

## **ALCOHOL AND ILLEGAL DRUG USE ON CAMPUS PREVENTION**

The Drug Free Workplace Act of 1988 & Drug Free Schools and Communities Act Amendment of 1991 mandate that we have a drug & alcohol abuse prevention program. The prevention program is comprised of the following components:

1. Education and information about the dangers of drug abuse in the workplace and on the property will be disseminated through student newsletters, bulletin boards, special publications, and special programs to employees, faculty and students.
2. Programs which address unlawfully controlled substance use, including personnel actions that may result from such violations, will be conducted and coordinated by the Blessing Health System Human Resources Department and included in the Faculty and Staff Handbooks (employees) or by the College's Program Catalog/Student Handbook (students).
3. Self-referrals, as well as supervisory referrals, to drug counseling and rehabilitation programs are available to students and faculty and staff members through the Blessing Hospital Behavioral Services and on partner campuses.

### **Definitions**

- Drug any substance that has known mind or function altering effects on a person, including psychoactive substances prohibited or controlled by Federal and State laws.
- Prescribed Drug any substance prescribed for use by the employee by a licensed medical practitioner.

### **College Sanctions**

To ensure a safe and productive work & learning environment, the following is prohibited on College or Hospital property or as part of any College activity:

- Unlawfully manufacturing, distributing, dispensing, possessing, or using controlled substances, or misusing or abusing prescribed or over-the-counter drugs;
- Detectable levels of illegal drugs or alcohol while executing job duties during normal working hours;
- Violating any federal or state law relating to alcohol or drugs, including those relating to underage drinking;
- Consuming alcoholic beverages on College or Hospital premises or at a College-sponsored function.

Anyone violating this policy regarding alcohol and illegal drugs and/or controlled substances will be subject to disciplinary action up to and including termination (employee) or suspension and/or expulsion (student) in addition to referral for prosecution by local and federal authorities.

#### **External Sanctions**

Students and employees must be aware that there are significant criminal penalties, under federal and state law, for the unlawful possession or distribution of alcohol and illegal drugs.

Federal Law: Conviction for the possession of illicit drugs results in 1 to 3 years imprisonment and a minimum fine of \$1,000, unless the offense involves cocaine base (crack) which may carry mandatory imprisonment for 5 to 20 years.

A Federal Trafficking Penalties table, obtained from the U.S. Drug Enforcement Administration:  
<http://www.justice.gov/dea/druginfo/ftp3.shtml>

The severity of the sanctions imposed for both possession and distribution offenses depend on the type of quality of drugs, prior conviction, and whether death or serious injury resulted. Sanctions may be increased for offenses which involve distribution to minors or occur on or near College premises. In addition, other federal laws require or permit forfeiture of personal or real property used to illegally possess, facilitate possession, transport or conceal a controlled substance. A person's right to purchase a firearm or receive federal benefits, such as student

loans, grants, contracts, or professional or commercial licenses, may also be revoked or denied as a result of a drug conviction.

### **Counseling and Treatment**

The College encourages individuals with substance abuse problems to seek assistance. Employees and Students at the College have a free resource through Blessing Behavioral Health Services. Employees are encouraged to speak with Human Resources for more information on who to contact for help and Students are encouraged to speak to the College counselor or the Student Services officer.

Students of the College are encouraged to seek help in their local area or through online programs and hotlines. Some examples are:

- [www.drugrehabcenter.com](http://www.drugrehabcenter.com)
- [www.journeyrecoverycenters.com](http://www.journeyrecoverycenters.com)
- [www.Unhooked.com](http://www.Unhooked.com)