

North Country Community College

Drug and Alcohol Abuse Prevention Plan

The College is committed to helping its students and employees achieve their personal and educational goals. Having determined that illicit drugs and alcohol are not compatible with the College's commitment and not necessary to the achievement of these goals, the College requires students, employees, and visitors to refrain from unlawful drug activity and the unauthorized use of alcohol on our campuses and at College sponsored events.

GOALS

North Country Community College has an ethical as well as a legal obligation to address the issue of illicit drug or alcohol consumption by employees, students and student employees on its campuses, at College sponsored events or on property controlled by the College. To this end, NCCC will:

- Publicize and implement a drug and alcohol abuse awareness and prevention program for all students, employees and student employees.
- Publicize and consistently enforces rules that clearly prohibit the unlawful possession, use or distribution of alcohol or illegal substances by students, employees or illegal substances by students, employees or student employees on its property or at its activities.
- Publicize and employ a process of reporting illicit and unauthorized possession, use, manufacture or distribution of illegal substances and alcohol.
- Distribute annually the applicable legal sanctions under Local, State and Federal law for unlawful possession, use manufacture or distribution of illegal substances and alcohol.
- Distribute annually a description of the health risks associated with the use of illicit drugs and abuse of alcohol
- Distribute annually a list of regional treatment, rehabilitation or re-entry programs available to students, employees and student employees.
- Distribute annually a clear statement that NCCC will impose disciplinary sanctions on students, employees and student employees consistent with the NCCC Code of Conduct—Statement of Individual Rights and Responsibilities as well as Local, State and Federal laws.
- Enforce the NCCC policy prohibiting the advertisement of alcoholic beverages.
- Comply with all provisions of the Drug-Free Schools and Communities Act or 1989.
- Comply with all provisions of the Drug Free Workplace Act of 1988.
- Conduct a biannual review of its Drug and Alcohol Abuse Prevention Plan to determine its effectiveness and to implement appropriate changes to the program.

Alcohol Regulations

1. Refrain from the use, possession or distribution of alcoholic beverages on College owned or controlled property or while attending sanctioned off-campus College events. The College permits the consumption of alcoholic beverages at social functions only when the President in advance of the event has granted permission in writing. In the event the President grants permission, only those individuals authorized by the President shall be permitted to bring alcoholic beverages onto a campus/site for College functions. Consumption of alcoholic beverages shall be permitted only within the approved area designated for said event. No person under the age of 21 years shall consume any alcoholic beverage at any College sanctioned event.
2. Students and employees found in violation of Local, State, or Federal laws regarding alcohol use will be reported to the appropriate law enforcement agency. Note: the age limit in New York State for purchase, possession, or consumption of alcohol is 21. Local laws include open container laws that make possession of an open container of beverage alcohol unlawful.

3. Students violating this policy will be referred to Director of Campus and Student Life or the College President. Disciplinary sanctions can include suspension, dismissal from the College or participation in a rehabilitation program. Employees and student employees violating this policy will be referred to the appropriate Office of Campus and Student Life or the appropriate Vice President.
4. Disciplinary action for employees and student employees can include suspension without pay, termination of employment or participation in a rehabilitation program. Compliance with this provision is a condition of employment.

Drugs and Controlled Substances Regulations

1. Students and employees found in violation of Local, State and Federal laws regarding drugs and controlled substance use will be reported to the appropriate law enforcement agency.
2. Students possessing, using, manufacturing or distributing illicit drugs on campus or at a College sponsored event will be referred to the Director of Campus and Student Life or the College President. Disciplinary sanctions can include suspension, participation in a rehabilitation program or dismissal from the College. Employees and student employees possessing, using, manufacturing or distributing illicit drugs on campus or at a College sponsored event will be reported to the appropriate Vice President. Violation of the policy can result in disciplinary action that may include suspension without pay, termination of employment, or participation in a rehabilitation program. Compliance with this provision is a condition of employment. These internal disciplinary procedures are not intended to replace those of local law enforcement agencies. Employees convicted of a drug offense that occurred on campus or at a College sponsored event are required by law to so notify the College within five days of conviction.

College Obligation for Notification: The College is obligated to notify the appropriate Federal-contracting agency, if applicable, within ten (10) days of receipt of notice of an employee conviction as described above.

Policy on Maintaining a Drug-Free Workplace

North Country Community College is committed to the development and maintenance of a drug-free environment. In accordance with the Drug-Free Workplace Act of 1988, NCCC will not tolerate the illegal manufacture, distribution, dispensing, possession, or use of a controlled substance on its premises.

Premises includes College-provided offices, work locations and/or classrooms, lockers, lounges, eating areas, gymnasiums, parking lots, off-campus sites used to conduct student activities, properties controlled by the college and any vehicle engaged in College operations.

Prohibited items and substances include illegal drugs and other mind-controlling substances, inhalants, prescription drugs (excepting those prescribed by a doctor for the person possessing same in their original container), and equipment related to illegal drug substance use or manufacture.

Violation Reporting Procedures

Each College employee (including student employees) as well as those newly hired at the time of their orientation will be notified of the NCCC Drug and Alcohol Abuse Prevention Plan with emphasis on the obligation for compliance as a condition of employment.

Any College employee convicted of a criminal drug statute violation which has occurred on its campuses, at College sponsored events or on property controlled by the College shall provide his or her appropriate Vice President or President notification, preferably written, of such conviction, including any resultant conditions, within (5) days of conviction. Student employees shall notify the Director of Campus and Student Life.

Upon receiving notification, a Vice President shall immediately provide, in writing, notice to the College President to permit proper notice to be sent to Federal contracting agencies where applicable.

The College will offer ongoing drug education awareness programs for the College community as well as provide drug informational materials. Faculty, staff and students are expected to avail themselves of these programs and materials. **(Adopted by the Board of Trustees 12-21-89, Resolution 1989-90-1205)**

Disciplinary Sanctions: Student & Employee

Please note that students, employees and student employees who are found in violation of the law will be reported to the appropriate law enforcement officials as well as being subject to the College disciplinary action.

Student, Employee and Student Employee Discipline

All members of the College community should read the full text of the NCCC Code of Conduct—Individual Rights and Responsibilities as approved by the NCCC Board of Trustees for detailed information including time guidelines. What follows is a summary of disciplinary action if a student violates NCCC's policy on drug and alcohol use and abuse.

1. All charges must be detailed and submitted in writing to the Office of Campus and Student Life by the individual(s) initiating such charges.
2. The individual believed to be in violation of the NCCC Drug and Alcohol Abuse Prevention Plan will be notified by registered letter of the charges, when they should appear for a consultation meeting, and their right to a hearing.
3. Student employee will be advised of his/her rights in the proceedings and any possible consequences stemming from the allegations. Students will have all charges reviewed.
4. Sanctions imposed, if any, will be in accordance with the provisions of the NCCC Code of Conduct-Statement of Individual Rights and Responsibilities.

Legal Sanctions

There are Local, State and Federal laws prohibiting the unlawful possession or distribution of illicit drugs and alcohol. New York law offers penalties ranging from 15 days to life in prison and up to \$3 million in fines. Penalties are based upon the amount of substance involved, the nature of the offense, and the number of prior offenses.

Each of our campus communities has an "open container" law. Local ordinance #3-1 in Saranac Lake prohibits possession of any alcoholic beverage in an unsealed container on public streets or park property within the village.

New York also prohibits storage, manufacturing, or counterfeiting of drugs; using children for drug distribution or manufacturing; distributing to children or prisoners; and distribution "within 1,000 feet of a private or public school." There are also penalties for use or purchase of alcohol by a minor on any premises owned by an adult; injury or death by providing alcohol to minors or adults; falsification of proof of age to obtain alcohol; sale of alcohol within 1,000 feet of a church and operating a motor vehicle while under the influence of any intoxicant or drug. Altering a driver's license will result in revocation of driving privilege by the Commissioner of Motor Vehicles.

Federal laws include similar provisions with penalties ranging to life in prison with fines reaching \$8 million for individuals. Personal property may be confiscated; federal benefits (such as "student loans, grants, contracts, and professional and commercial licenses") may be affected; and the right to receive or purchase firearms may be lost.

Resources: College and Community

North Country Community College has a goal of educating its students to be productive in their personal lives and career choices. The College also seeks to foster this same goal for its employees. Since drug and alcohol abuse is nationally recognized as the major cause of diminished productivity, NCCC is committed to assisting students and employees in obtaining education and, when necessary, treatment in this area. To this end the following are offered:

Prevention and Education

Throughout the academic year the College, the Office of Campus and Student Life, offers programs for the general campus community regarding issues associated with drug and alcohol use. Brochures and pamphlets addressing psychological and health issues connected with specific drugs are located in several areas on each campus. Referral services with local counseling and health agencies are available to address prevention, assessment, intervention, and treatment.

In the event a student is referred to a local counseling or health agency, the student assumes responsibility for the cost of any medical or psychological services provided by private physicians, psychologists or medical/psychiatric facilities. It is the responsibility of the student to ascertain coverage as it pertains to health insurance.

Employees seeking counseling for drug and alcohol issues will need to contact service providers in the community. The Human Resources office can provide a list of social services providers and 12-step support groups such as AA, Al-Anon, and Adult Children of Alcoholics. The employee health insurance may cover part or all treatment for the patient and the patient’s family. In cases where the employee’s health insurance does not pay the full amount of services, the employee will assume responsibility for all remaining costs.

Students or employees needing more specific information on insurance coverage should contact the Business Office located in Hodson Hall on the Saranac Lake Campus.

Curriculum

Drug and alcohol information is incorporated into a wide variety of courses at NCCC.

REGIONAL REFERRAL AGENCIES

Essex County

Essex County DWI.....	518-873-3630
Substance Abuse Prevention Team.....	518-585-7424
North Country Council on Alcoholism.....	518-873-3261
St. Joseph’s Outpatient Clinic Ticonderoga.....	518-585-7934

Franklin County

St. Joseph’s Rehabilitation Center.....	518-891-3950
St. Joseph’s Outpatient Clinic Saranac Lake.....	518-891-5353
Malone.....	518-483-6566
Tupper Lake.....	518-359-9627
North Star/Citizens Advocates Malone.....	518-483-8980
Saranac Lake.....	518-891-2467
Franklin County Stop DWI.....	518-483-6767
St Regis Mohawk Health Services- Alcohol/Chemical Dependency Program.....	518-358-3141

Note: Most substances listed below have synergistic effect in combination with others. Such effects can vary from a mild increase in drug effect, to making a usually mild dose of drug lethal.

Narcotics (includes: opium, morphine, codeine, OxyCotin, heroin, Dilaudid, Demerol, methadone, Percodan, Darvon, etc.)

Dependency Risk: High

Effects of use: Euphoria, drowsiness, respiratory depression, constricted pupils, nausea, depressed peristalsis, and constipation

Overdose: Slow and shallow breathing, convulsions, coma and death

Withdrawal: Watery eyes, runny nose, yawning, appetite loss, irritability, tremors, panic, cramps, nausea, chills and sweating

Stimulants (includes: cocaine, crack, amphetamines, ice, Ritalin, etc.)

Dependency Risk: High

Effects of use: Increased alertness, excitation, euphoria, increased pulse rate and blood pressure, insomnia, paranoia, and loss of appetite

Overdose: Agitation, increase in body temperature, hallucinations, convulsions, permanent brain damage, and death

Withdrawal: Apathy, long periods of sleep, depression, and disorientation

Alcohol

Dependency Risk: Unknown to high

Effects of use: Depression, loss of inhibition, constricted vision, loss of appetite, social dysfunction

Overdose: Respiratory failure, permanent brain damage, cardiovascular damage, coma, death

Withdrawal: Severe anxiety, tremors, hallucinations, convulsions, and death

Hallucinogens (includes: LSD/acid, mescaline, peyote, PCP, mushrooms, etc.)

Dependency Risk: Unknown to high

Effects of use: Illusions, Hallucinations, poor perception of time and distance.

Overdose: Longer, more intense trips, psychosis, and death

Withdrawal: Withdrawal syndrome

Depressants (includes: Barbiturates, tranquilizers, Quaaludes, Alcohol, etc.)

Dependency Risk: Low to high

Effects of use: slurred speech, disorientation, and drunken behavior without alcohol odor

Overdose: Shallow respiration, clammy skin, dilated pupils, weak and rapid pulse, coma, and death

Withdrawal: Anxiety, insomnia, tremors, delirium, and death

Cannabis (includes: marijuana, hash, hash oil, etc.)

Dependency Risk: Unknown to moderate

Effects of use: Euphoria, relaxed inhibitions, increased appetite, disoriented behavior

Overdose: Anxiety, insomnia, tremors, delirium, and death

Withdrawal: Anxiety, insomnia, tremors, delirium, and death

Club Drugs [includes: special K, vitamin K, jet (Ketamine); G, liquid ecstasy, soap(GHB); ecstasy (MDMA) and roofies (Rohypnol), etc.]

Dependency Risk: Unknown to high

Effects of use: the effects of Club drugs vary but include: distorted perception, detachment from reality, sedation, date rape

Overdose: elevated temperature, organ failure, delirium, amnesia, high blood pressure, impaired motor function, fatal respiratory complications, coma, abnormal heart rhythms and death

Withdrawal: insomnia, sweating, severe anxiety, hallucinations, convulsions, and death

North Country Community College

Contact Information

Students: The Office of Campus and Student Life—518-891-2915 ext. 1205

Employees: Human Resources—518-891-2915 ext. 1209