

## **EASTERN SHORE COMMUNITY COLLEGE**

### **POLICY ON USE OF ALCOHOL AND ILLEGAL DRUGS**

Eastern Shore Community College is committed to maintaining an environment in which students can learn and employees can work without hindrance from the use of alcohol and illegal drugs.

The use of alcohol does not contribute to effective learning or good work performance because it can lead to a false sense of well-being, a loss of coordination and intoxication. The effects of illegal drug use vary according to drug and extent of use but some of the most common effects are confusion, anxiety, paranoia, increased heartbeat, high blood pressure, shortness of breath, slowed reactions, distortion of reality and reduced awareness.

#### Harmful Health Effects

While the side effects of alcohol and illegal drug use hinder the performance of both students and employees, the health effects of abuse are extremely serious. Abuse of alcohol can lead to physical and psychological dependence. Long-term abuse is a factor in liver and heart damage, malnutrition, cancer and other illnesses. The health hazards of drug abuse vary by the kind of drug used.

The five basic kinds of drugs commonly abused are stimulants, depressants, hallucinogens, narcotics and cannabis.

Stimulants such as amphetamines and cocaine are known as uppers because they speed up the nervous system. Abuse can lead to physical and psychological dependence, suicidal depression, heart problems, infections, malnutrition, convulsions, and death.

Hallucinogens cause changes in perception and consciousness. Mescaline, STP, LSD and PCP are examples of hallucinogens. Abuse can lead to birth defects, convulsions, coma and death.

Narcotics such as heroin, morphine, opium codeine, meperidine and methadone lower the perception of pain. Harmful side effects include physical and psychological dependence, malnutrition, infection, hepatitis, coma convulsions, and death.

Cannabis alters mood, thinking and behavior and the most commonly used drugs in this category are marijuana, hashish and hashish oil. Abuse may cause psychological dependence, paranoia, psychosis-like state, chronic lung disease and possibly lung cancer.

A detailed chart illustrating health effects of specific drugs is enclosed as Appendix A.

Because the use of alcohol and illicit drugs hinders the academic performance of students and the work performance of employees, the use of illicit drugs is prohibited at Eastern Shore Community College and the use of alcohol is forbidden except in rare situations in which the use is permitted in strict conformity with applicable laws and ABC regulations.

#### Unacceptable Conduct for Students

The Student Rights and Responsibilities Policy, published in the college catalog, prohibits

Eastern Shore Community College students from purchasing, consuming, possessing or selling alcoholic beverages on college property or during college activities except when authorized by college officials in accordance with applicable laws. The manufacture, possession, use, sale or distribution of any type of illegal drugs on college property is strictly prohibited.

Students who violate the Student Rights and Responsibilities Policy face a range of penalties depending upon the specific violation. Penalties include the following:

1. Admonition: An oral or written statement to a student that he/.she is violating or has violated college rules and may be subject to more severe disciplinary action.
2. Disciplinary probation: Exclusion from the privilege of participating in extracurricular activities of the college including the holding of any student office, for a definite period of time.
3. Restitution: Requirement that the student pay to the college or individual(s) an appropriate sum for property destroyed or damaged.
4. Suspension: Exclusion from attending college as a student for a definite period of time, not to exceed one year.
4. Interim suspension: Temporary suspension when the President or his designee believes the continued presence of a student poses a serious threat to persons and/or property or when the student refuses to cease disruptive behavior or conduct in violation of college policy or after direct orders from the President or his designee. In such cases, a disciplinary hearing will be scheduled at the earliest possible time following the interim suspension.
5. Dismissal: Removal from the college for a period in excess of one year. Such person will have to reapply. Re-admission is not assured.
6. Bar against readmission. Permanent ban against re-enrollment at Eastern Shore Community College.

See full policy on student conduct code in appendices.

#### Unacceptable Conduct for Employees

The Commonwealth of Virginia publishes a handbook which contains rules governing the professional and personal conduct and acceptable standards for work performance of employees. Unacceptable behavior is divided into three types of offenses according to the severity.

Reporting to work when impaired by or under the influence of alcohol, or the unlawful use of controlled substances is a Group II offense which can lead to 10 days suspension without pay. Additional offenses normally result in removal.

The most serious category of offenses, Group III, include use of alcohol or unlawful use of possession of controlled substances while on the job. Group III offenses may lead to 30 days suspension without pay. Further violations lead to removal.

#### Legal Penalties

Students and employees should realize that disciplinary action by the college does not eliminate the fact that there are legal penalties for the illegal use of alcohol and drugs. College officials will cooperate with law enforcement officials in the prosecution of students or employees who use alcohol or illegal drugs in violation of college policy and local, state, or federal laws.

Legal penalties vary according to illegal substance and the specific use of the substance or intent of the violator. Examples of federal penalties involved in the distribution of illegal substances can be found in Appendix B attached to this policy.

### Alcohol and Drug Education Programs

Eastern Shore Community College officials believe that students and staff are less likely to use alcohol and illegal drugs if they are aware of the harmful health consequences, the disciplinary action and the legal penalties. College officials have taken a number of steps to educate students and staff about alcohol and illegal drugs. Steps include the following:

1. The college offers a number of health courses which contain segments on alcohol and illegal drugs.
2. A number of speakers are available, from time to time, to discuss the consequences of alcohol and illegal drug use.
3. The college participates in Alcohol Awareness Week and provides a variety of programs to educate students about both alcohol and illegal drugs.
4. The college is a member of a consortium of colleges which sponsors a variety of alcohol and drug education programs including an annual workshop for student leaders.
5. The college Learning Resources Center has publications on alcohol and illegal drugs.

### Local Assistance for Students and Staff

Students or staff who need help in coping with alcohol or illegal drug use will find assistance available from a number of sources. College counselors are available to discuss problems and, if appropriate, to refer persons to other agencies for assistance. The Health departments in both counties have trained personnel who can help. The most extensive array of services is available through the Eastern Shore Community Services Board. Services include the following:

#### Outpatient/Case Management

Individual Counseling  
Family Counseling  
Group Counseling  
Aftercare Program  
Adult Children of Alcoholics Program  
Family Education Program  
Co-dependency Program  
Community Outreach Services

#### Prevention/intervention Services

School Programs  
Community Speakers  
Consultation  
Inservice Training

Residential  
Detoxification Referrals  
Inpatient Referrals  
Half-way House Referrals

Emergency On-Call Services  
24 Hour/7 Day a Week  
Crisis Intervention  
(757) 442-7707

Service Locations  
Community Services Board  
Behavioral Health Care Center  
Parksley, VA  
(757) 665-1260

Community Services Board  
Emergency Services  
Nassawadox, VA  
(757) 442-7707

Students and staff may call the nearest counseling center and receive additional information about services.

#### Policy Review

The policy will be reviewed on a biennial basis by the Educational Support Programs Committee. The committee will solicit views from all college constituencies, review the number of disciplinary proceedings related to alcohol and illegal drug violations and recommend changes as appropriate.