Drug and Alcohol Policy

NOTIFICATION TO FACULTY, STAFF, AND STUDENTS

Frederick Community College

2015-2016

Notification to Faculty, Staff, and Students

Dear Faculty, Staff and Student,

In accordance with the Higher Education Opportunity Act of 2008 (HEOA), each postsecondary institution in the United States that participates in Title IV student aid programs must annually distribute, in writing, to each student and each employee, information about the Drug and Alcohol Abuse Prevention Program. This document includes standards of conduct for all faculty, staff, and students, a description of the applicable legal sanctions under local, state, or federal law for the unlawful possession or distribution of illicit drugs and alcohol, a description of the health risks associated with the use of illegal drugs and alcohol, information regarding local drug or alcohol counseling, treatment, or rehabilitation or reentry programs that are available, and a statement of our disciplinary sanctions for faculty, staff, and employees.

Federal law requires that the College provide the Campus Security Reports to all its students and employees on an annual basis. The Campus Security Report is available online. The report contains information of a historical nature and includes crimes that were committed on campus last year and the two years prior to that. The crimes are categorized for ease of understanding and identification. To find a copy of the report, go to the College's web site, www.frederick.edu, click on Security (under Quick Links), and then click on Annual Security Report. Also, you can request a paper copy by contacting the Security Office located on the first floor of the Student Center (H116).

Please take a few minutes to review these valuable documents. If you have any questions, faculty and staff may contact the Associate Vice President for Human Resources, Maryrose Wilson. Students may contact the Associate Vice President/Dean of Students, Jerry Haynes.

Maryrose Wilson, Associate Vice President for Human Resources
Suite 223 of Gambrill Hall
Frederick Community College
301.846.2436

Jerry Haynes, Associate Vice President / Dean of Students
Room H240 of the Student Center
Frederick Community College
301.846.2469

Drug and Alcohol Abuse Prevention Program

Frederick Community College is committed to an alcohol, tobacco, and drug-free learning and working environment and adheres to the responsibilities set forth in applicable local, state, and federal laws. All members of the College community, visitors, and guests are required to comply.

The College provides education and prevention resources related to the use of alcohol, tobacco, and other drugs. The College utilizes educational strategies to increase awareness of drug, alcohol, or tobacco use. The College reserves the right to refuse any advertising or promotional activities which focus on the consumption of alcoholic beverages, tobacco, or drugs that might encourage use or abuse.

For the benefit of our students, faculty, and staff, the College complies with the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act of 1986. The Board of Trustees authorizes the College administration to establish, repeal and/or modify regulations and procedures related to ensuring compliance with these laws.

Standards of Conduct

The unlawful manufacture, sale, distribution, dispensation, possession or use of illegal drugs or controlled substances, and the unauthorized use or abuse (e.g., being intoxicated) of alcohol by anyone on College property (including any facilities leased or used by the College) or in College vehicles is prohibited. The President, however, may approve, upon special request, serving alcoholic beverages at specific events to individuals 21 years or older. The use of alcohol by anyone under 21 years of age or the abuse of alcohol by anyone at any College-sponsored or supervised activity off campus is also prohibited. The College reserves the right to refuse any advertising or promotional activities which focus on the consumption of alcoholic beverages, tobacco or drugs that might encourage use or abuse.

Reporting Violations

Anyone who witnesses or has knowledge of violations of the Alcohol, Tobacco, and Other Drug Use and Awareness Policy occurring on College premises or at a College-sponsored activity should contact College Security at 301.846.2453 or 301. 606.7716, or dial extension 4444 from any campus phone, or activate any of the College emergency phone poles. Reporting protocols for off-site programs will be followed for violation of the Policy.

Violations by an Employee

An alleged violation of the Alcohol, Tobacco, and Other Drug Use and Awareness Policy should be reported to the employee's supervisor(s) and the appropriate Senior Leader.

Violations by a Student

An alleged violation of the Alcohol, Tobacco, and Other Drug Use and Awareness Policy by a student should be reported immediately to the Associate Vice President / Dean of Students.

Employee Regulations

As required by the Drug-Free workplace Act of 1988, and as a condition of employment, employees must abide by the terms of college procedures and notify the Human Resources Office in writing, of any criminal drug statute conviction no later than five calendar days after such conviction. Lack of compliance with these requirements may subject the employee to immediate dismissal.

Upon receipt of notification of a conviction, the College will take the following actions as required by law: 1) notify the appropriate federal agencies of such convictions within ten calendar days, and 2) take appropriate personnel action against the employee, up to and including termination; and/or 3) require the employee to participate satisfactorily in a drug abuse assistance or rehabilitation program approved for such purposes by a federal, state or local health, law enforcement, or other appropriate agency.

College Sanctions

Any member of the College community who violates this standard of conduct will be subject to disciplinary proceedings by the College, and may be referred for prosecution by civil authorities. Depending upon the severity of the offense, the College will impose one or more of the following disciplinary sanctions as may be appropriate:

- Sanctions for students - may include reprimand, warning, or dismissal from the institution (a complete list of disciplinary penalties for students is included in the Code of Student Conduct);
- Sanctions for employees - reprimand, warning, suspension with or without pay, or discharge from employment. The College may also require the completion of an appropriate rehabilitation program.

Frederick Community College's interest in identifying violators of the drug and alcohol policy and procedures is not intended to be punitive, but rather to establish clear limits of conduct for members of the campus community.The program is designed to encourage those persons habituated to drugs and/or alcohol to seek rehabilitation.

Conscientious efforts to seek such help will not jeopardize a student's academic standing or employee's job, and all information related to such efforts will be confidential. However, efforts to obtain assistance will not preclude other disciplinary action for any of the usual reasons including policy violation or unacceptable job performance. Students or employees seeking or receiving assistance are subject to all College policies and procedures.

Local, State and Federal Law Descriptions Related to Alcohol and Other Drug Use

Students and employees at Frederick Community College are subject to federal, state and local laws for the possession and distribution of illegal drugs. Federal law states that it is unlawful to possess controlled substances including marijuana, cocaine, LSD, PCP, heroin, designer drugs, etc.

(1) If the substance is cocaine, or contains a cocaine base, the penalty for simple possession is a fine and/or imprisonment from 5 to 20 years. (Federal Law 21 USCA/sections 841 and 844 to 845a (1990))

a. In February 2000, a law was enacted to categorize gamma hydroxybutyrate (GHB), also known as a "date rape" drug, as an illegal drug. This means that anyone possessing, manufacturing, or distributing GHB may face up to a 20-year penalty.

b. For other illegal drugs, the penalty for simple possession is a fine of at least $1,000 and/or imprisonment up to 3 years. The penalties increase if the possession includes intent to manufacture, distribute, or dispense a controlled substance, especially if done near a public or private elementary, vocational, or secondary school or a public or private college or university. Additionally, any person who violates this law shall be liable for an amount up to $10,000 in civil penalties.

c. In addition to Federal laws, the state of Maryland has its own laws dealing with distribution, manufacturing, and possession of controlled substances. For instance, any person who unlawfully manufactures or distributes a narcotic drug may be fined up to $25,000 and may be imprisoned for up to 20 years for a first offense.

(2) Students and employees at Frederick Community College are subject to state and local laws for drinking and obtaining alcohol. It is illegal in the State of Maryland for any person under 21 to drink alcohol. (Md. Code Criminal Art. Section 5-608)

(3) It is also illegal for a person under 21 to falsify or misrepresent his or her age to obtain alcohol, or possess alcoholic beverages with the intent to consume them. (Md. Code Criminal Art. Section 10-114)

(4) It is also illegal in most situations to furnish alcohol to a person under 21. (Md. Code Criminal Art. Section 10- 113)

(5) The penalty is a fine of up to $500 for a first offense, and up to $1,000 for repeat offenses. (Md. Code Criminal Art. Section 10-117)

a. In addition, state law dictates that it is illegal to possess alcohol in an open container in any parking lot of any shopping center or retail store, unless given permission by the owner. The penalty is a fine of up to $100.

(6) It is also illegal to consume alcohol on any public property or highway unless authorized by the governmental entity that has jurisdiction over the property, with penalties including a fine of up to $100. (Md. Ann. Code Art. 2B, Section 19-204)

(7) Students and employees are also subject to state and local laws governing drinking and driving. A person may not drive or attempt to drive while impaired or under the influence of alcohol. (Md. Ann. Code Art. 2B, Section 19-204)

(8) Individuals under 21 with a B.A.L. of only .02 (approximately 1 drink) will be charged with a violation of restricted license and result in suspended license until the age of 21. (Md. Code Transportation Art. Sections 21-902)

(9) Any individual with a B.A.L. of 0.08 will be presumed to be driving under the influence of alcohol. An individual with a B.A.L. of .08 or more shall be determined to be under the influence of alcohol per se. (Md. Code Transportation Art. Sections 16-113(b))

(10) Any of these violations will result in fines, imprisonment, or both. It is also unlawful to drive while impaired by any Controlled Dangerous Substance whether or not it is illicit (prescribed or unlawfully obtained). (Md. Ann. Code Transportation Art. Sections 21-902)

(11) A person can still be charged with these violations even though they possess a driver's license from another state. (Md. Code Transportation Art. Sections 21-902 (c) and (d))

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Substance Abuse Prevention Program

Notification to Employees

The College provides resources to educate, prevent, and address alcohol, tobacco, and other drug use and abuse. Resources, including awareness information, counseling services, and referral services are available to faculty, staff, and students. A list of community resources is available to students and all employees through the following offices: Adult Services, Center for Student Engagement, Counseling and Advising, Human Resources, and the Vice President for Learning Support. For regular employees and their families, the College provides an Employee Assistance Program (EAP) that offers a comprehensive set of support services and resources paid for by the College. The services are confidential and available 24 hours a day, 7 days a week, 365 days per year. Contact the Human Resources office located in Suite G223 of Gambrill Hall for details.

Health Risks Associated with Alcohol and Drug Use

Alcohol

Ethyl alcohol, the form of alcohol found in beer, wine, and liquor, is a psychoactive drug. It is classified as a central nervous system depressant, although its effects are often misinterpreted as stimulating.

Low doses of alcohol significantly impair the judgment and coordination required to safely operate a motor vehicle. Moderate to high doses cause marked impairments in higher mental functions and alter a person's ability to learn and remember information. Very high doses can cause respiratory depression and death.

About one in ten people will find it difficult to control consumption, will have continuing problems associated with alcohol use, and will develop the disease of alcoholism. Even those who do not eventually develop alcoholism can experience and/or cause considerable harm to themselves, others, and the community. Individuals with a family history of chemical dependency face a higher chance of developing alcoholism or other forms of drug addiction. Women 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, alcohol use has been found to be significantly related to the transmission of HIV and other sexually transmitted infections, unplanned pregnancy, fighting, assaults, vandalism, and the incidence of acquaintance rape and other crimes.

Stimulants

Drugs included in this classification include cocaine (e.g., coke, crack), methamphetamine, Ritalin/Adderall, amphetamines (speed), high doses of caffeine and other stimulants. Cocaine has been known to cause sudden death by causing the heart to beat in an abnormal rhythm resulting in a heart attack. The heart attack can be sudden and unexpected and can occur at any time when a person is using cocaine. Stimulants can cause a person to become emaciated, resulting from an increased metabolism and an extremely decreased appetite. Psychologically, cocaine and most amphetamines are extremely addictive and affect the pleasure center of the human brain. Stimulant intoxication can lead to visual, auditory and tactile hallucinations and delusional type thinking. After a person develops dependence upon cocaine or an amphetamine, sudden or gradual cessation in use can cause markedly diminished interest or pleasure in most daily activities. Fatigue, insomnia, and feelings of worthlessness are also common and can possibly result in suicide attempts

Narcotics

Drugs included in this classification include opium, morphine, codeine, heroin, OxyContin, methadone, Percodan, Percocet, and other opium derivatives and synthetics. Narcotics are the most physically addictive illicit drugs. The first or second administration of narcotics results in a tremendous euphoric feeling that cannot be repeated due to the rapid development of tolerance to the drug. This leaves the user with high cravings and low benefits from continued drug use. The user must continue ingesting the drug in order not to develop withdrawal symptoms. A major physical risk associated with the use of narcotics is sudden death resulting from respiratory arrest. Other risks include infection due to IV drug use. Psychologically, cravings for narcotics can be severe.

Phencyclidine/Ketamine

These drugs form a distinct category of their own because the effects produced are unlike any other drugs. Ketamine ("Special K") and Phencyclidine (PCP) act similarly to a hallucinogen, in some respects. In other respects they act similarly to that of a central nervous system (CNS) stimulant as well as a CNS depressant. Among their side effects are delirium, visual disturbances, hallucinations and severe violence. Some evidence of long-term memory disorders and psychological disturbances resembling schizophrenia also has been linked to the use of these drugs.

Hallucinogens

Drugs in this classification include LSD (acid), mescaline (peyote), mushrooms (psilocybin), amphetamine variants (ecstasy), and other hallucinogens. The greatest short-term risk associated with ecstasy is dehydration and overheating. Additionally, consequences that ecstasy may have on the brain include depression, anxiety and effects on the brain's ability to think and store

memories.

The greatest risk associated with LSD use is a "bad trip", which can occur at any time, even with individuals who have used the drug many times. A bad trip is a psychological reaction to the ingestion of LSD and is primarily based upon the user's mindset and environment at the time of administration. A bad trip can result in extreme paranoia, panic attacks and a loss of self-control. The most extreme outcome of a bad trip can be permanent psychosis or even death.

Nicotine

Nicotine is the powerfully addictive substance in tobacco that can "hook" a user in as few as three cigarettes. Short-term health effects related to smoking can include wheezing, coughing, frequent colds, and decreased senses of smell and taste. Smoking can also trigger asthma symptoms. Long-term health effects can include chronic bronchitis, lung cancer, or cancer of the mouth, throat, bladder, pancreas, or kidney.

Inhalants

Inhalants include a wide variety of breathable chemicals that produce mind-altering results. The three major subcategories of inhalants include volatile solvents, aerosols and anesthetics. The most commonly abused inhalants are gas, glue, paint and nitrous oxide (including whippets). A major physical consequence in inhalant use is sudden death occurring from heart beat irregularities. Inhalants produce an inebriation effect with associated bizarre thoughts, dizziness, numbness and a lack of coordination. The intoxicated person will have problems performing even the most mundane tasks, and serious accidents can result. Long-term effects can include brain damage, poor concentration and memory loss.

Cannabis

Drugs in this classification include: marijuana, tetrahydrocannabinol (THC), hashish, and hashish oil. Physical risks of marijuana use include damage to the lungs, chromosomes, and reproductive system. The most severe consequences of cannabis use affect brain functioning. Chronic marijuana use can result in changes in perception, motor activity, sensation, emotional response, motivation, memory and states of awareness.

Depressants

Drugs in this classification include Rohypnol and other barbiturates, benzodiazepines, Xanax, valium, GIIB and other depressants including alcohol. Depressants produce rapid tolerance. Severe withdrawal, including seizures and death, can occur if depressant use is immediately stopped. Depressants also can cause sudden death by respiratory arrest or by stroke resulting from a marked increase in blood pressure. Mixing alcohol with other depressants can be lethal.

Getting Help

The College provides resources and referral services for students, faculty and staff confronted with a problem of drug and/or alcohol abuse as part of our substance abuse awareness program. Students may obtain information or referrals from the Counseling and Advising office or the Vice President for Learning Support.

Area Drug and Alcohol Abuse Services:

Detoxification Services

Frederick Memorial Hospital Emergency Room
400 West 7th Street, Frederick, MD 2170q • 240.566.3500
(For medical emergencies only)

Behavioral Health Services of Washington County
Health System Washington County Hospital
11116 Medical Campus Road, Hagerstown, MD 21742 • 301.766.7600

Frederick County Health Department
Substance Abuse Services - Adult Services
350 Montevue Lane, Frederick, MD 21702 • 301.600.1775
(Outpatient detoxification)

Inpatient Treatment Facilities

Jackson Unit
Country Club Road, Cumberland, MD 21502 • 301.777.2290
30-day residential treatment program for youth, ages 13 -18 who present a primary diagnosis of drug and/or alcohol abuse or dependence. Serves residents of Allegany, Garret, Washington, and Frederick counties.

Massie Unit
Country Club Road, Cumberland, MD 21502 •301.777.2285
Residential treatment facility designed to provide comprehensive, addictions treatment to people who are chemically dependent or abuse chemicals and their significant others. Referrals for admission are accepted from employee assistance programs, hospitals, private physicians, counseling and community agencies, lawyers, legal/judicial system and others. Transportation is provided to and from the facility to the Western Maryland cities of Frederick, Hagerstown and Oakland.

Mountain Manor Treatment Center
9701 Keysville Road, Emmitsburg, MD 21727 •301.447.2360
50-bed short term, high intensity adult residential substance abuse treatment. Its 12-step based program includes a detox track, relapse prevention, full medical and nursing services, and psychiatric support for dual diagnosis patients. The program also features a long-term residential track for pregnant and post-partum substance abusing women who may keep their young children and infants with them.

Outpatient Services

Frederick County Health Department
Substance Abuse Services – Adult Services
350 Montevue Lane, Frederick, MD 21702 • 301.600.1775
Adult outpatient services, IOP, outpatient detoxification, in-house psychiatric consultations and assessments, narcotics treatment program, men's recovery groups, women's recovery groups, and other specialty groups and alternative health services.

Frederick County Health Department
Substance Abuse Division – Adolescent Services
350 Montevue Lane, Frederick, MD 21702 • 301.600.3293
Adolescent outpatient services, IOP, At Risk Group, and Parent Group.

Allied Counseling Group
306 West Patrick Street, Frederick, MD 21701 • 301.698.7077
Comprehensive mental health services, including state-licensed and certified treatment for substance abuse, MVA certified DWI program, relapse prevention, continuing care, in-patient referrals; intensive outpatient treatment.

Crossroads Center
203 Broadway Street, Frederick, MD 21701 • 301.696.1950
Adult and adolescent intensive outpatient counseling for persons with alcohol and drug problems, abuse, and dependence. MVA approved DWI programs.

Residential Treatment Facilities

Gale Houses, Inc.
336 North Market Street, Frederick, MD 21701 • 301.662.2303
Operates private, nonprofit residential treatment continuing care (halfway and transitional houses) for women and men recovering from drug and/or alcohol addiction. Admission is allowed by referral from addiction professionals.
Facilities include:

Olsen House for Men
608 East Patrick Street
Frederick, MD 21701
301.662.2303

Gale House for Women
336 North Market Street
Frederick, MD 21701
301.662.2303

Self-Help Groups

Alcoholics Anonymous
301.662.0544

Al-Anon
301.663.6626

Narcotics Anonymous
301.662.3263

Cocaine Anonymous
1.202.726.1717
www.tradition5.org/wmdvaca

24-Hour Hotline Services

Frederick County Hotline
301.662.2255

Alcohol Hotline
1.800.Alcohol