

WALLACE STATE

H A N C E V I L L E



DRUG AND ALCOHOL POLICY

2015-2016

**Wallace State Community College
Drug and Alcohol Prevention Program 2015-16**

WSCC is committed to creating a healthy, safe and positive community for its students and staff. Through the use of multiple strategies, the College provides the framework for addressing alcohol and other drug-related issues for the campus community. This is accomplished by:

- Developing alcohol and drug-related policies to increase the consistency of enforcement
- Conducting early intervention
- Providing treatment options and recovery

The following campus units provide information that contributes to the comprehensive Drug and Alcohol Prevention Program:

- Student Activities
- Residence Hall Staff
- Campus Security and Police Officers
- Heads UP Counseling Services (Third Party)
- Athletic Director and Coaches
- College Orientation Instructors
- Campus Judicial Board
- Human Resources Office
- Health Program Policies related to Drug and Alcohol Testing
- Marketing

Student Life Summary:

All Wallace State Community College students are responsible for complying with Alabama state laws, System Board Policies and policies of WSCC. These guidelines establish that:

- No person under 21 years of age may use or be in possession of alcoholic beverages.
- Alcoholic beverages may not be available to minors.
- Misrepresentation of age for the purpose of purchasing alcoholic beverages is a violation of state law.
- Personal possession and consumption of alcoholic beverages is not permitted in residential halls, at athletic events, at social events attended by students, and on the campus grounds.

Residence Hall Summary:

Wallace State Community College employs Residence Hall Directors and Residence Hall Assistants who are trained to enforce the community standards regarding alcohol and drugs for the students residing in the two residence halls. Each resident is provided information on residence hall policies upon completion of dorm agreement, item #6. The college's alcohol and drug policies are contained in the *Student Handbook/College Catalog* and include:

- Students are prohibited from consuming, transporting, and distributing alcohol; possessing or being in the presence of alcohol while on campus; or exhibiting disruptive behavior.
- Alcohol found by staff will be disposed of immediately. Persons found in violation of this policy will be subject to administrative or disciplinary sanctions listed in the *Student Handbook/College Catalog* and can include:
 - ✓ Warning and/or probationary period (Dorm and Disciplinary)
 - ✓ Contact with parent/guardian
 - ✓ Referral to an alcohol education program
 - ✓ Counseling services
 - ✓ Termination of the housing contract
 - ✓ Suspension from WSCC
 - ✓ Possible arrest, imprisonment, or fine according to state alcohol laws

Intoxication from, or the use, display, or possession of alcoholic beverages or any controlled substance (drug) or drug paraphernalia is prohibited unless the student has a valid prescription for the use of the controlled substance is strictly prohibited by the WSCC Code of Conduct. Furthermore, intoxication from, or the use, display, or possession of alcoholic beverages or any controlled substance (drug) on any area of the WSCC campus is prohibited. This includes the presence of empty or full alcoholic beverage containers.

Security/Enforcement:

The primary sources on campus that enforce the alcohol and drug policies are the Campus Police Department, the Housing Director, and the Executive Vice President's Office. For instances involving employees, the Office of Human Resources works with the Office of the Vice President to handle interventions and/or sanctions. It is the primary responsibility of the Vice President to assess instances of infractions by students and to determine sanctions or involve the Campus Judicial Board which will recommend any necessary sanctions.

WSCC Police Department compiles statistics related to campus incidents and reports those to appropriate offices, including that of housing (if appropriate), Vice President and President. They also assist in carrying out lawful behavior on campus.

Students and employees should be aware of the various federal penalties for drug related convictions as well as State or System Office sanctions. These can include termination of employment, disciplinary expulsion, suspension or probation, and arrest.

Heads UP Counseling Services:

Wallace State Community College has options available for students and staff members who need to address alcohol and other drug abuse issues. The college has an agreement with a local community health organization, Cullman Mental Health, to provide, at discounted rates, counseling for students and staff members through referrals through the Heads Up Program. The program serves as a counseling referral service but it also has a primary goal to address underage drinking and binge drinking among WSCC community. The office was set up in the prominent Student Center in January 2007 as an environmental prevention project funded through a state grant/partnership.

Athletic Drug Policies for Athletic Director and Coaches:

Wallace State Community College complies with Board Policy 806.02 and associated guidelines for drug testing and drug education of student athletes. These policies are published on the WSCC website as well as distributed to all athletes at Athletic Orientation via the Athletic Handbook. All athletes sign for these manuals and a record of this is kept in the Athletic Coordinator's Office. Additionally, any random testing that results in the necessity of this policy, is coordinated through the Vice President's Office to ensure compliance.

Drug use and abuse education program shall be provided to all student athletes at the beginning of the fall term and at other times as deemed necessary by the Athletic Director, head coach or other designated representative. Attendance is mandatory for all student athletes at Athletic Orientation. An attendance roster shall be maintained for each session of this program and shall include the signatures of each student athlete and the date of attendance. This program should include, at a minimum, the following:

- A. Discussion of drug testing policy for student athletes; and
- B. Presentation by a qualified substance abuse counselor or an individual with relative qualifications for such presentations; and
- C. Distribution of education materials concerning the use and abuse of illegal drugs.

Publication of Policy: The institution shall include the Drug Testing of Student Athletes policy in the student handbook and other appropriate institution publications, to ensure adequate notice and distribution.

Orientation and Lions Pride Sessions:

Wallace State Community College strives to remain in compliance with the requirements of the Drug-Free Schools and Communities Act. The college has adopted and implemented programs to prevent the abuse of alcohol and use or distribution of illicit drugs both by students and employees both on its premises and as a part of any of the college's activities. WSCC distributes drug and alcohol policies to students during orientation courses and Lions Pride information sessions, through access to the online *College Catalog/Student Handbook*, through campus signage, presentations by Heads Up Program staff, and through various handouts throughout the academic year. These contain:

- Standards of conduct that prohibit unlawful possession, use or distribution of illicit drugs and alcohol on its property or as a part of its activities;
- A description of the health risks associated with the use of illicit drugs and abuse of alcohol;
- A description of applicable legal sanctions under local, state or federal law;
- A description of counseling or treatment programs.
- A clear statement and description of the disciplinary sanctions the institution will impose on students and employees.

Campus Judicial Board:

The campus judicial board carries out disciplinary referrals for campus violations of the Student Code of Conduct.

Human Resources

Alcohol-and Drug-Free Campus Workplace Policy:

Wallace State Community College is committed to providing students, faculty, staff, and visitors a safe campus and workplace. The college recognizes the health risks associated with controlled substance use and alcohol misuse and is committed to supporting students and employees who seek treatment for these conditions. The college also recognizes that controlled substance use and alcohol misuse diminish workplace and campus safety and undermine the college's ability to fulfill its mission of providing quality education for all students in an atmosphere that promotes intellectual pursuit, spiritual growth, and social and personal responsibility. Compliance with this policy is considered a condition of employment and attendance at WSCC. All

employees and students have been notified of this policy by print publication and electronic delivery.

Drug-Free Workplace Policy:

In compliance with the drug-free workplace requirements of Public Law 100-690 for recipients of federal contracts and grants, the following policy is in effect for Wallace State Community College:

1. The unlawful manufacture, distribution, possession or use of a controlled substance is prohibited by WSCC on any property owned, leased, or controlled by WSCC or during any activity conducted, sponsored, authorized by, or on behalf of Wallace State Community College. A controlled substance shall include any substance defined as a controlled substance in Section 102 of the Federal Controlled Substance Act (21 U.S. Code 802) or in the Alabama Uniform Controlled Substance Act (Code of Alabama, Section 2-2-1. Et seq.)
2. Wallace State Community College has and shall maintain a drug-free awareness program to inform employees concerning the following:
 - a. The dangers of drug abuse in the workplace
 - b. Maintenance of a drug-free workplace
 - c. Drug counseling and rehabilitation programs
 - d. Possible penalties for drug-abuse and rehabilitation violations.
3. Any employee who is convicted by any Federal or State Court on an offense that constitutes a violation of paragraph one shall notify the President of WSCC in writing of said conviction within five (5) days after the conviction occurs. Conviction, as defined in P.L. 100-690 shall mean a finding of guilt (including plea of nolo contendere) or imposition of sentence or both. Any employee who has been convicted by any Federal or State Court of an offense that constitutes a violation of paragraph one since completing his or her initial application shall notify the President immediately to avoid possible future complications.
4. In the event of a report of a conviction pursuant to paragraph four providing that the employee is working in a project or a program funded through a Federal contract or grant, Wallace State Community College shall notify in writing within ten (10) days any Federal agency to whom such notification by Wallace State Community College is required under P.L. 100-690.
5. In the event that an employee violates the provisions of paragraph one or receives a conviction as described in paragraph four, the respective employee shall be subject to appropriate disciplinary action which may include, but is not limited to, termination of employment. Wallace State Community College shall also reserve the right to require that an employee as a condition of continued employment, to complete a drug treatment or rehabilitation program of a reasonable duration and nature, at the employee's own expense.
6. Wallace State Community College shall make a good faith effort to ensure that paragraphs 1-6 are followed.

7. Each employee at Wallace State Community College shall receive a copy of this policy.

Omnibus Transportation Employee Testing Act Policy:

In conjunction with its Drug-Free Workplace Policy, the College also complies with the Omnibus Transportation Employees Testing Act of 1991. The act relates to those employees possessing or required to possess a Commercial Driver's License (CDL). Any employee in or applicant for such a CDL position has special obligations to notify the College that he or she has special obligations to notify the College that he or she has recently or is currently using certain physician prescribed drugs or other medication that may affect that person's test results or ability to perform his or her duties. Current CDL employees are subject to the following rules:

1. When reasonable suspicion exists that an employee has used a controlled substance or has otherwise violated the substance abuse rules, he/she may be tested.
2. The College may conduct unannounced random testing.
3. When an employee is involved in any accident resulting in injury or damage to College property, he/she must notify the Drug Program Coordinator or Chief of Police.
4. When an employee returns from substance abuse rehabilitation, the College may require that he/she submit to follow-up testing.
5. All affected employees may be required to undergo urinalysis or oral testing as part of a re-certification physical exam.

The complete policy and pertinent procedures are available in the office of the Director of Human Resources. This policy and procedures cover Testing Procedures, Collection Sites, Collection Procedures, Occasions when the Collection Personnel Should Directly Observe the Specimen Being Provided, Evaluations and Return of Results to the College, Request for Retest, Release of Test Results, Discipline, and Investigations, and Searches.

Health Programs Drug Policy:

Wallace State Community College supports the concept of a Drug Free Workplace and prohibits the unlawful manufacture, distribution, possession or use of a controlled substance on any property owned, leased, or controlled by the college or during any activity conducted, sponsored, authorized by or on behalf of Wallace State Community College. The college prohibits any form of on-campus (or campus affiliated) use and/or possession of illegal drugs, drug paraphernalia, or alcoholic beverage by students, which is in direct violation of local, state, and federal law. Students found to be involved in any of these activities are subject to disciplinary action including program dismissal.

Education of health profession students at Wallace State Community College requires collaboration between the college and clinical agencies. Education of these students cannot be complete without a quality clinical education component. The College shares an obligation with the clinical agency to protect, to the extent reasonably possible, the agency's patient due to students who are under the influence of illegal drugs or alcohol while in the clinical agency.

The College wishes to ensure that the health and safety of students and patients are not compromised, and that clinical affiliation agreements exist to provide students with quality clinical education experiences. Therefore, it is the policy of Wallace State Community College-Hanceville that students enrolling in health profession programs submit to drug testing. This testing can be announced or unannounced and will occur upon admission and annually thereafter, for cause or at random intervals. This policy authorizes drug testing of students who voluntarily choose to enroll in health profession programs at the college. Any student enrolling in a health profession program will be required to submit to such testing.

Guidelines for drug testing of health profession students are available with their respective health orientation and health program handbook. The college shall include the policy and procedure for Drug Testing of Health Profession Students in the college catalog, on the college's website, in the student handbook for each program, and other appropriate college publications to ensure adequate notice and distribution. As stated in the disclaimer in the Wallace State Catalog, college policies are subject to change.

Marketing:

WSCC Marketing provides campus publications, such as the WSCC Catalog and semester schedules, that provide sources of information for the campus community. They also monitor and update the College website which also depicts a wealth of information for students, staff, and potential students.

Health Risks and Effects of Drugs and Alcohol:

Alcohol consumption and drug usage can cause a number of marked changes in behavior. Even low doses significantly impair the judgment and coordination required to drive a car safely. Low to moderate doses of alcohol also increase the incidence of a variety of aggressive acts, including domestic violence and date rape. 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. Repeated use of alcohol and drugs can lead to dependence. Sudden cessation of alcohol intake is likely to produce withdrawal symptoms, including severe anxiety, tremors, hallucinations, and convulsions. Long-term consumption of large quantities of alcohol and/or drugs, particularly when combined with poor

nutrition, can also lead to permanent damage to vital organs such as the brain and the liver.

Examples of Resources/Referrals:

- Alcoholics Anonymous-<http://www.aa.org>
- Al-Anon – <http://www.nycalanon.org>
- Narcotics Anonymous – <http://www.na.org> 205-243-7854 Greater Birmingham Area
- Focus on Recovery Helpline (alcohol/drugs) – 1-800-374-2800 or 1-800-234-1253
- National Suicide Prevention Lifeline – 1-800-SUICIDE (784-2433)
- National Alliance for the Mentally Ill – 1-800-950-6264
- Department of Health and Human Services Drug and Alcohol Treatment Referral Routing Service – 1-800-662-4357
- Veterans – Locate the closest VAMC or VA Regional Office: 1-877-222-8387