

## **DRUG AND ALCOHOL-FREE CAMPUS**

Temple College prohibits the illegal use of drugs and alcohol and fully supports the federal Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act Amendments of 1989. Any location at which college activities are conducted is declared to be drug and alcohol-free.

The Drug-Free Workplace Act of 1988 requires some Federal contractors and all Federal grantees to agree that they will provide drug-free workplaces as a precondition of receiving a contract or grant from a Federal agency. Title 34, CFR, § 86 of the Drug-Free Schools and Communities Act Amendments of 1989, added section 1213 to the Higher Education Act. These amendments require that, as a condition of receiving funds or any other form of financial assistance under any Federal program, Temple College must certify that it has adopted and implemented a drug prevention program.

Temple College's drug prevention program must, at a minimum, include the following:

1. The annual distribution in writing to each employee, and to each student who is taking one or more classes for any type of academic credit except for continuing education units, regardless of the length of the student's program of study, of:
  - a. Standards of conduct that clearly prohibit, at a minimum, the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on its property or as part of any of its activities;
  - b. A description of the applicable legal sanctions under local, State, or Federal law for the unlawful possession or distribution of illicit drugs and alcohol;
  - c. A description of the health risks associated with the use of illicit drugs and the abuse of alcohol;
  - d. A description of any drug or alcohol counseling, treatment, or rehabilitation or re-entry programs that are available to employees or students; and
  - e. A clear statement that Temple College will impose disciplinary sanctions on students and employees (consistent with local, State, and Federal law), and a description of those sanctions, up to and including expulsion or termination of employment and referral for prosecution, for violations of the standards of conduct required by paragraph (a)(1) of this section. For the purpose of this section, a disciplinary sanction may include the completion of an appropriate rehabilitation program.
2. A biennial review by Temple College of its program to:
  - a. Determine its effectiveness and implement changes to the program if they are needed; and
  - b. Ensure that the disciplinary sanctions are consistently enforced.

### **1. Standards of Conduct**

The possession, use, manufacturing, distribution, dispensing, or sale of alcoholic beverages, illegal drugs, or controlled substances by Temple College employee and students in accordance with 21 USC § 812 - Schedules of Controlled Substances,

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Board Approval Date: August 19, 2013

Effective Date: August 20, 2013

Final Revision Date: May 29, 2013

Policy Manual Review Committee – No Changes: December 3, 2015

except on bona fide prescription, on the campus/centers or at any college activity is prohibited.

The following is a partial list of controlled substances:

- Narcotics (heroin, morphine, etc.)
- Cannabis (marijuana, hashish)
- Stimulants (cocaine, diet pills, etc.)
- Depressants (tranquilizers)
- Hallucinogens (PCP, LSD, “designer drugs”, etc.)

A complete listing and explanation of controlled substances in accordance with 21 USC § 812 - Schedules of controlled substances can be found online at:

<http://www.gpo.gov/fdsys/granule/USCODE-2010-title21/USCODE-2010-title21-chap13-subchapl-partB-sec812/content-detail.html>

## **2. Legal Sanctions**

Any employee or student violating this policy is subject to arrest. Conviction for violating the local, state, and/or federal laws governing alcohol and controlled substances can result in fines, imprisonment, seizure of property, or a combination of these penalties.

## **3. Health Risks**

Alcohol consumption causes a number of marked changes in behavior. Even low doses significantly impair the judgment and coordination required to drive a vehicle or operate equipment safely, increasing the likelihood of an accident. Even low to moderate doses of alcohol impairs judgment and increases the incidence of a variety of aggressive acts, including spouse and child abuse, confrontations at work, and legal problems. Moderate to high doses of alcohol cause marked impairments in mental functions, severely altering a person's ability to learn and remember information. Very high doses cause respiratory depression and death. If 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 liver. The regular consumption of alcohol greatly increases the risk of most types of cancer. Mothers who drink alcohol during pregnancy may give birth to infants with fetal alcohol syndrome. These infants have irreversible physical abnormalities and mental retardation. In addition, research indicates that children of alcoholic parents are at greater risk of becoming alcoholics than other youngsters.

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The use of drugs can pose many risks to health. It can cause high blood pressure, heart or respiratory failure, impaired memory or injury, even death through violence or self-destructive behavior. Even infrequent use may lead to tremors, impaired sexual response, cardiovascular damage, and impaired performance, which could lead to poor grades, poor job performance, financial problems, and interpersonal conflicts.

What Works: Schools Without Drugs, U. S. Department of Education (1992).

#### **4. Drug and Alcohol Programs**

Any employee needing assistance related to drug/alcohol problems should contact the Human Resources Office and any student needing assistance should be directed to the Advising Office.

Employees should contact the office of Human Resources to determine what medical benefits they may have available for substance-abuse treatment. Human Resources may also direct employees to additional community resources for assessment and treatment.

To assist students with prevention, counseling, treatment, and rehabilitation for drug/alcohol related problems, advisors refer students to outside agencies and/or the Office of Student Accommodations.

#### **5. Disciplinary Sanctions**

Any employee convicted of violating a criminal drug statute in this workplace must inform the College of such conviction (including pleas of guilty and nolo contendere) within five (5) days of the conviction. Failure to inform the College, subjects the employee to disciplinary action, up to and including termination. By law, the College will notify any federal contracting officers within ten (10) days of receiving such notice from an employee or otherwise receiving notice of such a conviction.

The College reserves the right to permit employees convicted of violating a criminal drug statute at any location or site where College activities are conducted to participate in an approved rehabilitation or drug-abuse assistance program as an alternative to discipline. If such a program is permitted by the College and accepted by the employee, then the employee must satisfactorily participate in the program as a condition of continued employment and must provide evidence of completion either through a counselor or doctor's written statement. This statement will be kept in the employee's medical file in the Human Resources Office.

An employee may self-refer to a certified program. However, the employee must inform the Human Resources Office and provide evidence of completion of the program to the Human Resources Office.

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