



DRUG AND ALCOHOL ABUSE PREVENTION POLICY

OBJECTIVE OF THE DRUG & ALCOHOL ABUSE PREVENTION POLICY

The purpose of the Blue Cliff College's Drug & Alcohol Abuse Prevention Policy is to foster a safe and healthy campus where students, faculty, and staff can work and attend in an environment free of the detrimental effects associated with drug and alcohol abuse. Through the Drug and Alcohol Abuse Prevention Program, Blue Cliff College (BCC) can inform students, faculty, and staff about the health risks associated with substance abuse, the resources available to help cope with substance abuse, and the sanctions imposed by federal, state, and local authorities, as well as the BCC standards with regard to the use or abuse of alcohol and/or controlled substances.

SUBSTANCE ABUSE POLICY

The use, possession, or distribution of prohibited substances (including alcoholic beverages, illegal chemical substances, or any legally prescribed chemical substances used in a manner contrary to a doctor's prescription) by any employee or student on any campus or on any externship/clinical site during related experiences is prohibited. Any employee or student found in violation of this rule may be dismissed from employment and/or study, and the school may also report the incident to local law enforcement.

STANDARDS OF CONDUCT

The unlawful use, possession, manufacture, or distribution of illicit drugs or alcohol by students and employees on any campus or externship/clinical site or as part of any BCC activities is strictly prohibited. The operation of any vehicle or machinery for Institution business while under the influence of alcohol or drugs is strictly prohibited.

SANCTIONS BLUE CLIFF COLLEGE WILL IMPOSE

- (1) Any employee or student found consuming alcohol or drugs on any campus or externship/clinical site shall be subject to disciplinary actions.
- (2) Any employee or student found using, possessing, manufacturing or distributing illegal drugs or transferring alcohol or drugs during normal working/school hours on any campus or externship/clinical site shall be subject to disciplinary action.
- (3) Any employee or student who reports to or class under the influence of alcohol or drugs shall not be permitted to remain on campus or the externship/clinical site and will be escorted home. The employee or student shall also be subject to disciplinary action.
- (4) Consistent with the Drug-Free Workplace Law, as a condition of employment, all employees are required to abide by the terms of this policy and notify Human Resources of any criminal drug conviction for a violation occurring in the workplace no later than five (5) days after such conviction.
- (5) Compliance with this policy is a condition of employment and/or acceptance for study; therefore, if an employee or student violates this policy, discipline will be assessed accordingly, and the individual could be subject to termination or expulsion or referral for prosecution.
- (6) In all cases, the Institution abides by local, state and federal sanctions regarding unlawful possession of drugs in prohibited areas and/or the use of alcohol by individuals who have not attained the legal drinking age. Any drug identified by the law as illegal is included in this program, as are legal prescription drugs that are used in a manner contrary to a doctor's prescription.
(Note: The term "Campus" includes any school sanctioned activity/function.)

HEALTH RISKS OF DRUG AND ALCOHOL ABUSE

Alcohol abuse is the leading preventable cause of death in the U.S. at 75,000 deaths per year and drug abuse of prescription drugs has escalated to a serious a national health problem as the use of illegal drugs. The health risks of alcohol and drug abuse can include nausea, emotional volatility, loss of coordination, visual distortions,

impaired memory, sexual dysfunction, loss of consciousness/ increased risk of injuries, violence, fetal damage (in pregnant women), depression, neurologic deficits, hypertension, liver and heart disease, increased heart rate, anxiety, panic attacks, psychosis, addiction, and fatal overdose.

Below are some specific risks related to the use of alcohol and illegal drugs:

(1) **Alcohol:** can cause loss of concentration and judgment, poor attendance and punctuality, and the inability to manage work or school responsibilities. Personal dangers can range from liver and kidney disease to alcoholism.

(2) **Amphetamines:** can cause feelings of being rushed and causes users to push themselves beyond their capacity. Personal dangers range from disruption of family life to serious health problems such as kidney and liver disease.

(3) **Barbiturates:** can slow mental reflexes, causing danger when mental alertness is required. Personal dangers range from disruption of family life to serious health problems such as kidney and liver disease.

(4) **Cocaine:** causes temporary false feelings of superhuman powers, impairing judgment and decision-making abilities. Also causes emotional problems, mood swings, and lack of dependability. Personal dangers include damage to the respiratory and immune systems, malnutrition, seizures, and loss of brain functions.

(5) **Hallucinogens (PCP, LSD, Ecstasy):** can cause the user to hallucinate, thereby distorting what is being said or heard. Also causes sudden changes in behavior that may include attacks on others, loss of concentration, and memory loss long after the dose has worn off.

(6) **Heroin:** causes total disinterest in safety. Dirty needles and other paraphernalia can spread diseases such as HIV/AIDS. Personal dangers include damage to personal productivity and relationships, and an overdose can cause coma or death. Heroin is always addictive, even in small amounts, and withdrawal is difficult and painful.

(7) **Marijuana:** slows reflexes, reduces mental power, causes forgetfulness and impairs judgment. Personal dangers include possible damage to lungs, reproductive system, and brain functions.

Violations of Federal or State Laws of Special Relevance to the College: when the violation of federal or state law, including but not limited to those governing alcoholic beverages, drugs, gambling, sex offenses, indecent conduct, or arson occurs on campus, the offense will also constitute an offense against the College. If a student is suspected of being under the influence of drugs while on Campus or participating in a College sponsored event, the student may be requested to submit to drug testing at their expense. Before resuming classes, the student must produce a drug test document that states the student tested negative for drugs. The student will not be permitted to return to class until this document is provided to the Campus Director.

COUNSELING, TREATMENT & REHABILITATION PROGRAMS

Blue Cliff College supports programs that aid in the prevention of substance abuse. Students and employees are encouraged to seek assistance for substance abuse problems. Many health insurance plans include drug, alcohol and mental health services.

If you need help in finding a treatment center, the Federal Substance Abuse & Mental Health Services Administration (SAMHSA) offers a free service to help you locate a facility near you. The toll-free Treatment Referral Hotline can be reached 24 hours a day, 7 days a week; 1-800-622-HELP (4357). You can also access their treatment facility location online at <http://www.samhsa.gov/treatment/index.aspx>.

Additional resources for counseling, treatment and rehabilitation include:

Al-Anon: 1-800-356-9996

American Council on Alcoholism Helpline: 1-800-527-5344

Cocaine Hotline: 1-800-COCAINE

National Council on Alcoholism: 1-800-NCA-CALL

DRUG-FREE, SMOKE-FREE AND GUN-FREE SCHOOL

Blue Cliff College is designated a drug-free, smoke-free and gun-free school. As such, the following activities are prohibited while the student is on the College premises or otherwise engaged in student activities:

- The manufacture, possession, use, sale, distribution, dispensation, receipt, or transportation of any controlled substances or illegal drugs. This includes all forms of narcotics, hallucinogens, depressants, stimulants and other drugs whose use, possession, or transfer is restricted or prohibited by law.

- The possession and use of marijuana by any individual, notwithstanding the possession of a medical marijuana license, is strictly prohibited while on the premises of any Blue Cliff College campus, going to and from and attending sponsored functions (either on or off campus), events, and/or externships/clinical. Marijuana is a prohibited controlled substance under federal law, regardless of the use being for medical purposes. If a student is found to have used, possess or to have possessed marijuana in any of the instances stated above, the College will proceed with all actions and consequences that are afforded under any state or federal law, campus drug policy, or any other authority applicable to or adopted by the college.
- The consumption of alcoholic beverages.
- Being under the influence of alcohol, illegal drugs, or controlled substances of any matter during school hours whether or not consumed on college premises and whether or not consumed outside of school hours.
- A student who engages in such behavior will be subject to disciplinary action up to and including expulsion from the College.
- The manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices or other deadly weapons.

As a condition of receiving the Federal Pell Grant and other federal financial aid, students are required to maintain a drug free environment. Failure to do so will jeopardize the student's eligibility for funding.

Exceptions: Drugs prescribed by a physician, dentist, or other person licensed by the state or federal government to prescribe or dispense controlled substances or drugs, used in accordance with their instructions, are not subject to the restrictions of this policy. Persons exempt from carrying firearms are those who are in an enforcement capacity employed by the school.

Smoking is prohibited inside all college buildings.

Signature

Date