comprehensive written Standards of Conduct.
- Annual distribution of required Drug and Alcohol Abuse Prevention Program information.
- Educational and prevention initiatives are designed to increase awareness of alcohol- and drug-related risks.
- Information regarding legal sanctions and health risks.
- Access to counseling, treatment, and community referral resources.
- Fair and consistent reporting and disciplinary procedures.
- A Drug-Free Workplace Policy applicable to all employees.
- An ongoing Biennial Review process that supports continuous evaluation and program improvement.

During the review period, the Institute found **no reported alcohol- or drug-related incidents requiring disciplinary action**, reflecting a campus environment that supports compliance with institutional expectations and promotes responsible behavior. This conclusion is consistent with the incident summaries documented in the current DAAPP.

Nouvelle Institute acknowledges that maintaining an effective Drug and Alcohol Abuse Prevention Program requires continuous assessment, regular policy review, ongoing education, and institutional collaboration. Accordingly, the recommendations identified in this Biennial Review will be incorporated into future planning to strengthen prevention efforts, enhance educational programming, improve documentation practices, and ensure continued compliance with applicable federal and state regulations.

The Institute remains committed to fostering a campus culture that emphasizes personal responsibility, respect, professionalism, wellness, and student success. Through continued leadership, education, prevention, and accountability, Nouvelle Institute will maintain a comprehensive Drug and Alcohol Abuse Prevention Program that protects the health and well-being of its students, employees, and the broader campus community.

Statement of Institutional Commitment

Nouvelle Institute – Hialeah Branch affirms its commitment to full compliance with the **Drug-Free Schools and Communities Act (DFSCA)**, the **Drug-Free Workplace Act of 1988**, and all applicable federal and Florida laws governing alcohol and controlled substances. The Institute will continue to evaluate, strengthen, and improve its Drug and Alcohol Abuse Prevention

Program to ensure that it remains effective, responsive, and aligned with best practices in higher education and institutional compliance.

APPENDIX A – DEFINITIONS

Purpose

This appendix provides definitions of key terms used throughout the Drug and Alcohol Abuse Prevention Program (DAAPP). These definitions are intended to promote a common understanding of terminology related to alcohol and drug abuse prevention, institutional policies, and applicable federal regulations.

Alcohol

A beverage containing ethyl alcohol (ethanol) intended for human consumption, including beer, wine, distilled spirits, and other alcoholic beverages regulated under federal and Florida law.

Controlled Substance

Any drug or substance listed in **Schedules I through V** of the Federal Controlled Substances Act (21 U.S.C. §§ 801–971) or regulated under applicable Florida law.

Controlled substances include both illegal drugs and certain prescription medications when possessed or used unlawfully.

Drug Abuse

The unlawful or improper use of controlled substances, prescription medications, or other chemical substances in a manner that may impair an individual's physical health, mental health, judgment, academic performance, or work performance.

Alcohol Abuse

The excessive or inappropriate consumption of alcoholic beverages resulting in impaired judgment, health risks, unsafe behavior, or violations of institutional policy or applicable law.

Drug-Free Workplace

A workplace in which the unlawful manufacture, distribution, dispensation, possession, or use of controlled substances is prohibited in accordance with the Drug-Free Workplace Act of 1988 and institutional policy.

Drug-Free Schools and Communities Act (DFSCA)

Federal legislation requiring institutions of higher education participating in Title IV federal student financial assistance programs to establish and maintain programs designed to prevent the unlawful possession, use, or distribution of alcohol and illicit drugs by students and employees.

Drug and Alcohol Abuse Prevention Program (DAAPP)

The comprehensive institutional program developed by Nouvelle Institute to comply with the Drug-Free Schools and Communities Act. The program includes policies, prevention education, annual distribution, counseling resources, disciplinary procedures, and the Biennial Review process.

Biennial Review

The institutional evaluation conducted every two years to determine the effectiveness of the Drug and Alcohol Abuse Prevention Program and to ensure consistent enforcement of disciplinary sanctions as required by **34 CFR Part 86**.

Student

Any individual enrolled in an academic, vocational, or continuing education program offered by Nouvelle Institute.

Employee

Any faculty member, administrator, staff member, or other individual employed by Nouvelle Institute, whether full-time, part-time, temporary, or contractual, when applicable.

Campus Property

Any building, classroom, laboratory, office, parking area, or other property owned, leased, operated, or controlled by Nouvelle Institute, including locations where Institute-sponsored educational or administrative activities occur.

Institute-Sponsored Activity

Any educational, clinical, administrative, extracurricular, or other activity officially organized, sponsored, authorized, or supervised by Nouvelle Institute, whether conducted on or off campus.

Prescription Medication

A medication legally prescribed by a licensed healthcare provider for use by the individual to whom it is prescribed. Possession or use of another person's prescription medication is prohibited and may violate institutional policy and applicable law.

Substance Use Disorder

A medical condition characterized by the recurrent use of alcohol or drugs resulting in clinically significant impairment, health problems, disability, or failure to meet major responsibilities at school, work, or home.

Counseling

Professional services provided by licensed counselors, psychologists, social workers, or other qualified healthcare professionals to assist individuals experiencing substance-related, behavioral, or mental health concerns.

Rehabilitation

A structured treatment program designed to help individuals recover from alcohol or substance use disorders through medical care, counseling, behavioral therapy, education, and ongoing recovery support.

Prevention

Educational, environmental, and policy-based strategies designed to reduce the misuse of alcohol and controlled substances and promote healthy behaviors before substance-related problems develop.

Institutional Sanction

A disciplinary action imposed by Nouvelle Institute for violations of institutional policies related to alcohol or controlled substances. Sanctions may include warnings, probation, mandatory education, counseling referrals, suspension, dismissal, termination of employment, or referral to law enforcement agencies.

Confidentiality

The Institute's commitment to protecting the privacy of individuals seeking assistance or participating in investigations to the extent permitted by applicable federal and state laws.

Continuous Improvement

The ongoing process of evaluating, assessing, and enhancing the effectiveness of the Drug and Alcohol Abuse Prevention Program through periodic review, policy updates, educational initiatives, and implementation of recommendations identified during each Biennial Review.

Purpose of this Appendix

The definitions contained in this appendix are intended to promote consistent interpretation of the Drug and Alcohol Abuse Prevention Program and support compliance with the **Drug-Free Schools and Communities Act (DFSCA)**, **34 CFR Part 86**, the **Drug-Free Workplace Act of 1988**, and applicable Florida laws governing alcohol and controlled substances.

APPENDIX B – FEDERAL AND FLORIDA LAWS

Purpose

This appendix provides a summary of the principal federal and Florida laws governing the unlawful possession, use, manufacture, distribution, and sale of alcohol and controlled substances. It is intended to assist students and employees in understanding their legal responsibilities and the potential consequences of violations.

This summary is provided for educational purposes only and does not replace the official statutes or legal advice.

I. FEDERAL LAWS

Drug-Free Schools and Communities Act (DFSCA)

The **Drug-Free Schools and Communities Act (DFSCA)** requires institutions of higher education participating in Title IV federal student financial aid programs to:

- Adopt and implement a Drug and Alcohol Abuse Prevention Program (DAAPP).
- Annually, distribute written information to all students and employees.
- Conduct a Biennial Review to evaluate program effectiveness and ensure consistent enforcement of disciplinary sanctions.

Drug-Free Workplace Act of 1988

The Drug-Free Workplace Act requires institutions receiving certain federal grants or contracts to maintain a drug-free workplace by:

- Prohibiting the unlawful manufacture, distribution, possession, or use of controlled substances in the workplace.
- Establishing a drug-free awareness program.

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- Requiring employees to report certain criminal drug convictions occurring in the workplace.
 - Taking appropriate disciplinary or corrective action when violations occur.
-

Controlled Substances Act (21 U.S.C. §§ 801–971)

The Controlled Substances Act regulates controlled substances at the federal level by:

- Classifying drugs into Schedules I through V.
- Prohibiting the unlawful manufacture, distribution, possession, or use of controlled substances.
- Establishing criminal penalties for violations.

Federal penalties may include:

- Criminal fines.
 - Imprisonment.
 - Probation.
 - Asset forfeiture.
 - Loss of certain federal benefits.
 - Enhanced penalties for repeat offenders.
-

Drug Enforcement Administration (DEA)

The Drug Enforcement Administration (DEA) is the federal agency responsible for enforcing controlled substance laws and regulations in the United States.

II. FLORIDA LAWS

Florida Comprehensive Drug Abuse Prevention and Control Act

Florida law prohibits:

- Possession of controlled substances without lawful authorization.
- Sales or delivery of controlled substances.
- Manufacture of illegal drugs.
- Drug trafficking.

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- Possession of drug paraphernalia.
- Illegal distribution of prescription medications.

Violations may result in:

- Arrest.
 - Criminal prosecution.
 - Fines.
 - Probation.
 - Imprisonment.
 - Felony convictions.
 - Driver's license suspension in certain cases.
-

Alcoholic Beverage Laws

Florida law provides that:

- Individuals must be **21 years of age** to legally purchase, possess, or consume alcoholic beverages, except as otherwise provided by law.
- It is unlawful to sell or furnish alcoholic beverages to persons under the age of 21.
- Misrepresentation of age to purchase alcohol is prohibited.
- Driving under the influence (DUI) is a criminal offense.

Possible penalties include:

- Fines.
 - Driver's license suspension.
 - Community service.
 - Mandatory education programs.
 - Probation.
 - Imprisonment.
-

Driving Under the Influence (DUI)

A person may not operate a motor vehicle while:

- Under the influence of alcoholic beverages.
- Under the influence of controlled substances.
- Under the influence of chemical substances that impair normal faculties.

Penalties vary depending upon:

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- Blood Alcohol Concentration (BAC).
 - Prior convictions.
 - Property damage.
 - Personal injury.
 - Death resulting from the offense.
-

Prescription Drug Violations

Florida law prohibits:

- Possession of prescription medications without a valid prescription.
 - Forgery of prescriptions.
 - Diversion of prescription medications.
 - Distribution of prescription drugs to another individual without lawful authorization.
-

III. INSTITUTIONAL RESPONSIBILITIES

Students and employees are expected to:

- Comply with all applicable federal, state, and local laws.
- Follow all provisions of the Drug and Alcohol Abuse Prevention Program.
- Comply with the Drug-Free Workplace Policy.
- Report suspected violations when appropriate.
- Cooperate with institutional investigations.

Violations may result in both:

- Criminal prosecution by governmental authorities.
 - Institutional disciplinary action under Institute policies.
-

IV. IMPORTANT NOTICE

This appendix summarizes selected federal and Florida laws that are most relevant to the Drug and Alcohol Abuse Prevention Program.

Because statutes and regulations may be amended, students and employees are encouraged to consult the official federal and Florida legal resources for the most current legal requirements.

Nothing contained in this appendix limits the authority of Nouvelle Institute to impose disciplinary sanctions that are consistent with institutional policies and applicable law.

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References

- **Drug-Free Schools and Communities Act (DFSCA)**
 - **34 CFR Part 86 – Drug and Alcohol Abuse Prevention**
 - **Drug-Free Workplace Act of 1988**
 - **Controlled Substances Act (21 U.S.C. §§ 801–971)**
 - **Florida Comprehensive Drug Abuse Prevention and Control Act**
 - **Florida Statutes, Chapter 893 – Drug Abuse Prevention and Control**
 - **Florida Statutes, Chapter 562 – Alcoholic Beverages**
 - **Florida Statutes, Chapter 316 – Driving Under the Influence (DUI)**
-

Institutional Statement

Nouvelle Institute – Hialeah Branch expects every student and employee to understand and comply with all applicable federal, state, and local laws governing alcohol and controlled substances. Compliance with these laws is an essential component of maintaining a safe, healthy, and drug-free educational and work environment.

APPENDIX C – COMMUNITY RESOURCES

Purpose

Nouvelle Institute – Hialeah Branch is committed to promoting the health, safety, and well-being of its students and employees by providing access to reliable counseling, treatment, crisis intervention, and recovery resources. This appendix identifies national, state, and local organizations that offer confidential assistance for individuals affected by alcohol or substance use disorders.

The Institute encourages students and employees to seek professional assistance as early as possible. Early intervention can improve recovery outcomes, reduce health risks, and support academic and professional success.

NATIONAL RESOURCES

Substance Abuse and Mental Health Services Administration (SAMHSA)

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National Helpline

Phone: 1-800-662-HELP (4357)

Services include:

- 24-hour confidential treatment referral.
 - Substance use counseling referrals.
 - Mental health treatment referrals.
 - Information available in English and Spanish.
-

Alcoholics Anonymous (AA)

Provides peer support for individuals seeking recovery from alcohol dependence.

Services include:

- Recovery meetings.
 - Sponsorship programs.
 - Twelve-Step recovery support.
 - Family recovery resources.
-

Narcotics Anonymous (NA)

Provides confidential peer support for individuals recovering from drug addiction.

Services include:

- Recovery meetings.
 - Peer support.
 - Long-term recovery programs.
-

Al-Anon Family Groups

Provides support for family members and friends affected by another person's alcohol use.

Services include:

- Family education.

- Support meetings.
 - Recovery resources.
-

National Alliance on Mental Illness (NAMI)

Provides education, advocacy, and support for individuals living with mental health conditions and their families.

Services include:

- Mental health education.
 - Support groups.
 - Community referrals.
 - Crisis information.
-

STATE AND LOCAL RESOURCES

Florida Department of Children and Families (DCF)

Provides statewide behavioral health and substance abuse treatment information, prevention programs, and referrals to licensed providers throughout Florida.

Services include:

- Substance abuse treatment referrals.
 - Behavioral health services.
 - Prevention education.
 - Crisis resources.
-

Miami-Dade County Behavioral Health Resources

Miami-Dade County offers a variety of public and private behavioral health providers specializing in:

- Substance abuse counseling.
- Outpatient treatment.
- Intensive outpatient programs.
- Residential treatment.
- Medication-assisted treatment.

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- Mental health counseling.
- Recovery support services.

Students and employees may contact Administration or Student Services for assistance locating appropriate community providers.

EMERGENCY RESOURCES

Emergency Medical Assistance

For any life-threatening emergency, suspected overdose, or medical crisis:

Call 911 immediately.

Examples include:

- Drug overdose.
- Alcohol poisoning.
- Loss of consciousness.
- Difficulty breathing.
- Violent behavior.
- Suicide risk.
- Medical emergencies require immediate intervention.

Suicide & Crisis Lifeline

Phone: 988

Provides:

- 24-hour confidential crisis counseling.
- Suicide prevention.
- Mental health crisis intervention.
- Immediate connection with trained counselors.

INSTITUTIONAL RESOURCES

Students and employees seeking assistance may contact the following institutional offices for confidential guidance and referral information:

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Student Services

Provides:

- Information regarding substance abuse prevention.
 - Referral to counseling resources.
 - Student support services.
 - Educational materials.
 - Community referrals.
-

Human Resources

Available to employees seeking:

- Information regarding the Drug-Free Workplace Policy.
 - Community referral resources.
 - Employee assistance information.
 - Guidance regarding workplace concerns related to substance abuse.
-

Campus Administration

Provides assistance regarding:

- Institutional policies.
 - Reporting procedures.
 - Emergency response.
 - Prevention initiatives.
 - Community resource referrals.
-

CONFIDENTIALITY

Nouvelle Institute respects the privacy of individuals requesting assistance to the fullest extent permitted by federal and state law.

Seeking assistance for alcohol or substance-related concerns will be handled with appropriate discretion, and information will only be shared when necessary to protect health and safety or as otherwise required by law.

IMPORTANT REMINDER

Seeking help is a sign of strength, responsibility, and commitment to personal well-being.

Nouvelle Institute encourages all students and employees to seek assistance before alcohol or substance use negatively affects their health, academic performance, employment, or personal relationships.

Early intervention, education, and access to professional treatment are essential components of recovery and are fundamental to the Institute's commitment to maintaining a safe, healthy, and drug-free educational environment.

Institutional Statement

Nouvelle Institute – Hialeah Branch is committed to connecting students and employees with appropriate community resources that promote recovery, wellness, and long-term success. By maintaining partnerships with qualified healthcare providers and national support organizations, the Institute reinforces its commitment to prevention, early intervention, and compliance with the **Drug-Free Schools and Communities Act (DFSCA)** and the **Drug-Free Workplace Act of 1988**.