

HIBBING COMMUNITY COLLEGE DRUG & ALCOHOL FREE CAMPUS POLICY

April 29, 2009

COMPLIANCE

Hibbing Community College recognizes that the misuse of alcohol and other drugs is a serious issue affecting college students, the community and our society.

Hibbing Community College adheres to the federal Drug-Free Schools and Campuses Act (DFSCA) and Minnesota State Colleges and Universities (MnSCU) Board Policy 5.18 which prohibits the unlawful possession, use, or distribution of alcohol and illicit drugs by employees on the college premises, or in conjunction with any college-sponsored activity or event, whether on or off campus. In accordance with federal regulations, this policy is contained in the Employee Guidebook. The college conducts a biennial review of this policy to determine the effectiveness of this policy and to ensure that disciplinary sanctions for violating standards of conduct are enforced consistently.

STANDARDS OF CONDUCT

- No employee shall manufacture, sell, give away, barter, deliver, exchange, or distribute; or possess with the intent to manufacture, sell, give away, barter, deliver, exchange, or distribute alcohol, illicit drugs or drug paraphernalia while involved in a college-sponsored activity or event, on or off campus.
 - No employee shall possess or use a controlled substance while involved in a college-sponsored activity or event, on- or off-campus, except when the possession is for that person's own use, and is authorized by law.
 - No employee shall possess or use a controlled substance while in or operating college owned vehicle or equipment.
 - Employees are expected to act responsibly and conduct themselves appropriately when representing the college on or off campus. The unlawful or irresponsible use of alcohol or other drugs will result in sanctions as described in this policy.

- Employees are advised to refrain from use of alcohol while serving in a supervisory capacity with students at off-campus college-sponsored events.
- Employees are advised to refrain from use of alcohol in the company of students due to the power differential that exists.
- No employee shall report to work while under the influence of a controlled substance, except as prescribed by a physician, which affects alertness, coordination, reaction, response, judgment, decision-making, or safety.
- Except as allowed by MnSCU Board Policy 5.18, the possession, use, sale or distribution of alcoholic beverages and 3.2% malt liquor at HCC and at HCC sponsored events is prohibited.
- Exception for Instructional Purposes. Use of alcohol or drugs in laboratory and classroom instruction/experiments is not prohibited.

DISCIPLINARY SANCTIONS

Employees who violate this policy will be subject to disciplinary sanctions. The severity of the sanctions will be appropriate to the violation. Sanctions include, but are not limited to: official reprimand, restitution, completion of a rehabilitation program, community service, suspension, expulsion and/or reporting to local law enforcement will be imposed on those who violate the preceding standards of conduct. Sanctions, consistent with existing contracts, up to and including termination of employment, will be imposed on employees who violate the preceding standards of conduct.

LEGAL SANCTIONS

Federal and state sanctions for illegal possession of controlled substances may include imprisonment and monetary fines. Additional penalties may include forfeiture of personal property. Under federal laws, trafficking drugs such as marijuana, heroin or cocaine may result in sanctions up to and including life imprisonment. Fines for such an offense can reach \$8 million. The State of Minnesota may impose a wide range of sanctions for alcohol-related violations. For example, driving while intoxicated (blood alcohol content of .08 or more) may result in a fine, jail, and/or revocation of driver's license. Possession of alcohol under age 21 or use of false identification to purchase alcohol results in a fine. Furnishing alcohol to persons under 21 is punishable by fine and/or imprisonment.

HEALTH RISKS

Alcohol - Alcohol consumption causes a number of changes in behavior and physiology. Even low doses significantly impair judgment, coordination, and abstract mental functioning. Statistics show that alcohol use is involved in a majority of violent behaviors on college campuses, including acquaintance rape, vandalism, fights, and incidents of drinking and driving. Continued abuse may lead to dependency, which often causes permanent damage to vital organs and deterioration of a healthy lifestyle.

Amphetamines - Amphetamines can cause a rapid or irregular heartbeat, headaches, depression, damage to the brain and lungs, tremors, loss of coordination, collapse, and death. Heavy users are prone to irrational acts.

Cocaine/Crack - Cocaine users often have a stuffy, runny nose and may have a perforated nasal septum. The immediate effects of cocaine use include dilated pupils and elevated blood pressure, heart rate, respiratory rate, and body temperature, paranoia and depression. Cocaine is extremely addictive and can cause delirium, hallucinations, blurred vision, severe chest pain, muscle spasms, psychosis, convulsions, stroke and even death.

Hallucinogens - Lysergic Acid Diethylamide (LSD) causes illusions and hallucinations. The user may experience panic, confusion, suspicion, anxiety, and loss of control. Delayed effects, or flashbacks, can occur even when use has ceased. Phencyclidine (PCP) affects the section of the brain that controls the intellect and keeps instincts in check. Hallucinogens can cause liver damage, convulsion, coma and even death.

Marijuana - Marijuana may impair or reduce short-term memory and comprehension, alter sense of time, and reduce coordination and energy level. Users often have a lowered immune system and an increased risk of lung cancer. Users also experience interference with psychological maturation and temporary loss of fertility. The active ingredient in marijuana, THC, is stored in the fatty tissues of the brain and reproductive system for a minimum of 28 to 30 days.

Methamphetamine - Methamphetamines, known as speed, meth, ice, glass, etc., have a high potential for abuse and dependence. Taking even small amounts may produce irritability, insomnia, confusion, tremors, convulsions, anxiety, paranoia, and aggressiveness. Over time, methamphetamine users may experience symptoms similar to Parkinson's disease, a severe movement disorder.

Narcotics - Narcotics such as codeine, heroin or other opiate drugs cause the body to have diminished pain reactions. The use of heroin can result in coma or death due to a reduction in heart rate.

Steroids - Steroid users experience a sudden increase in muscle and weight and an increase in aggression and combativeness. Steroids can cause high blood pressure, liver and kidney damage, heart disease, sterility and prostate cancer.

EDUCATIONAL AND TREATMENT PROGRAMS

- The Employee Assistance Program (EAP) is available to all MnSCU employees. EAP can assist employees by providing a professional assessment of a possible alcohol or drug problem. The mission of EAP is to provide confidential, accessible services to individual employees and state agencies in order to restore and strengthen the health and productivity of employees and the workplace. For additional information, contact the Human Resources Department.

Community area substance abuse treatment center referrals include:

College Resources

Dave Olds	262-6759
Donna Groettum	262-6786
Lisa Bestul	262-6752
State Employee Assistance Program	1-651-296-9765
State Employee Health Unit	1-651-296-2413

Community & Regional Resources

Al-Anon	1-800-344-2666
Alcoholic Anonymous (AA)	262-2998 or 262-2114
Detoxification Unit	1-800-450-7826
Lutheran Social Services	262-5433
Miller-Dwan Chemical Dependency Center	1-218-720-1354
Range Mental Health	262-5587
Range Women's Advocate	254-3377
Social Services	262-6000

Clinics & Hospital

Adams/Duluth Clinic	262-3425
Fairview Mesaba Clinic	262-3441
Fairview University Medical Center	262-4881
Hibbing Family Medical Center	362-7100

Mental Health Services

Lutheran Social Services	262-5433
Range Mental Health	262-6000

Miscellaneous

Blind & Visually Handicapped Services	262-6754
Hearing Impaired Service Center	742-9159
Poison Control Center	1-800-222-1222

National Hotline Phone Numbers

Al-ateen	1-800-352-9996
Cocaine Hotline	1-800-COCAINE
Rape Crisis Hotline	1-800-656-4673
Substance Abuse/ Alcoholism	1-800-662-4357
National Youth Crisis Hotline	1-800-442-4673
National Institute of Mental Health Info Line	1-800-421-4211
Suicide Hotline	1-800-784-2433