

MARYGROVE COLLEGE

ALCOHOL AND OTHER DRUGS PREVENTION POLICY

History

Marygrove abides by the goals of the Drug-Free Schools and Communities Act of 1986, as amended, and the Drug-Free Workplace Act of 1988. The Drug Free Schools and Communities Act Amendment of 1989 requires colleges and universities to disseminate their drug and alcohol abuse prevention policy annually.

Marygrove Alcohol and other Drugs Policy

Marygrove College accepts the responsibility for providing a drug-free work environment. The College is committed to providing a safe environment for our students and employees in an atmosphere which insures their personal safety.

Employees are expected to be in suitable mental and physical condition while at work, to perform the job effectively and safely. Marygrove College has no desire to intrude in the personal lives of its employees. However, both on-the-job and off-the-job involvement in the misuse or abuse of alcohol and drugs can have an impact on our workplace and on the College's ability to achieve its safety and security objectives. Whenever use or abuse of any mood altering substance, such as alcohol or drugs, interferes with a safe workplace, appropriate action must be taken. The possession, sale or use and misuse of alcohol or drugs in the workplace, or coming to work under the influence of such substances shall be a violation of safe work practices and will be subject to disciplinary action, including possible dismissal.

Students (including undergraduate and graduate commuting students, students living on campus, continuing education students, and distance learners) are expected to be mentally and physically ready to learn. The misuse of alcohol or drugs hinders the ability to pay attention, act accordingly, and causes disruption of the learning environment. Any student found to be in possession, using or selling alcohol or illegal substances on campus grounds will be subject to fines and sanctions, including possible expulsion, and depending upon the circumstances, could also be subject to state and civil laws governing the use, possession, and sale of alcohol and/or illegal drugs. Students' behavior occurring off campus that adversely affects the Marygrove community and/or educational goals and objectives will also be subject disciplinary action.

Marygrove Prevention Program

Employee - An effort will be made to change an employee's unacceptable behavior through education, counseling and/or referral services. In cases of continued or severe alcohol or drug misuse or cases where abuse results in harm or danger to the employee or other members of the campus community, one or more of the following actions may be taken:

- Requirement to take a medical leave of absence from the College with reinstatement based on recommendations of appropriate medical personnel and voluntary compliance with the recommended treatment program.
- Referral to community health agencies or area substance abuse programs.
- Suspension or dismissal from the College.

Student (including undergraduate and graduate commuting students, students living on campus, continuing education students, and distance learners) - The college accepts the responsibility for providing a Drug-Free learning environment and does so through education, providing counseling and/or referral services, and protecting the rights of all members of the College community. Students may be required to participate in Alcohol and Drug programming sessions throughout the school year. These programs will include an electronic simulation of possible side effects related to the abuse of alcohol and/or illegal substances. In the event a student's abuse of an unauthorized substance results in harm or danger to himself/herself or any other student or member of the campus community, one or more of the following actions may be taken:

- **Emergency Temporary Suspension:** The Director of Student Life may suspend a student immediately, before their case has been reviewed and a sanction is rendered. This would occur in circumstances where the College officer has determined that the student's behavior or circumstances pose a clear and present danger to himself/herself or the College community.
- **Medical or Psychiatric Suspension:** When a student's medical or psychiatric condition threatens his or her welfare and/or disrupts or threatens the campus community or learning environment the Director of Student Life, in consultation with the Director of Counseling and Student Development, may require a student to undergo an examination by a medical doctor and/or psychiatrist at the college's expense. Based on the recommendation of the student's licensed health care professional or, instances when the student refuses to obtain the examination, the student may be suspended from the College. A medical or psychiatric suspension will state the conditions, if any, necessary for readmission to the College.
- **Dismissal:** Permanent separation from the College. Dismissed students may not visit the campus unless prior permission by the Director of Student Life has been granted. Dismissed students will not receive academic credit for the semester in which the dismissal occurred. Students should be aware that while the judicial actions are listed in order of severity they are not necessarily applied in that order. All judicial actions are communicated to the student in writing. A copy of all correspondence is placed in the student's judicial file. In the event that a student is found responsible, a copy of the written notification is sent to appropriate college personnel.
- Marygrove College, in addition to imposing its own sanctions, may refer any violation of federal, state, or local law to the proper authorities.

Health Risks

The use or abuse of alcohol and other drugs increases the risk for a number of health-related and other medical, behavioral and social problems. Below is a general description of the health risks associated with drug use.

ALCOHOL Loss of concentration and judgment; slowed reflexes, disorientation leading to higher risk of accidents and problem behavior; risk of liver and heart damage, malnutrition, cancer and other illnesses; can be highly addictive to some persons.

AMPHETAMINES Can cause rushed, carless behavior and pushing beyond your physical capacity, leading to exhaustion; tolerance increases rapidly; causes physical and psychological dependence; withdrawal can result in depression and suicide; continued high doses can cause heart problems, infections, malnutrition and death.

CANNABIS Can cause permanent damage to lungs, reproductive organs and brain function; slows reflexes; increases forgetfulness; alters judgment of space and distance.

COCAINE Causes damage to respiratory and immune systems; induces malnutrition, seizures and loss of brain function. Some forms (such as “crack”) are highly addictive.

HALLUCINOGENS (PCP, LSD, ecstasy) Cause extreme distortions of what’s seen and heard; Induces sudden changes in behavior, loss of concentration and memory; increases risk of birth defects in user’s children; overdose can cause psychosis, convulsions, coma and death. Frequent use can cause permanent loss of mental function

INHALANTS (nitrous oxide, amyl nitrite, butyl nitrite, chlorohydrocarbons, hydrocarbons) Cause nausea, dizziness, fatigue, slurred speech, hallucinations or delusions; may lead to rapid and irregular heart rhythms, heart failure and death; long-term use may result in loss of feeling, hearing and vision; can result in permanent damage to the brain, heart, lungs, liver and kidneys.

NARCOTICS (HEROIN, MORPHINE, OPIUM, CODEINE) Highly addictive; tolerance increases rapidly; causes physical and psychological dependence; overdose can cause coma, convulsions, respiratory arrest and death; leads to malnutrition, infection and hepatitis. Sharing needles is a leading cause of the spread of HIV and hepatitis.

SEDATIVES Tolerance increases rapidly; produces physical and psychological dependence; cause reduced reaction time and confusion; overdoses can cause coma, respiratory arrest, convulsions and death; withdrawal can be dangerous; in combination with other controlled substances can quickly cause coma and death.

TOBACCO (cigarettes, cigars, chewing tobacco) Causes diseases of the cardiovascular system, in particular smoking being a major risk factor for a myocardial infarction (heart attack), diseases of the respiratory tract such as Chronic Obstructive Pulmonary Disease (COPD) and emphysema, and cancer, particularly lung cancer and cancers of the larynx and mouth.

Student Organizations

Student Organizations approved to form must coincide with and support all College policies and procedures statements. Student Organizations cannot have alcohol present at any event whether on or off campus in order to comply with the College’s zero-tolerance alcohol and drug policy. Any student organizations found to be in possession, using or selling alcohol or illegal substances on campus grounds or at off campus events will be subject to Revocation of their status as a student organization, Fines, and Sanctions, including possible expulsion, and depending upon the circumstances, could also be subject to state and civil laws governing the use, possession, and sale of alcohol and/or illegal drugs. Students’ behavior occurring off campus that adversely affects the Marygrove community and/or educational goals and objectives will also be subject disciplinary action.

Sanctions

Because the use or possession of certain drugs is illegal, any person using, storing, distributing, or selling such drugs is subject to dismissal, and to arrest and/or search of their person or work area by law enforcement agents or by College officials within appropriate guidelines.

Employee – Sanctions may include verbal or written warnings, mandated rehabilitation programs, probation, suspension, and termination.

Student (including undergraduate and graduate commuting students, students living on campus, continuing education students, and distance learners)– Sanctions may include verbal or written reprimands, reprimands with mandated education programs or tasks, probation, suspension, and dismissal from the College.

Michigan laws prohibit the consumption or possession for personal consumption of alcoholic beverages by persons under the age of 21 years. The sale, service or giving of alcoholic beverages to persons under the age of 21 is prohibited. Marygrove policy, local ordinances and laws, state laws and federal laws also prohibit the unlawful possession, use and/or distribution of illicit drugs and alcohol.

Michigan Marijuana Laws: Code 333 7401. Et seq., Section 333 7212, Possession Misd. w/penalty of 1 yr. and/or \$2000.00

Michigan Cocaine Laws: Code 333.7214; 333 7401, et seq., Section 333 7212, Possession Felony w/penalty of over 1 yr or more

Michigan Heroin Laws: Code 333.7212; et seq., Section 333.7401, Possession Felony w/penalty of over 1 yr. or more

Possession of Drug Paraphernalia MSA 14.15 (7453, MCL 333-7453
Public Act 63: Michigan Minor Possession of Alcohol

The city of Detroit follows the state laws.

Employee Reporting Requirement

Under the Drug-Free Workplace Act of 1988, in addition to the other requirements of this policy, a faculty or staff member who works in any capacity under a federal grant or contract must notify his or her supervisor or department head in writing of his or her conviction for a violation of any criminal drug statute occurring in the workplace no later than five calendar days after the conviction. The supervisor or department head then must promptly notify Human Resources, who will consult with the appropriate staff regarding satisfying the reporting obligations