

AP 3550 Drug Free Environment and Prevention Program

References:

Drug Free Schools and Communities Act Amendment of 1989;
20 U.S. Code Section 1011i;
34 Code of Federal Regulations Parts 86.1 et seq.;
Federal Drug-Free Workplace Act of 1988;
41 U.S. Code Section 8103

Rogue Community College (RCC) is committed to providing employees and students with a drug-free workplace and campus environment

In compliance with the Federal Drug-Free Schools and Communities Act, the following departments maintain the College's Alcohol and Drug Free Environment and Prevention Program; Risk Management, Human Resources, Counseling, and the Dean of Student Success. The program is designed to inform students and employees of the current alcohol and drug free policy, procedure, and related programs. This information includes the dangers of drug and alcohol abuse, the policy for maintaining a drug-free/alcohol-free campus, any available drug and alcohol counseling and/or rehabilitation, education and prevention programs and the penalties that may be imposed upon students and employees for drug and alcohol abuse violations.

RCC's Drug Free Campus Policy includes prohibiting the use of marijuana on campus property or for any campus-sponsored class, activity, or event regardless of location. While Oregon law allows for recreational use and possession of marijuana, using and possessing marijuana in any form remains a crime under federal law. RCC is a public institution that receives federal funding through grants and financial aid. Therefore, allowing any use of marijuana would be in violation of that law, thus jeopardizing the College's mission and students' educations.

Drug Free Schools and Community Act of 1989

Rogue Community College notifies each employee and student at the start of each academic term, in writing, of standards of conduct that prohibit unlawful possession, use, or distribution of illicit drugs on campus property or at any campus activity; a description of applicable legal sanctions for violation of federal, state, and local law and campus policy; a description of health risks associated with alcohol and drug use; a description of available treatment programs; and a statement that RCC will impose sanctions on students and employees, with a description of those sanctions, for violations of the standards of conduct.



The following departments prepare a biennial report in April of even numbered years on the effectiveness of the College's Alcohol and Drug prevention and education programs; the number of drug- and alcohol-related violations and fatalities that occur on campus or during institutional activities that are reported to campus officials; the number and type of sanctions that are imposed as a result of drug and alcohol violations; and the consistency of sanction enforcement: Risk Management, Human Resources, Student Counseling and the Dean of Student Success. A copy of the current report and previous reports can be found at <https://www.roguecc.edu/riskManagement/campusSecurity.asp>.

Drug and Alcohol Abuse Prevention Program Goals:

- To reduce the incidence of drug and alcohol abuse use by students and employees of the college by providing them with drug and alcohol risk and side effect information.
- To provide short-term drug and alcohol counseling for students and employees.
- To provide students and employees with referrals and connections to local and regional drug and alcohol agencies for long-term care.
- To make students and employees aware of college sanctions and state and federal penalties for drug and alcohol use.

Education, Prevention, and Awareness Training and Programs:

- Brochures are available in the Rogue Central and Counseling area at Riverside Campus, Table Rock Campus, and Redwood Campus.
- Open Forums are held biannually and include students, employees, and community partners.
- Drug and Alcohol Awareness Months Programs
- New Student Orientation
- Community Resources listed on the College website
- Student Government
- New Employee Orientation
- Annual Employee Training and policy notice

Permissible Use

There is no permissible use of controlled substances on any RCC campus or facility other than the use of prescription medication by the individual to whom the medication is prescribed to and in accordance with the instructions provided by the individual's medical provider.

Notification Requirements for Federal Contracts and Grants under Drug Free Workplace Act of 1988

RCC prohibits the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance at the workplace.

Abiding by RCC's drug-free workplace policy is a condition of employment. Employees shall inform their supervisor and the HR Director within five (5) days after being convicted for a violation occurring in the workplace of any federal or state criminal drug statute. A conviction means entry of a no contest plea; or execution, suspended execution, or suspended imposition of a sentence; or a finding of guilt; or the imposition of a sentence by a judge or jury in a federal or state court. When an employee who is assigned to perform work funded under a federal grant or contract is convicted for violation of any federal or state criminal drug statute, RCC must notify the U.S. government agency with which the contract or grant was made within ten (10) days after receiving notice from the employee or other actual notice. RCC must impose a sanction on, or require satisfactory completion in a drug abuse assistance or rehabilitation program for, any employee who is convicted of a drug violation in the workplace.

Student Sanctions

RCC may impose sanctions upon students who have violated the Student Code of Conduct by illegal or unauthorized distribution, possession, use or being under the influence of alcohol, marijuana, and/or other illegal drugs or controlled substances on college property or at college-sponsored or supervised functions. Sanctions may include:

- Reprimand
- Immediate Exclusion
- Disciplinary Probation
- Suspension
- Expulsion
- Restitution
- Completion of an appropriate rehabilitation program
- Other

State and Federal Sanctions

The following are Oregon penalties for illegal possession of key drugs (Oregon laws are stricter than federal laws):

- Schedule I Class B Felony: Heroin, LSD, other hallucinogens, others. Maximum prison time: 10 years. Maximum fine: \$250,000.
- Schedule II Class C Felony: Methadone, morphine, amphetamines, methamphetamines, cocaine, PCP. Maximum prison time: 5 years. Maximum fine: \$125,000.
- Schedule III Class A Misdemeanor: Non-amphetamine stimulants, some depressants. Maximum prison time: One year. Maximum fine: \$6,250.
- Schedule IV Class C Misdemeanor: Valium-type tranquilizers, some less potent depressants. Maximum prison time: 30 days. Maximum fine: \$1,250.

Federal law prohibits, among other things, the manufacturing, distributing, selling, and possession of controlled substances as outlined in 21 United States Code, Sections 801 through 971. Depending on the amount, first offense maximum penalties for growing, buying, selling, or possessing marijuana range from five years' imprisonment and a fine of \$250,000 to imprisonment for life and a fine of \$4,000,000. Maximum penalties for other controlled substances can range from five years to life imprisonment and fines ranging from \$2,000,000 to \$4,000,000. First offense penalties and sanctions for the illegal possession of small amounts of controlled substance range from up to one year in prison or a fine of at least \$1,000.

Employee Sanctions

RCC reserves the right to impose discipline up to and including termination of employment if a violation of this policy is discovered by the College without voluntary disclosure by the employee. An employee's willingness to seek outside assistance without voluntary disclosure will not excuse the violation and will have no bearing on the determinations of appropriate disciplinary action.

Alcohol Health Risk and Warning Signs

- Increased risk of injuries
- Violence
- Fetal damage (in pregnant women)
- Depression
- Neurologic deficits
- Hypertension
- Liver and heart disease
- Addiction
- Fatal overdose

Drug Health Risks and Warning Signs

- Cannabinoids (Marijuana) - Frequent respiratory infections; possible mental health decline; addiction.
- Opioids (Heroin, Opium) - Constipation; endocarditis; hepatitis; HIV; addiction; fatal overdose
- Stimulants (Cocaine, Methamphetamine) - Weight loss, insomnia; cardiac or cardiovascular complications; stroke; seizures; addiction; nasal damage from snorting (cocaine); severe dental problems (methamphetamine).
- Prescription Depressants (Sleep Medications, Benzodiazepines) - Lowered blood pressure, slowed breathing, tolerance, withdrawal, addiction; increased risk of respiratory distress and death when combined with alcohol.
- Prescription Opioids and Morphine Derivatives (Codeine, Methadone, Oxycodone) - Slowed or arrested breathing, lowered pulse and blood pressure, tolerance, addiction, unconsciousness, coma, death; risk of death increased when combined with alcohol or other CNS depressants.

Resources and Assistance

- RCC Counseling Department Services
 - Confidential short-term counseling services at no charge to students.
 - Referrals to outside support, education, and rehabilitation.
 - Additional informational materials for health risks associated with specific drugs.
 - Counselors are available by calling 541-956-7443 or emailing counselingfrontdesk@rogucecc.edu.
- Employee Assistance Program

All RCC employees are eligible for Employee Assistance Program (EAP) services administered through Canopy (except student workers who can use the RCC Counseling services detailed above). The EAP can help employees privately resolve problems that may interfere with work, family, and life in general. The EAP is provided for at no cost to employees and dependents, living at or away from home, as well as household members, related or not. EAP services are always confidential. Additional information may be found online at: my.canopywell.com. Register as a new user or log in with organization name: OEBC.
- Community Resources

A current list of community resources is maintained on the College website at: <https://www.rogucecc.edu/counselingDept/default.asp>.

Program Biennial Review

In compliance with federal regulations, every two years, RCC will conduct a review of its Drug-Free Workplace and Drug-Free Campus programs and Alcohol and Other Drug program to determine the effectiveness of the program and implement changes if needed; to determine the number of drug and alcohol-related violations that occur on campus or at institutional activities; to determine the number and type of sanctions given under the drug-free policies; and to ensure the consistency of sanction enforcement.

The college impanels a committee of employees to develop the biennial report and make recommendations to improve the drug and alcohol program and annual notification systems. The committee members are listed below:

- Director of Risk Management
- Risk Management Coordinator
- Vice President of People, Culture, & Safety/CHRO
- Director of Human Resources & Payroll Operations
- Dean of Student Success
- Counseling Department Chair

Employee Standards of Conduct

RCC has a responsibility to our employees, to our students, and to the general public to ensure safe operating and working conditions. To satisfy our drug-free workplace objective and meet these responsibilities, we must establish a work environment where employees are free from the effects of drugs, alcohol, or other impairing substances.

Employees must be free of intoxicants and mentally and physically capable of effectively performing assigned duties. Employees must notify their supervisors in advance when the use of prescription or over-the-counter medications may interfere with the safe and efficient performance of work.

Employee Drug Testing

1. Pre-hire: Offers of employment for certain positions deemed to be safety-sensitive may be contingent upon the successful passage of a College-required drug test, which includes testing for marijuana.

2. Reasonable suspicion: The College may require any employee to be tested for alcohol and/or illegal drugs when reasonable suspicion exists that the employee may be impaired during work hours. The basis of suspicion may be a specific, contemporaneous event or conduct evidencing impairment observed over a period of time. Reasonable suspicion testing also includes testing an employee for the presence of prescription medication when the College has reason to believe the employee may be abusing the medication. Supervisors should contact HR prior to conducting the testing under this procedure. Refusal to test shall be considered a test failure.

The College will be responsible for arranging for the employee to be transported to the testing facility when an event providing reasonable suspicion takes place on RCC premises.

RCC reserves the right to search employee workspaces for the presence of prohibited alcohol, illegal drugs, and controlled substances at any time when reasonable suspicion exists that an employee may be under the influence. Any illegal drugs or drug paraphernalia will be turned over to an appropriate law enforcement agency and may result in criminal prosecution.

RCC will support employees who voluntarily seek help for drug or alcohol problems before becoming subject to discipline or termination under this or other RCC policies or procedures. Such employees may be allowed to use accrued paid time off, placed on leaves of absence, referred to treatment providers, or otherwise accommodated, as required by law. Employees may be required to provide documentation of the successful completion of a prescribed treatment program. Employees may also be required to submit to follow-up testing if, in the College's determination, the employee's position involves performing safety-sensitive functions. Employees who demonstrate successful progress or completion of a recommended course of treatment may return to work after taking and passing a drug and/or alcohol test. Any employee returning to work after such treatment will be expected to comply with all aspects of this procedure. A request for rehabilitation may not be made in order to avoid the consequence of a positive drug or alcohol test or to avoid taking a drug or alcohol test when requested to do so under the terms of this procedure.

Employees who violate this procedure and/or fail to seek treatment may be subject to disciplinary action, up to and including termination of employment.

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