



DRUG FREE SCHOOLS AND COMMUNITIES ACT

- I. **Purpose** - The purpose of this statement is to demonstrate compliance with the Drug-Free Schools and Communities Act Amendments of 1989 (PL 101-226). This federal legislation requires Presbyterian College to publish in one document the following which demonstrates the adoption and implementation of a program to prevent the illicit use of drugs and the abuse of alcohol by its students and employees:
- II. **Annual Distribution** - Each student and employee at Presbyterian College will receive a copy of this statement annually. Effective and efficient means of distribution for each student (regardless of the length of the student's program of study) and each employee will be adopted.

An annual distribution, in writing, to each student and employee of the College shall contain the following:

- A. Standards of conduct that clearly prohibit, at a minimum, the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on its property or as a part of any of its activities;
- B. A description of applicable legal sanctions under local, state, or federal law;
- C. A description of health risks associated with the use of illicit drugs and the abuse of alcohol; and
- D. A clear statement of the disciplinary sanctions that Presbyterian College will impose on students and employees.

III. **Standards of Conduct**

- A. The Knapsack contains rules and regulations relating to prohibited conduct by students on the Presbyterian College campus. The Knapsack also contains a listing of the Judicial Process utilized by the College in resolving cases of alleged misconduct.
- B. The following areas of misconduct for employees are taken from the Drug-Free Work Place Policy of Presbyterian College:
 - 1. It is the policy of Presbyterian College that the work place shall be free from the illegal possession, use, manufacture, or distribution of controlled substances (as defined in the Controlled Substances Act). Controlled substances include, but are not limited to, marijuana, heroin, cocaine, and hallucinogens.
 - 2. The unlawful manufacture, distribution, dispensation, possession, or use of controlled substances on property owned or controlled by Presbyterian College is prohibited. Any illegal substances discovered on College property will be turned over to the appropriate law enforcement agency and may result in criminal prosecution.
 - 3. Off the job illegal activity or substance abuse which could have an adverse effect on an employee's job performance may be considered in violation of this policy.
 - 4. Employees are expected to report for work and while at work to remain in condition to perform assigned duties free from the effects of controlled substances.

IV. **Legal Sanctions** - Presbyterian College, as a matter of policy, prohibits the commission of any act which is a violation of a criminal law of the United States, a state law, or a municipal ordinance. Laws and ordinances prohibit the unlawful manufacture, distribution, dispensation, possession, or use of illegal drugs, or controlled substances by students or employees as set forth in the South Carolina Code of Laws, Section 44-53-110 et seq; the possession of drug paraphernalia (such as “roach clips,” “bongs,” water pipes, cocaine spoons) as defined in South Carolina Code of Laws, Section 44-53-110 and Section 44-53-391; the non-prescribed use of anabolic steroids as defined in South Carolina Code of Laws, Section 44-53-1510 et seq; and the distribution or delivery of an imitation (“look alike”) non-controlled substance represented as a controlled substance as defined in South Carolina Code of Laws, Section 44-53-390. The College also prohibits the unlawful distribution, sale, possession, or use of alcohol by students or employees as set forth in the South Carolina Code of Laws, Section 61-13-210 et seq. The Presbyterian College Campus Police Department has authority, as set forth in the South Carolina Code of Laws, Section 23-1-60, to enforce, investigate, and take action in response to illegal activity on the campus or upon grounds under control of the College. Students are advised to familiarize themselves with the Presbyterian College Code of Conduct and other Student Life Regulations and Policies. The Department of Student Life will provide assistance in matters concerning the Code of Conduct and Student Life Regulations and Policies. Employees are advised to familiarize themselves with personnel policies. These policies can be found in the Human Resources Office in the Smith Administration Building. The Human Resources Office will provide assistance in these matters. A description of the applicable legal sanctions for the unlawful possession or distribution of illicit drugs and alcohol is contained in Appendix 3 which is copied directly from the Federal Register.

V. **Health Risks**

A. Risks Associated with Alcohol Abuse

Alcohol consumption causes a number of marked changes in behavior. Even low doses significantly impair the judgment and coordination required to drive a car safely, increasing the likelihood that the driver will be involved in an accident. Low to moderate doses of alcohol also increase the incidence of a variety of aggressive acts, including spouse and child abuse. Moderate to high doses of alcohol cause marked impairments in higher mental functions, severely altering a person’s ability to learn and remember information. Very high doses cause respiratory depression and death. If combined with other depressants of the central nervous system, much lower doses of alcohol will produce the effects just described.

Repeated use of alcohol can lead to dependence. Sudden cessation of alcohol intake is likely to produce withdrawal symptoms, including severe anxiety, tremors, hallucinations, and convulsions. Alcohol withdrawal can be life-threatening. Long-term consumption of large quantities of alcohol, particularly when combined with poor nutrition, can also lead to permanent damage to vital organs such as the brain and the liver.

Mothers 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, research indicates that children of alcoholic parents are at greater risk than other youngsters of becoming alcoholics.

Source: U.S. Department of Education, Office of Safe and Drug-Free Schools, Higher Education Center for Alcohol and Other Drug Abuse and Violence Prevention, Complying With the Drug-Free Schools and Campuses Regulations [EDGAR Part 86]: A Guide for University College Administrators, Washington, D.C., 2006. (Re-printed with permission)

B. Risks Associated with Drug Use and Abuse

At first, people may perceive what seem to be positive effects with drug use. They also may believe that they can control their use; however, drugs can quickly take over their lives. Consider how a social drinker can become intoxicated, put himself behind a wheel and quickly turn a pleasurable activity into a tragedy for him and others. Over time, if drug use continues, pleasurable activities become less pleasurable, and drug abuse becomes necessary for abusers to simply feel "normal." Drug abusers reach a point where they seek and take drugs, despite the tremendous problems caused for themselves and their loved ones. Some individuals may start to feel the need to take higher or more frequent doses, even in the early stages of their drug use.

The initial decision to take drugs is mostly voluntary. However, when drug abuse takes over, a person's ability to exert self control can become seriously impaired. Brain imaging studies from drug-addicted individuals show physical changes in areas of the brain that are critical to judgment, decision-making, learning and memory, and behavior control. Scientists believe that these changes alter the way the brain works, and may help explain the compulsive and destructive behaviors of addiction.

Addiction is defined as a chronic, relapsing brain disease that is characterized by compulsive drug seeking and use, despite harmful consequences. It is considered a brain disease because drugs change the brain - they change its structure and how it works. These brain changes can be long lasting, and can lead to the harmful behaviors seen in people who abuse drugs.

Source: National Institute on Drug Abuse. Drug Abuse and Addiction (brochure), Bethesda, MD 2007. (Re-printed with permission.)

VI. AVAILABLE DRUG OR ALCOHOL COUNSELING

Counseling for chemical abuse or dependency is available through the Presbyterian College Wellness Center by arranging an appointment for personal counseling at extension 8100 or by contacting Gateway Counseling Center at 833-6500.

Employees seeking assistance with drug or alcohol abuse problems can get initial help and a referral to a local agency by contacting the College's Director of Human Resources. This assistance is free, professional and confidential.

VII. DISCIPLINARY SANCTIONS

The College's set of judicial policies as well as sanctions for stated offenses are found in the section entitled "Code of Conduct and Student Life Judicial Overview" located in the Knapsack.

As stated in the Drug-Free Work Place Policy for all employees of the College, disciplinary action which may include suspension without pay and/or termination will be taken against any employee who is found to be in violation of the policy in accordance with the College's "Guidelines for Disciplinary Action."

VIII. BIENNIAL REVIEW

The President shall appoint a committee to conduct a biennial review of its drug prevention program to determine its effectiveness, recommend needed changes and ensure that disciplinary sanctions are consistently enforced. The committee shall submit a written report to the President for his review.