

## DRUG-FREE INSTITUTION OF HIGHER EDUCATION POLICY

(Compliance with Section 22 of the Drug-Free Schools and Communities Amendments of 1989, Public Law 101-226)

Seward County Community College ♦ Area Technical School

## DRUG-FREE WORKPLACE POLICY

### SCCC/ATS PHILOSOPHY

The SCCC/ATS Board of Trustees recognizes that the use or distribution of illegal drugs constitutes a hazard to the emotional social and physical health of all employees and is a threat to a positive campus learning environment. Realizing that drug abuse could have an adverse effect on SCCC/ATS, the unlawful manufacture, distribution, dispensing, possession or use of a controlled substance is prohibited in the college workplace.

### POLICY

#### EMPLOYEES

Employees convicted of the unlawful manufacture, distribution, dispensing, possession or use of a controlled substance is to notify the President or his designee no later than five days after the conviction. Employees convicted of the unlawful manufacture, distribution, dispensing, possession or use of controlled substance may be dismissed by the President. The President may require rehabilitation and treatment for any employee convicted of illegal drug usage or voluntarily requesting such action.

The term "controlled substance" as used in this policy means those substances included in Schedules I-V of section 202 of the Controlled Substances Act and as further defined by regulation at 21 CFR 1308.11 through 1308.15. (A listing of controlled substances will be maintained in the campus personnel office and other appropriate locations on campus.) The term does not include the use of a controlled substance pursuant to a valid prescription or other uses authorized by law. This policy will be distributed annually to all employees.

Concerning the use of alcohol, any alcohol consumptions on the SCCC/ATS campus is strictly prohibited. Consumption of alcohol at official off-campus SCCC/ATS activities must be approved, in advance, by the President. SCCC/ATS will not permit or condone the consumption of alcohol at such events by any individual under the age of 21. When an employee is found to be in violation of this policy, he/she may be subject to penalties up to and including termination by the President with final approval by the Board of Trustees. The SCCC/ATS Board of Trustees reserves the right to require an employee to satisfactorily complete, at the employee's expense, assessment and/or treatment in an accredited rehabilitation program before being allowed to return to work. Appropriate action will be taken within thirty (30) days of SCCC/ATS' notice of a conviction or violation of this policy.

#### STUDENTS

The SCCC/ATS Board of Trustees strictly prohibits the unlawful manufacture, distribution, dispensing, possession or use of a controlled substance of alcohol by any student on the SCCC/ATS premises or as a part of any SCCC/ATS activities. Any student of SCCC/ATS alleged to have violated this prohibition shall be subject to disciplinary action including, but not limited to, suspension, expulsion, termination of employment, referral for prosecution and/or completion, at the individual's expense, of an appropriate rehabilitation program. Any disciplinary action shall be taken in accordance with applicable policies of SCCC/ATS.

The term "controlled substance" as used in this policy means those substances included in Schedules I-V of section 202 of the Controlled Substances Act and as further defined by regulations at 21 CFR 1308.11 through 1308.15. (A listing of controlled substances will be maintained in the office of student services and at other appropriate locations on campus.) The term does not include the use of controlled substance pursuant to a valid prescription or other uses authorized by law. This policy will be distributed annually to all SCCC/ATS students.

### LEGAL SANCTIONS

Students and employees are reminded that local, state and federal laws provide for a variety of legal sanctions and penalties for the unlawful distribution or possession and fines up to \$25,000 for unlawful distribution or possession with intent to distribute narcotics. For unlawful possession of a controlled substance, a person is subject to up to one year of imprisonment and fines up to \$5,000. Any person who unlawfully distributes a controlled substance to a person under twenty-one years of age may be punished by up to twice the term of imprisonment and fined otherwise authorized by law.





Kansas law provides that any person who violates the criminal statutes on controlled substances by possessing, offering for sale, distributing or manufacturing opiates and narcotics, such as cocaine and heroin, shall be guilty of a Class C felony. For a conviction of a Class C felony, the court may sentence a person to a term of imprisonment of minimum of three to five years, a maximum of 10 to 20 years, and a fine of up to \$15,000. Unlawful possession of depressant, stimulant or hallucinogenic drug is punishable as a Class A misdemeanor, with a penalty of up to a year in jail and a fine of \$2,500. Depressants include barbiturates, Valium, and barbital. Hallucinogens include LSD, marijuana, and psilocybin. State law classifies amphetamines and methamphetamine as stimulants.

Article 7 of the Kansas Liquor Control Act provides for punishments ranging from up to six months imprisonment and fines of up to \$1,000 for violation of the statutes relating to the possession and distribution of alcohol.

Further information on these local, state and federal ordinances and statutes will be maintained in the SCCC/ATS Office of Student Services and the Learning Resource Center and will be available to students and employees. Students and employees are encouraged to obtain copies of this information.



### PREVENTION & EDUCATION

As a part of a commitment toward a Drug-Free Workplace, SCCC/ATS, will distribute on an annual basis to all employees and students:

-  A written copy of the employee/student Drug-Free Institution of Higher Education Policy.
-  A description of the applicable legal sanctions under local, state or federal law for the unlawful possession, use or distribution of controlled substances and alcohol.
-  A description of the health risks associated with the use of controlled substances and the abuse of alcohol.
-  A description of any alcohol or other drug counseling, treatment or rehabilitation or reentry programs that are available to employees or students.

### COMPLIANCE & EVALUATION

The Dean of Instruction, Dean of Student Services and the person designated to be responsible for SCCC/ATS Substance Abuse Prevention programs will be responsible for biennial review of the SCCC/ATS Drug-Free Institution of Higher Education Policy to:

-  determine its effectiveness and implement changes to the policy if needed and
-  ensure that its disciplinary sanctions are consistently enforced.



### HEALTH RISKS ASSOCIATED WITH ALCOHOL ABUSE





Alcohol consumptions cause a number of marked changes in behavior. Even low doses significantly impair the judgement and coordination required to drive a car safely, increasing the likelihood that the driver will be involved in an accident. Low to moderate doses of alcohol also increase the incidence of a variety of aggressive acts, including spouse and child abuse. Moderate to high doses of alcohol cause marked impairments in higher mental functions, severely altering a person's ability to learn and remember information. Very high doses cause respiratory depression and death. Of combined with other depressants of the central nervous system, much lower doses of alcohol will produce the effects just described.


Repeated use of alcohol can lead to dependence. Sudden cessation of alcohol intake is likely to produce withdrawal symptoms, including severe anxiety, tremors, hallucinations, and convulsions. Alcohol withdrawal can be life-threatening. Long-term consumption of large quantities of alcohol, particularly when combined with poor nutrition can also lead to permanent damage to vital organs such as the brain and the liver.


Mothers who drink alcohol during pregnancy may give birth to infants with Fetal Alcohol Syndrome (FAS). These infants have irreversible physical abnormalities and mental retardation. In addition, research indicates that children of alcoholic parents are at greater risk than other youngsters of becoming alcoholics.


Alcohol and other drug use represent serious threats to health and the quality of life. More than 25,000 people die each year from drug-related accidents or health problems. With most drugs it is probable that users will develop psychological and physical dependence. The general categories of drugs and their effects are as follows:


 **ALCOHOL** Short-term effects of alcohol include behavioral changes, impairment of judgment and coordination, greater likelihood of aggressive acts, respiratory depression, irreversible physical and mental abnormalities in newborns (FAS) and death. Long-term effects of alcohol abuse include damage to the liver, heart and brain, ulcers, gastritis, malnutrition, delirium tremens and cancer. Alcohol combined with other barbiturates/depressants can prove to be a deadly mixture.


 **AMPHETAMINES/STIMULANTS** Such as speed, uppers, crank, ice, and caffeine, can speed up the nervous system, causing increased heart and breathing rates, higher blood pressure, decreased appetite, headaches, blurred vision, dizziness, sleepiness, anxiety, hallucinations, paranoia, depression, convulsions and death due to a stroke or heart failure.


 **ANABOLIC STEROIDS** Seriously affect the liver, cardiovascular, and reproductive systems and can cause sterility in males and females, as well as impotency in males.


 **BARBITURATES/DEPRESSANTS** Known as downers, Quaaludes or Valium slows down the central nervous system causing decreased heart and breathing rates, lower blood pressure, slowed reactions, confusion, distortion of reality, convulsion, respiratory depression, coma and death. Depressants combined with alcohol can be lethal.


 **COCAINE OR CRACK** Stimulate the central nervous system and are extremely addictive, both psychologically and physically. Effects include dilated pupils, increased heart rate, elevated blood pressure, insomnia, loss of appetite, hallucinations, paranoia, seizures, and death due to cardiac arrest or respiratory failure.

 **HALLUCINOGENS** Such as PCP, angel dust or LSD, interrupt the functions of the part of the brain which controls intellect and instincts and may result in self-inflicted injuries, impaired coordination, dulled senses, incoherent speech, depression, anxiety, violent behavior, paranoia, hallucinations, increased heart rate and blood pressure, convulsions, coma, and heart and lung failure.

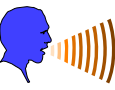
 **CANNABIS** Such as marijuana, hashish or hash, impairs short-term memory, comprehension, concentration, coordination, and motivation and may cause paranoia and psychosis. Marijuana smoke contains more cancer-causing agents than tobacco smoke. The way in which marijuana is smoked--deeply inhaled and held in the lungs for a long period--enhances the risk of cancer. Combined with alcohol, marijuana can produce a dangerous, multiplied effect.


 **NARCOTICS** Such as smack, horse, Demerol or Percodan, initially produce feelings of euphoria often followed by drowsiness, nausea, and vomiting. An overdose may result in convulsions, coma, and death. Tolerance develops rapidly and dependence is likely. Using contaminated syringes to inject such drugs may result in contracting the AIDS virus.

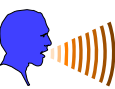
 **TOBACCO/NICOTINE** Some 170,000 people in the United States die each year from smoking-related coronary heart disease. Some 30 percent of the 130,000 cancer deaths each year are linked to smoking. Lung, larynx, esophagus, bladder, pancreas and kidney cancers strike smokers at increased rates. Emphysema and chronic bronchitis are 10 times more likely among smokers.

 **INHALENTS** Such as anesthetics, solvents, aerosols, amyl nitrite, butyl nitrite, and other chemicals that produce psychoactive (mind-altering) vapors, can decrease the heart and breathing rate, affect judgement, cause nausea, sneezing, coughing, bad breath, lack of coordination, loss of appetite, and death due to heart failure, aspiration, or suffocation by displacing the oxygen in the lungs.

**ALCOHOL AND OTHER DRUG PREVENTION  
TREATMENT & SUPPORT SERVICES**

 **SOUTHWEST KANSAS ALCOHOL AND DRUG ADDICTION FOUNDATION, INC. (SKADAF)** provides diagnosis and referral, court program, alcohol information school, reintegration, outpatient counseling, under the direction of Coordinator Henry Helmke, 529 N New York Street, PO Box 797, Liberal Kansas 67905-0797. Services are provided 24 hours a day, seven days a week. 620-624-3616

 **WESTERN KANSAS ASSESSMENT**  
620-225-3134

 **RECOVERY SUPPORT GROUPS**

- Alcoholics Anonymous
- AI-Anon
- Alateen
- Narcotics Anonymous

# A COMMITMENT TO A DRUG-FREE CAMPUS



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