

## CLATSOP COMMUNITY COLLEGE

### **Drug-free Workplace and Campus Annual Statement to Employees-Board Policy and Acknowledgment Form**

In 1988, the Federal Government passed the Drug-free Workplace Act. Subsequent to that enactment, Clatsop Community College approved a Drug Environment and Drug Prevention Program Policy, BP 2550. The law and College policy require that the College and its employees conduct all of its operations free of alcohol and other drugs.

The Federal Drug-free Schools and Campuses Act was passed in 1990 to specifically address the issues of abused substances on college campuses. These regulations require the College to remind its staff and faculty annually about the regulations related to drugs in the workplace, the possible health hazards associated with substance abuse, sources of assistance, and potential discipline.

The following policy is provided to notify employees of the hazards of substance abuse.

#### ***BP 3550 Drug Free Environment and Drug Prevention Program***

##### **References:**

Drug Free Schools and Communities Act, 20 U.S. Code Section 1145g;  
34 Code of Federal Regulations Parts 86.1 et seq.;  
Drug Free Workplace Act of 1988, 41 U.S. Code Section 702

The College shall be free from all drugs. Students and employees may not possess, use, or distribute illicit drugs and alcohol.

The unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance is prohibited in all facilities under the control and use of the College.

Any student or employee who violates this policy will be subject to disciplinary action (consistent with local, state, or federal law), which may include referral to an appropriate rehabilitation program, suspension, demotion, expulsion, or dismissal.

#### **Health risks associated with the use of illicit drugs and the abuse of alcohol**

Alcohol (beer, wine, liquor; illegal if under 21): Alcohol is a depressant, and misuse can lead to risk-taking and physical dependence. Alcohol may cause: addiction, accidents as a result of impaired ability and judgment, fatal overdose when mixed with other depressants, and long-term heart, liver, nerve and brain damage.

Depressants (these include Opiate and Opioid narcotics, such as heroin, morphine, codeine; Sedatives, like Valium, Quaaludes, etc.) Use of Depressants may cause: Tissue dependence; muscle rigidity, withdrawal, tremors/seizures, tissue toxicity, and overdose coma, especially in combination with alcohol. Heroin users who share needles are also at risk of contracting Hepatitis and the HIV/AIDS virus.

Cocaine (including crack): Taken as a stimulant, cocaine is an addictive drug and one of the most difficult to stop. It is an extremely unpredictable and destructive drug physically. Use of Cocaine may cause: Physical dependence, compulsive use, sudden heart attack, seizures, gland exhaustion, and brain disturbances leading to loss of all appetites and pleasure, then craving.

Other Stimulants (Amphetamines --speed, meth, crank, nicotine): Stimulants are the most widely used illegal drugs in the U.S. Use of Other Stimulants may cause: Physical dependence, compulsive use, hyperactivity leading to exhaustion, toxicity, paranoia, depression, confusion, possible hallucinations, and severe weight loss.

Marijuana: In addition to lung cancer causing agents, most studies now show a particular hormonal problem for younger males, and for women during pregnancy, which can result in miscarriages and genetic disorders. Use of Marijuana may inhibit goal motivation and cause: Panic reaction, permanently impaired short term memory, as well as psychological addiction.

Hallucinogens: (LSD, PCP, MDMA, mushrooms, peyote). Use of Hallucinogens may cause: Unpredictable behavior, emotional instability, and, with PCP, psychosis for susceptible users, violent behavior.

Inhalants: (gas, aerosols, nitrites, Rush, White Out): Chemicals in existing products, intended for other uses, are now being abused. Abuse of such substances can unpredictably result in severe damage to the brain and all vital organs, much of which is irreversible. Use of Inhalants may cause: Unconsciousness, suffocation, nausea and vomiting, damage to brain and central nervous system, sudden death.

The President shall assure that the College distributes annually to each student and employee the information required by the Drug-Free Schools and Communities Act Amendments of 1989 and complies with other requirements of the Act.

RESOURCES FOR HELP WITH SUBSTANCE ABUSE AND RELATED PROBLEMS:

In the event that an employee abuses drugs, treatment is available through a number of sources. Regular employees may have access to treatment programs through the College's medical insurance. An Employee Assistance Program (administered by Reliant Behavioral Health - 1-866-750-1327, [www.MyRBH.com](http://www.MyRBH.com) – code-word, OEBC.) is also available to regular employees.

- Clatsop Behavioral Healthcare, www.clatsopbh.org Astoria 503 325-5722  
Substance abuse treatment
- OREGON PARTNERSHIP Helpline 1-800-923-HELP (4357) www.orpartnership.org
- Clatsop Behavioral Healthcare: Mental health evaluation, counseling, referral for recovery: (503) 325-5722
- Private practitioners- phone book yellow pages, or “substance abuse treatment Clatsop County OR” web search

SELF-HELP GROUPS: Schedules and pamphlets for Alcoholics Anonymous (AA), Narcotics Anonymous (NA), and Alanon may be found on the self-help rack in the Student Services Center and on bulletin boards. Meeting times and contact phone numbers are listed. Local newspapers also list meetings weekly.

- AA: Self-help support group for alcohol abuse recovery: (503) 861-5526 or (360) 423-2520
- NA: Self-help support group for drug abuse recovery, (503) 325-1076
- Alanon: Self-help support group for people in a relationship with alcohol or drug addicts, or who grew up in homes with addicts: (503) 861-1703. Meeting info-line: (503) 338-5688 or 1-800-4AL-ANON.

### **Potential Discipline**

Employees who fail to adhere to the Federal law, state law or College policy may face disciplinary action up to and including termination. In addition, employees may face prosecution under state and Federal laws related to possession and use of illegal substances.

***For questions about the College’s drug-free workplace policy please contact the Office of Human Resources, 338-2450.***

*By signing this statement, I acknowledge that I have read this policy statement, had any questions about its meaning clarified, and agree to comply with it as a condition of employment.*

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**Employee Signature**

**Date**