

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

The College is committed to providing its employees and students with a drug free workplace and campus environment. It emphasizes prevention and intervention through education.

In order to comply with Federal Drug-Free Campus Regulations, the following departments maintain the Colleges Alcohol and Drug Free Environment and Prevention Program; Risk Management, Human Resources, Student Counseling and the Director of Advising and Compliance. The program is designed to inform students and employees of the current alcohol and drug free policy 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.

Oregon voters approved a ballot measure in 2014 to allow the possession and sale of marijuana for recreational use. However Rogue Community College is a public institution and receives federal funding in the form of grants and financial aid. Therefore, allowing any use of marijuana would be in violation of that law, thus jeopardizing the College's mission and the College's students' educations. Under federal law, marijuana is designated as a Schedule 1 drug.

Drug Free Schools and Community Act of 1989

Rogue Community College notifies each employee and student at the start of each academic quarter, in writing, of standards of conduct; a description of appropriate sanctions for violation of federal, state, and local law and campus policy; a description of health risks associated with alcohol and drug use; and a description of available treatment programs.

The following departments prepare a biennial report in April of even numbered years on the effectiveness of the Colleges Alcohol and Drug prevention and education programs and the consistency of sanction enforcement; Risk Management, Human Resources,



Student Counseling and the Director of Advising and Compliance. A copy of the current report and previous reports can be found at <https://web.roguecc.edu/risk-management/campus-security>.

Drug and Alcohol 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 Student Services and Counseling area at RVC, TRC and RWC.
- 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 Counseling Website
- Student Government
- New Employee Orientation
- Annual Employee Policy Email 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 that the medication is prescribed to and in accordance with the instructions provided by the individuals medical provider.

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

Employees shall inform their supervisor and the HR Director within five (5) days after being adjudicated or convicted for violation of any federal or state criminal drug or alcohol statute. A conviction or adjudication 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 adjudicated or 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.

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 the employee's willingness to seek outside assistance will not excuse the violation and will have no bearing on the determinations of appropriate disciplinary action.

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
- 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, marijuana, others. Maximum prison time: 10 years. Maximum fine: \$100,000.

- Schedule II Class C Felony: Methadone, morphine, amphetamines, methamphetamines, cocaine, PCP. Maximum prison time: 5 years. Maximum fine: \$100,000.
- Schedule III Class A Misdemeanor: Non-amphetamine stimulants, some depressants. Maximum prison time: One year. Maximum fine: \$2,500.
- Schedule IV Class C Misdemeanor: Valium-type tranquilizers, some less potent depressants. Maximum prison time: 30 days. Maximum fine: \$500.

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 trafficking 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.

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 Reliant Behavioral Health (RBH). The EAP can help you to privately resolve problems that may interfere with work, family, and life in general. Your EAP is provided for FREE to you 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 at the following link: <https://web.rogucecc.edu/human-resources/benefits#EAP> .

- Community Resources

A current list of community resources is maintained on College Counseling Department website which can be accessed by clicking the following link: <http://web.rogucecc.edu/counseling/community-resources>

Program Biennial Review

Rogue Community College in compliance with federal regulations, every two years Rogue Community College (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 and the consistency of sanction enforcement, in order to identify and implement any necessary changes.

The college empanels an ad hoc committee of faculty and staff 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
- Chief Human Resources Officer
- Dean of Student Success
- Director Advising and Compliance
- Counseling Department Chair

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