

TITLE: DRUG FREE COMMUNITIES AND DRUG FREE WORKPLACE

DATE(S) OF POLICY AND POLICY REVISION APPROVALS: August 4, 2009; April 14, 2009

Luzerne County Community College is committed to the education and development of our students, staff and local community regarding the use and abuse of illicit drugs and alcohol. With abuse at epidemic proportions in our communities, the federal government implemented the Drug-Free Workplace Act of 1988, and the Drug-Free Schools and Communities Act Amendments of 1989 which require implementation of certain regulations in workplaces and educational institutions that receive federal grant monies.

The following information is critical to the ongoing efforts at Luzerne County Community College to rid our community of drug and alcohol abuse. The College encourages every employee and student to read the following materials very carefully, keeping in mind that the College is committed to helping its employees and students confront drug and alcohol abuse, while implementing stringent enforcement of federal, state, and local laws together with College policy in combating such conduct.

The College prohibits the unlawful possession, use, distribution, dispensation and/or manufacture of any controlled substance on campus and/or in facilities being used for educational programs and/or college-sponsored activities.

Likewise, all students and employees must adhere to the laws of the Commonwealth of Pennsylvania with respect to the possession and consumption of alcohol. The consumption or possession of alcoholic beverages on or about the campus at any time is prohibited (with limited exceptions), as is being under the influence of alcohol during any part of the employee work day or in students' educationally-related activities. The specific exceptions for permitted alcohol usage relate to the following circumstances:

Educational Purposes: alcohol may be used in the classroom for educational purposes and with the express written consent of the Provost/Vice President of Academic Affairs and the College President. Additionally, consent will not be given for such use unless the course description reflects alcohol usage for educational purpose prior to the beginning of the semester; and

Special Circumstances: alcohol may be used for special circumstances with the written consent of the College President. A request must be made in writing at least one (1) month prior to the event. Determinations of special circumstance will be made by the President on a case-by-case basis, with a specific reservation of right to deny any request. Where a determination has been made by the President that special circumstances do exist, alcohol consumption shall still be governed by all regulations and laws related to alcohol consumption.

DRUG FREE WORKPLACE ACT

As a precondition for receiving federally funded grants or contracts, the College must certify that it demands and provides for the implementation of a drug free workplace. In that vein, the College must insure that its workforce is notified of College policy regarding the prohibition of drug and alcohol abuse on campus, and establish a drug-free awareness program.

Additionally, the Act requires all College employees who are paid from federally funded grants or contracts to notify the College (supervisor and Human Resources Office) of any criminal drug conviction for a violation occurring at the College no later than five (5) days following the conviction. Within ten (10) days of receipt of this notice, the Act requires that the College advise appropriate government agencies of any

such conviction. Within thirty (30) days of receiving such notice, the College will take appropriate action with respect to said employee, ranging from mandatory participation in a rehabilitation treatment program up to and including termination of employment. If employment is governed by a collective bargaining agreement, the terms and conditions of that agreement will govern any and all disciplinary action imposed.

If the College fails to follow the mandates of the Act, it risks loss of eligibility for federal grant monies.

DRUG FREE SCHOOLS AND COMMUNITIES ACT

The U.S. Department of Education has also issued regulations implementing the Drug Free Schools and Communities Act Amendments of 1989. These regulations require the College to annually distribute the College's drug and alcohol policy to employees and students alike, with a summary of sanctions that could be imposed for violation(s) of federal, state and local laws, together with College policy.

Legal Sanctions

The legal ramifications of the unlawful use of alcohol and/or controlled substances can be serious and varied, depending on the circumstances. Convictions for many offenses can have long-lasting effects on an individual's education and employment opportunities together with many consumer-related actions.

The following is a listing of the most common alcohol and drug related violations, together with the related penalties. For a more detailed description of these offenses, the appropriate federal, state and local criminal laws should be reviewed and legal counsel should be consulted.

Alcohol - In the Commonwealth of Pennsylvania, the PA Crimes Code and the PA Liquor Code govern the consumption, distribution and sale of alcohol.

- A person less than 21 years of age commits a summary offense if he or she attempts to purchase, consume, possess or knowingly and intentionally transports any liquor or malt or brewed beverage. Violations are punishable by fines and suspension/loss of driving privileges.
- Misrepresentation of age to purchase alcohol is a violation of law, and violations are punishable by fines and suspension/loss of driving privileges.
- Altering, selling or manufacturing false identification is a violation of law, and violations are punishable by fines and suspension/loss of driving privileges.
- Selling or furnishing alcoholic beverages to those under 21 is considered a misdemeanor and is subject to a mandatory fine of not less than \$1000 for the first offense and \$2500 for each subsequent violation.
- It is a crime to drive or operate any vehicle under the influence of alcohol (or any controlled substance or drug). Penalties for violations include fines, loss/suspension of driving privileges, participation in and completion of counseling programs and could include imprisonment.
- The sale of alcohol without a license and/or the purchase of alcohol from an unlicensed source are prohibited.
- It is a crime to sell, furnish or serve alcohol to any person who is visibly intoxicated.
- All persons are subject to Pennsylvania law while in the Commonwealth of Pennsylvania.

Drugs - Both federal and state law prohibits the unauthorized manufacture, sale, delivery and possession of controlled substances. Penalties and sentences range from misdemeanors subject to up to 30 days in prison and a \$500 fine (for simple possession of marijuana), to the most serious federal punishment of up to 40 years in prison and one (1) million dollar fines. Such penalties vary according to the type and quality of the drug, existence of prior offenses and the seriousness of the injuries that result.

HEALTH RISKS

Commonly Abused Drugs and Related Health Risks
(see National Institute on Drug Abuse website, www.nih.gov)

Substances: Category and Name	Potential Health Consequences
Cannabinoids	
Hashish Marijuana	Euphoria, slowed thinking and reaction time, confusion, impaired balance and coordination/cough, frequent respiratory infections; impaired memory and learning; increased heart rate, anxiety, panic attacks; tolerance, addiction
Depressants	
Barbiturates Benzodiazepines Flunitrazepam GHB Methaqualone Alcohol	Reduced anxiety; feelings of well-being; lowered inhibitions; slowed pulse and breathing; lowered blood pressure; poor concentration/fatigue; confusion; impaired coordination, memory, judgment; addiction; respiratory depression and arrest; death <i>Also,</i> For barbiturates – sedation, drowsiness/depression, unusual excitement, fever, irritability, poor judgment, slurred speech, dizziness, life-threatening withdrawal For benzodiazepines – sedation, drowsiness/dizziness For GHB – drowsiness, nausea/vomiting, headache, loss of consciousness, loss of reflexes, seizures, coma, death For Methaqualone – euphoria/depression, poor reflexes, slurred speech, coma
Dissociative Anesthetics	
Ketamine PCP and analogs	Increased heart rate and blood pressure, impaired motor function/memory loss; numbness; nausea/vomiting <i>Also</i> For ketamine – at high doses, delirium, depression, respiratory depression and arrest For PCP and analogs – possible decrease in blood pressure and heart rate, panic, aggression, violence/loss of appetite, depression
Hallucinogens	
LSD Mescaline Psilocybin	Altered states of perception and feeling; nausea; persisting perception disorder (flashbacks) <i>Also</i> For LSD and mescaline – increased body temperature, heart rate, blood pressure; loss of appetite, sleeplessness, numbness, weakness, tremors, persistent mental disorders For psilocybin – nervousness, paranoia
Opioids and Morphine Derivatives	
Codeine	Pain relief, euphoria, drowsiness/nausea, constipation,

<p>Fentanyl and Fentanyl analogs Heroin Morphine Opium Oxycodone HCL Hydrocodone, bitartrate, acetaminophen</p>	<p>confusion, sedation, respiratory depression and arrest, tolerance, addiction, unconsciousness, coma, death <i>Also</i> For Codeine – less analgesia, sedation, and respiratory depression than morphine For Heroin – staggering gait</p>
Stimulants	
<p>Amphetamine Cocaine MDMA (methylenedioxymethamphetamine) Nicotine</p>	<p>Increased heart rate, blood pressure, metabolism; feelings of exhilaration, energy, increased mental alertness/rapid or irregular heart beat; reduced appetite, weight loss, heart failure, nervousness, insomnia <i>Also</i> For amphetamine – rapid breathing/tremor, loss of coordination; irritability, anxiousness, restlessness, delirium, panic, paranoia, impulsive behavior, aggressiveness, tolerance, addiction, psychosis For cocaine – increased temperature/chest pain, respiratory failure, nausea, abdominal pain, strokes, seizures, headaches, malnutrition, panic attacks For MDMA – mild hallucinogenic effects, increased tactile sensitivity, empathic feelings/impaired memory and learning, hyperthermia, cardiac toxicity, renal failure, liver toxicity For methamphetamine – aggression, violence, psychotic, behavior/memory loss, cardiac and neurological damage; impaired memory and learning, tolerance, addiction For nicotine – additional effects attributable to tobacco exposure; adverse pregnancy outcomes; chronic lung disease, cardiovascular disease, stroke, cancer, tolerance, addiction</p>
Other Compounds	
<p>Anabolic steroids Dextromethorphan (DXM) Inhalants</p>	<p>Anabolic Steroids – hypertension, blood clotting and cholesterol changes, liver cysts and cancer, kidney cancer, hostility and aggression; acne; in adolescent, premature stoppage of growth; in males, prostate cancer, reduced sperm production, shrunken testicles, breast enlargement; in females, menstrual irregularities, development of beard and other masculine characteristics DXM – dissociative effects, distorted visual perceptions to complete dissociative effects Inhalants – stimulation, loss of inhibition; headache; nausea or vomiting; slurred speech, loss of motor coordination; wheezing/unconsciousness, cramps, weight loss, muscle weakness, depression, memory impairment, damage to cardiovascular and nervous systems, sudden death</p>

COMMUNITY-WIDE COUNSELING/TREATMENT OPTIONS

As part of LCCC's ongoing commitment to the prevention of drug and alcohol abuse in our community, the College established a Substance Abuse Education and Training Institute in 2007 which facilitates greater understanding of alcohol and drug abuse prevention, treatment and recovery programs at the College and in our community. In addition to the College's campus-wide efforts, the following community-based programs are available:

Columbia/Montour/Snyder/Union Counties
Drug and Alcohol Program
PO Box 219, Terrace Building, State Hospital
Danville, PA 17821
570-275-5422

Kingston, PA 18704
570-283-2388

Clearbrook, Inc.
1003 Wyoming Avenue
Kingston, PA 18704
570-288-6692

Lackawanna County Commission on
Drug and Alcohol Abuse
135 Jefferson Avenue, Second Floor
Scranton, PA 18503

Clem-Mar House
PO Box 2028
Kingston, PA 18704
570-288-0403

Luzerne/Wyoming Counties
Drug and Alcohol Program
Penn Place Building, Suite 218,
20 North Pennsylvania Avenue
Wilkes-Barre, PA 18701
570-826-8790

Serento Gardens
Alcoholism & Drug Services
145 West Broad St, 2nd Fl
Hazleton, PA 18201
570-455-9902

Northumberland County
Drug and Alcohol Program
Human, Senior & Social Svc Bldg
217 North Center Street
Sunbury, PA 17801
570-495-2154

Wyo Vly Alcohol & Drug Services, Inc.
437 North Main Street
Wilkes-Barre, PA 18705-1613
570-820-8888

Susq County Drug and Alcohol Comm
PO Box 347, Seven Lake Ave, 2nd Fl
Montrose, PA 18801
570-278-1000

Wayne County Drug and Alcohol Program
318 Tenth Street
Honesdale, PA 18431
570-253-6022

Catholic Social Services
33 East Northampton Street
Wilkes-Barre, PA 18701
570-822-7118

CHOICES

Nesbitt Memorial Medical Center
562 Wyoming Avenue

For Information about Local Self-Help Meetings Contact:

Wyoming Valley Helpline	570-829-1341 or 800-432-8007
Alcoholics Anonymous	570-654-0488
Alanon/Alateen	866-231-2650
Nicotine Anonymous	570-472-9232
Narcotics Anonymous	877-871-9281
CODA (Co-Dependents Anonymous)	570-287-7110
Family Service Association	570-823-5144
PA Department of Health	877-PAH-EALT
LCCC Substance Abuse and Training Institute	570-740-0244

DISCIPLINARY SANCTIONS

For students, sanctions imposed by the College for violations of this policy may range from mandatory attendance and completion of an education and/or counseling program up to and including probation, suspension or dismissal from the College, in accordance with College policy related to disciplinary action for students.

For employees, sanctions imposed by the College for violations of this policy may range from mandatory attendance and completion of an education and/or counseling program up to and including termination of employment. If employment is governed by a collective bargaining agreement, the terms and conditions of that agreement will govern any and all disciplinary action. Disciplinary action for those individuals whose employment is not governed by the terms of a collective bargaining agreement will be in accordance with College policy related to disciplinary action of employees.

FOR INFORMATION CONTACT:

For students:

Student Development Office
Luzerne County Community College
Building 5
1333 South Prospect St.
Nanticoke, PA 18634
570-740-0344

For employees:

Human Resources Office
Luzerne County Community College
Building 5
1333 South Prospect St.
Nanticoke, PA 18634
570-740-0235

This policy will be distributed to all College employees and students on an annual basis. The College will also review the effectiveness of this policy on a biennial basis in order to effectuate change if needed.