

Owens Community College Drug and Alcohol Abuse Prevention Program

Substance Free Campus and Workplace

The Drug-Free Schools and Communities Act amendments of 1989 (PL 101-226) require that as a condition of receiving funds, or any other form of financial assistance under any federal program, Owens Community College and sites must certify that it has adopted and implemented a program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees. Owens Community College is unequivocally opposed to the misuse of lawful drugs, the possession and use of unlawful drugs and the abuse of alcohol. At a minimum, an institution of higher education must annually distribute the following in writing to all students and employees:

- A written statement about its standards of conduct that prohibits the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees;
- A written description of legal sanctions imposed under Federal, state, and local laws and ordinances for unlawful possession or distribution of illicit drugs and alcohol;
- A description of the health risks associated with the use of illicit drugs and alcohol abuse;
- A description of any drug or alcohol counseling, treatment, and rehabilitation/re-entry programs that are available to students and employees; and
- A statement that the institution of higher education will impose disciplinary sanctions on students and employees for violations of the institution's codes of conduct and a description of such sanctions.

I. Standards of Conduct

Owens Community College adopted a smoke-free and tobacco-free policy effective January 1, 2016 which prohibits the use of smoke and tobacco products on college property owned or controlled by the college. This policy applies to all campuses, employees, students, visitors, and contractors on its property or as part of any of its activities.

3358:11 – 4 – 22 Smoke-free and tobacco-free college policy

https://www.owens.edu/trustees/board_policies/11-4-22.pdf

A. *Employees*

Owens Community College is a drug free workplace. Accordingly, unlawful activities are prohibited, which include but are not limited to: the possession, use, manufacture, distribution, and/or dispensation of a controlled substance on college-owned or college-controlled property. If any employee of the college engages in any activities prohibited by this act, that employee will be subject to disciplinary action by the college, which may include termination of employment, and/or referral for prosecution. The College recognizes employee's rights to privacy and other constitutionally guaranteed rights. The Board of Trustees approved policy is available here:

3358:11 – 5- 12 Drug-free workplace and alcohol prevention policy

https://www.owens.edu/trustees/board_policies/11-5-12.pdf

B. Students

Owens Community College is a drug free institution. Students who unlawfully possess, use, manufacture, distribute, and/or dispenses a controlled substance on college-owned or college-controlled property will have appropriate sanctions imposed. This may include disciplinary or remedial action, expulsion and/or referral for prosecution under applicable local, state, or federal laws. The Board of Trustees approved policy is available here:

3358:11 – 3 – 01 Drug free school and alcohol prevention policy

https://www.owens.edu/trustees/board_policies/11-3-01.pdf

The Student Code of Conduct is in the College Catalog and the College Website. The Code, updated bi-annually, is available to all new and returning students electronically.

3358:11 – 3 – 11 Student conduct policy and Student Code of Conduct Handbook

https://www.owens.edu/trustees/board_policies/11-3-11.pdf

<https://www.owens.edu/conduct/code.pdf>

II. Health Risks

The below facts on drugs and alcohol were gathered from: <https://www.drugabuse.gov/drugs-abuse>

A. Tobacco and Nicotine

- Smokers are more likely than nonsmokers to contract heart disease
- 30% of cancer deaths are linked to smoking
- Chronic obstructive lung diseases, like emphysema and chronic bronchitis, are 10 times more likely to occur among smokers than among nonsmokers

B. Alcohol

Researchers estimate that every year:

- 1,825 college students between the ages of 18 and 24 die from alcohol-related unintentional injuries, including motor-vehicle crashes
- 696,000 students between the ages of 18 and 24 are assaulted by another student who has been drinking
- Roughly 20 percent of college students meet the criteria for Alcohol Use Disorder
- About 1 in 4 college students report academic consequences from drinking, including missing class, falling behind in class, doing poorly on exams or papers, and receiving lower grades overall
- Long term or heavy drinking can cause stroke, high blood pressure, alcoholic hepatitis, cirrhosis, and can weaken your immune system, fibrosis and irregular heartbeat

C. Cannabis (Marijuana)

- *Short-term effects:* altered senses, changes in mood, impaired body movement, difficulty thinking or problem-solving, and impaired memory
- Physical effects include increased heart rate, bloodshot eyes, dry mouth and throat, and increased appetite in high doses hallucinations, delusions, and psychosis
- *Long-term effects:* lung damage, severe nausea, vomiting, and dehydration

D. Inhalants

- Products frequently used as inhalants include solvents, aerosols, gases and nitrites

- *Short-term effects:* slurred or distorted speech, a lack of coordination, euphoria, and dizziness
- *Long-term effects:* liver and kidney damage, hearing loss, delayed behavioral development, and brain damage due to cutting off oxygen flow to the brain, bone marrow damage
- With repeated usage, inhalants can cause hallucinations or delusions, making users feel less self-conscious and less in control

E. Cocaine (Crack)

- Physical effects of cocaine use include constricted blood vessels, dilated pupils, nausea, raised body temperature and blood pressure, a faster heartbeat, tremors, and restlessness
- *Short-term effects:* extreme happiness and energy, mental alertness, hypersensitivity to sight, sound, and touch, irritability, and paranoia in the form of extreme and unreasonable distrust of others
- *Long-term effects:* loss of sense of smell, nosebleeds, runny nose, problems swallowing, bowel decay from reduced blood flow, and a higher risk for contracting HIV, hepatitis C, and other blood borne diseases, skin or soft tissue infections, higher risk for infections like pneumonia
- The use of cocaine can cause death by cardiac arrest or stroke, seizures

F. Stimulants (Amphetamines, Methamphetamines)

- *Short-term effects:* increased wakefulness and physical activity, decreased appetite, faster breathing, a rapid or irregular heartbeat, and increased blood pressure and body temperature
- *Long term-effects:* extreme weight loss, severe dental problems, intense itching, anxiety, confusion, sleeping problems, and violent behavior, memory loss
- Long-term use can cause amphetamine psychosis that includes hallucinations, delusions, and paranoia

G. Depressants (Barbiturates, Tranquilizers, Methaqualone)

- Small amounts will produce calmness and relaxed muscles but larger doses cause slurred speech and altered perception, respiratory depression, coma, or death
- Combining depressants and alcohol can multiply the effects of both drugs, thereby multiplying the risks

H. Hallucinogens (PCP, LSD, Mescaline, Peyote, Psilocybin)

- Hallucinogens alter perception, thoughts, and feelings and can cause hallucinations
- *Short-term effects:* increased heart rate, nausea, intensified feelings and sensory experiences and changes in sense of time
- It is possible for users to also experience dry mouth, loss of appetite, sleep problems, uncoordinated movements, excessive sweating, and panic
- *Long-term effects:* speech problems, memory loss, anxiety, depression or suicidal thoughts, as well as persistent psychosis and flashbacks

I. Narcotics (Heroin, Methadone, Codeine, Morphine, Opium)

- *Short-term effects:* feeling a rush of euphoria followed by symptoms like dry mouth, warm flushing of the skin, nausea or vomiting, severe itching, and impaired mental functioning
- *Long-term effects:* insomnia, collapsed veins, constipation and stomach cramping, liver and kidney disease, lung complications, sexual dysfunction for men and irregular menstrual cycles for women abscesses and infection of the heart lining and valves

J. Designer Drugs (MDMA, Ecstasy)

- Many designer drugs are related to amphetamine and depressants and have mild stimulant and depressant properties. Use can produce severe neurochemical damage to the brain
- Designer drugs can cause nausea, muscle cramping, involuntary teeth clenching, blurred vision, chills, and sweating
- Narcotic analogs can cause symptoms such as those seen in Parkinson's disease: uncontrollable tremors, drooling, impaired speech, paralysis, and irreversible brain damage

K. Anabolic steroids

- *Short-term effects:* feelings of extreme and unreasonably paranoia, jealousy and irritability, delusions, and impaired judgment
- *Long-term effects:* kidney problems or failure, liver damage, and stunted growth.
 - *Long-term use in men:* shrinking testicles, decreased sperm count, baldness, development of breasts, and increased risk for prostate cancer.
 - *Long-term use in women:* growth of facial hair, male-pattern baldness, changes in or stopping of the menstrual cycle, enlarged clitoris, or a deepened voice
- In some cases, anabolic steroids cause mood swings which can range from angry feelings to behaviors that may lead to violence

III. Drug and Alcohol Abuse Programs

A. Employees

The College offers employee assistance services to regular full-time Employees through LifeWorks, the College's Employee Assistance Program, administered by Unum. Services include, but are not limited to, child and elder care, financial counseling, assistance working through complex, sensitive issues such as; personal or work relationships, depression or grief, or issues surrounding substance abuse, legal consultation, and guidance for work-related conflicts.

For employees enrolled in the College's medical plan, treatment options, including prescription coverage, may be available.

B. Students

The College's Counseling Services provides free consultation, mental health assessment, counseling, crisis support, education, prevention, outreach, and linkage to community resources to Owens students. Assistance is offered to students experiencing personal, educational, interpersonal/relationship, family, social, or psychological difficulties. Counseling Services at the College are confidential as determined by Federal and State Laws, as well as professional codes of ethics.

If it is determined that a student's needs require resources or competencies beyond which Counseling Services can provide, staff will assist student(s) with locating appropriate on or off campus resources. The following resources represent some of the external partners that the counselor may use for referral purposes:

- 211 – Lucas, Wood, Hancock Counties – Referral help for a variety of social services (mental health, drug/alcohol, homelessness, disabilities, employment, and more)
- Arrowhead Behavioral Health – Northwest Ohio – (419) 891-9333

- Zepf Center – Lucas and Wood Counties – (419) 373-6560
- Family Resource Center – Hancock County – (419) 422-8616
- Alcoholics Anonymous – (419) 380-9862
- Narcotics Anonymous – (888) 667-0854

IV. **Legal Sanctions**

Specific Local, State, and Federal laws and sanctions are available below:

Local

Toledo:

[http://library.amlegal.com/nxt/gateway.dll/Ohio/toledo/toledomunicipalcode?f=templates\\$fn=default.htm\\$3.0\\$vid=amlegal:toledo_oh](http://library.amlegal.com/nxt/gateway.dll/Ohio/toledo/toledomunicipalcode?f=templates$fn=default.htm$3.0$vid=amlegal:toledo_oh)

Findlay:

<http://www.amlegal.com/walter-h-drane-codes/?f=templates&fn=default.htm&vid=wh%20drane:OHFindlay>

State

Chapter 2925: Drug Offenses <http://codes.ohio.gov/orc/2925>

Chapter 3719: Controlled Substances <http://codes.ohio.gov/orc/3719>

Chapter 4301 Liquor Control Laws <http://codes.ohio.gov/orc/4301>

Federal

Legal sanctions that are in violation of local, state, or federal law can include probation, fines, driver's license suspension, participation in substance abuse programs, community service hours, ineligibility to possess a firearm, potential ineligibility to receive federal benefits such as student loans and grants, and/or incarceration. Please refer to the links provided above this section for any updates to this information. Any legislative updates or revisions to these statutory or regulatory legal sanctions are outside of the College's control.

A. Underage consumption, purchasing or possession of alcohol

<http://codes.ohio.gov/orc/4301.69>

B. Providing alcohol to an underage person

<http://codes.ohio.gov/orc/4301.69>

C. Fake ID

<http://codes.ohio.gov/orc/4510.33>

D. Operating a Vehicle Under the Influence of Alcohol or Drugs (OVI)

<http://codes.ohio.gov/orc/4511.19>

E. Open container

<http://codes.ohio.gov/orc/4301.62>

F. Disorderly conduct

<http://codes.ohio.gov/orc/2917.11>

G. Federal and State Penalties for Sale and Possession of Illegal Drugs:

The federal government decides if and how a drug should be controlled. Psychoactive (mind-altering) chemicals are categorized according to Schedule I-V. This schedule designates whether the drug can be prescribed by a physician and under what conditions. Factors considered in this categorization include a drug's known and potential medical value, its potential for physical or psychological dependence, and risk, if any, to public health. Penalties for the illegal sale or distribution of a drug are established using the designation of Schedule I-V. If you have knowledge of a drug-related felony you must report it to a law enforcement official.

H. The following are Federal Trafficking Penalties as of January 1, 1997:

- **Schedule I drugs** have a high potential for abuse with no medical use. Production of these drugs is controlled. Examples include heroin, methaqualone, all hallucinogens (phencyclidine analogs can be I or II), marijuana and hashish. Tetrahydrocannabinol (THC), depending on its form, can also be a Schedule II drug.
- **Schedule II drugs** have a high potential for abuse and have some medical uses with severe restrictions. Production of these drugs is controlled. Examples include opium, morphine, codeine, some other narcotics, barbiturates, cocaine, amphetamine/methamphetamine and phencyclidine (PCP).

Federal and State of Ohio penalties for selling Schedule I and II drugs vary with the quantity of the drug. Additionally, if death or serious injury is associated with the sale and/or if it is a second offense, penalties are more severe. When establishing penalties for sale of marijuana, hashish and hashish oil, the quantity and/or if it is a second offense are considered. The federal penalties for marijuana less than 50 kg mixture, hashish 10 kg or more, and hashish oil 1 kg or more are similar to those set for Schedule III drugs. Marijuana quantities above 50 kg mixture or 50 plants are penalized according to quantity, number of offenses, and/or if serious injury or death has occurred. These penalties are similar to those listed for Schedule I and II. The federal penalty for first offense sale of small amounts of Schedule I and II drugs is not less than five years/not more than 40 years; if death or serious injury, not less than 20 years or more than life; fine of not more than \$2 million individual/\$5 million other than individual.

- **Schedule III, IV, and V drugs** include those that most citizens would categorize as "prescription drugs." Schedule III drugs have some potential for abuse, but less than Schedule I and II. The potential for abuse of Schedule IV drugs is less than Schedule III, and Schedule V is less than IV. All Schedule III-V drugs have accepted medical uses and production is not controlled. Examples of these drugs include anabolic steroids (Schedule III), some narcotics, some barbiturates and other depressants, which are not classified as Schedule I or II.

The federal penalty for first-offense sale of a Schedule III drug is "Not more than five years; fine of not more than \$25,000 individual/\$1 million not individual." The federal penalty for first offense sale of Schedule IV drugs is "not more than three years." The fine is the same as for Schedule III drugs. The federal penalty for first-offense sale of Schedule V drugs is "not more than one year, fine of not more than \$100,000 individual/\$250,000 not individual."

Sale of some Schedule III drugs is a felony and has a state of Ohio penalty of "up to seven

years; or a fine up to \$5,000; or both." The state of Ohio penalty for sale of Schedule IV drugs is a felony and has a penalty of "up to four years; or a fine up to \$2,000, or both. Sale of Schedule V drugs in the state of Ohio is also a felony and has a state penalty of "up to two years, or a fine up to \$2,000, or both."

V. **Discipline Sanctions**

Owens Community College prohibits:

- The unlawful possession, use, manufacture, distribution and/or dispensation of a controlled substance or possession of drug paraphernalia containing illegal drug residue on college-owned or college-controlled property by students and employees
- Smoking and the use of tobacco products are not permitted in any college building, college vehicle, bus, or on college grounds/property owned or controlled by the college

When a student or employee is found responsible for violating the Drug-Free and Alcohol policies and/or the College's Smoke-Free and Tobacco-Free policy, any of the following sanctions may be imposed. When one or more of these policies has been violated, the student or employee may be subject to employee/student sanctions, legal sanctions, or both.

A. ***Employee Sanctions***

Pursuant to the Drug-Free Workplace Act of 1988, Owens Community College is a drug free workplace. Accordingly, unlawful activities are prohibited, which include but are not limited to the possession, use, manufacture, distribution, and/or dispensation of a controlled substance on college-owned or college-controlled property. If any employee of the college engages in any activities prohibited by this act, that employee will be subject to disciplinary action by the college, which may include termination of employment, and/or referral for prosecution.

In addition, and/or depending on the severity of the infraction, the employee may also be referred to the College sponsored Employee Assistance Program through LifeWorks at (800) 854-1446, administered by Unum. Information can also be located on the Human Resources/Benefits webpage at <https://intranet.owens.edu/hr/benefits.html>. For employees enrolled in the College's medical plan, treatment options, including prescription coverage, may be available.

B. ***Student Sanctions***

The College reserves the right to initiate disciplinary procedures using the Student Code of Conduct. The following sanctions may be imposed upon any student found to have violated the Student Code of Conduct:

- *Conversation* – A conversation with the student regarding the violation and steps to prevent a violation from occurring again.
- *Warning* – A notice in writing to the student that the student is violating or has violated institutional regulations.
- *Probation* – A written reprimand for violation of specified regulations. Probation is for a designated period of time and includes the probability of progressively more severe disciplinary sanctions if the student is found to violate any institutional regulation(s) during or after the probationary period.
- *Loss of Privileges* – Denial of specified privileges for a designated period of time.
- *Restitution* – Compensations for loss, damage, or injury. This may take the form of appropriate service and/or monetary or material replacement.

- *Discretionary Sanctions* – Work assignments, essays, service to the College, or other related discretionary assignments.
 - *College Suspension* – Separation of the student from the College for a definite period of time, after which the student is eligible to return. Conditions for readmission may be specified.
 - Following a suspension, students may request, in writing, re-admission to Owens Community College. The written request must be submitted to the Director of Student Conduct and Student Life. To be eligible for re-admission, all sanctions and conditions related to the suspension must be completed. After the written request is received, a committee will review the request and meet with the student. As a condition of re-admission, a readmission plan may be made. The student will be notified of the decision in writing.
- *College Expulsion* – Permanent separation of the student from the College.
- *Revocation of Admission and/or Degree* – Admission to or a degree awarded from the College may be revoked for fraud, misrepresentation, or other violations of College standards in obtaining the degree, or for other serious violations committed by a student prior to graduation.
- *Withholding Degree* – The College may withhold awarding a degree otherwise earned until the completion of the process set forth in this Student Code of Conduct, including the completion of all sanctions imposed, if any.

VI. Annual Notification of the DAAPP and Biennial Report

A. *Employee Notification*

Notification of the information contained in the DAAPP will be distributed on at least an annual basis to all employees of the college via email. The DAAPP will also be maintained in the e-Handbook which is readily available to all employees. The notification is also provided to all employees upon hire via reference to the e-Handbook, inclusion with new hire employment paperwork, and also is included with materials in the Owens New Employee orientation.

B. *Student Notification*

Notification of the information contained in the DAAPP will be distributed on at least an annual basis to all students of the college, taking one or more classes, via email. The notification is provided to students who enroll after the annual distribution.

C. *Biennial Report*

Owens Community College conducts a biennial review of the DAAPP in all even years. The review is conducted to determine its effectiveness and implement changes to the program if they are needed and to ensure that the disciplinary sanctions are consistently enforced. The review is certified by the President and includes the results of the review, a description of the methods and analysis tools that were used to conduct the review, and a list of the responsible departments who conducted the review. Any interested party may request a hard copy of the Biennial Review by contacting the Vice President of Enrollment Management and Student Services.

VII. Biennial Review

A Biennial Review is conducted with the intention of determining our DAAPP's effectiveness, ensuring disciplinary sanctions are consistently enforced, and recommending any necessary changes to be implemented. Owens Community College's biennial review report is available to students,

employees, and the general public via the institution's Consumer Information page. Any interested party may request a hard copy of the Biennial Review by contacting the Vice President of Enrollment Management and Student Services.

VIII. Oversight Responsibility

The Vice President of Enrollment Management and Student Services and the Vice President of Administration shall have main oversight responsibility of the DAAPP including, but not limited to: updates, coordination of information required in the DAAPP, coordination of the annual notification to employees and students, and the biennial review. A DAAPP Oversight Committee has been established to assist with the aforementioned responsibilities.