

COMMUNITY COLLEGES OF SPOKANE

Drug and Alcohol Abuse Prevention Program (DAAPP) Annual Information 2020

Introduction

Community Colleges of Spokane (CCS) complies with the Federal Drug-Free Workplace Act of 1988, Drug-Free Schools and Communities Act of 1989, U.S. Department of Transportation regulations implementing the Federal Omnibus Transportation Employee Testing Act of 1991, Washington Administrative Code (WAC) 132Q-04-032 (2) & (3), and Board Policy 2.30.03. The Federal Drug-Free Workplace Act of 1988, Part of the Omnibus Drug Act (P.L. 100-690) requires CCS, as a recipient of federal grants and contracts, to implement a drug free workplace program and take other specific steps to avoid suspension or termination of funding.

CCS recognizes drug dependency to be an illness and a major health problem. In the interest of providing a health, safe, and secure educational and work environment, in order to meet the requirement of this legislation, it is the policy of CCS to maintain a drug-free workplace for our employees and students. This notice will provide information covering the following areas:

- Standards of conduct related to drugs and alcohol for students and employees
- Disciplinary and legal sanctions for students and employees who violate policy
- A description of the health risks associated with the abuse of alcohol or use of illicit drugs
- A list of drug and alcohol programs/resources that are available to students and employees

CCS Board Policy 2.30.03 Drug Free Workplace states “the unlawful manufacture, distribution, dispensing, possession or use of a controlled substance in all facilities, grounds, events or activities directly or indirectly under the control of Community Colleges of Spokane shall not be tolerated and, pursuant to this policy, shall be prohibited. Employees or students engaging in prohibited activities shall be subject to disciplinary action, pursuant to applicable rules, regulations and employment contracts, which may result in suspension or termination.”

The CCS Human Resources Office provides overall coordination of the Drug Free Workplace Act while the Student Services/Affairs Offices provide overall coordination of the Drug Free School Program.

Standards of Conduct

CCS will impose disciplinary sanctions on students and employees for violations of the standards of conduct up to and including expulsion for students or termination of employment for employees and referral for prosecution.

Student Conduct

Being under the influence of, possessing, manufacturing, using or selling drugs or alcohol, as well as underage drinking/drug use is prohibited by CCS. According to the [Revised Code of Washington \(RCW\) 66.44.270](#), it is unlawful for any person under the age of 21 to possess, consume, or otherwise acquire

any liquor. While Washington State Law permits the recreational use of marijuana, Federal law prohibits such use on college premises or in connection with college activities. Being observably under the influence of marijuana or the psychoactive compounds found in marijuana, or otherwise using, possessing, selling or delivering any product containing marijuana or the psychoactive compounds found in marijuana and intended for human consumption, regardless of form, is prohibited at CCS and is a violation of the [Standards of Conduct for Students](#) per [WAC 132Q-10-228](#).

For students, a violation of any Federal or state law regarding alcohol/drug use is also a violation of CCS's Standards of Conduct for Students and is treated as a separate incident from any off-campus investigations or proceedings. Per [WAC 132Q-10-125](#), CCS cooperates with law enforcement and other agencies in the enforcement of criminal law on campus and in the conditions imposed by criminal courts for the rehabilitation of student violators provided that the conditions do not conflict with college rules or sanctions.

Employee Conduct

All employees are given a copy of CCS's Administrative Procedure 2.30.03-A Drug-Free Workplace and must abide by the policy as a condition of employment.

Pursuant to [RCW 28B.50.140](#), the Board of Trustees is empowered to adopt rules and policies regarding the operation of CCS. Board Policy [2.30.03 Drug Free Workplace](#) states "The unlawful manufacture, distribution, dispensing, possession or use of a controlled substance in all facilities, grounds, events or activities directly or indirectly under the control of CCS shall not be tolerated and, pursuant to this policy, shall be prohibited. Employees engaging in such activities shall be subject to disciplinary actions, pursuant to applicable rules, regulations and employment contracts, which may result in suspension or termination. It shall be the responsibility of the chief executive officer to develop and implement a drug-free awareness information program and to establish procedures ensuring that all employees are notified of the drug-free policy and implementing procedures."

While it is the policy of CCS to assist employees to seek treatment for drug or alcohol dependency, any employee committing a criminal act or participating in the unlawful use of drugs or alcohol on any property under the control of CCS or participating in any sponsored activity shall immediately be subject to the rules and regulations concerning such acts and shall be referred to appropriate authorities for prosecution.

Legal Sanctions

The following list of Washington state and Federal drug laws and penalties are those in affect and current as of November 12, 2019. Please refer to the associated links for specific prohibitions and information regarding penalties.

State of Washington Uniform Controlled Substances Act ([69.50 RCW](#))

- State of Washington Penalties for Consuming Alcohol or Marijuana and Driving Under the Age 21 ([RCW 46.61.503](#))
- State of Washington Physical Control of Vehicle While Under the Influence ([RCW 46.61.504](#))
- State of Washington Possession of Useable Marijuana ([RCW 69.50.4013](#)) (Please note: CCS enforces federal drug laws)

- State of Washington Statutory Provisions for Illegal Drugs Manufacture or Delivery of a Controlled Substance ([RCW 69.50.401](#))
- State of Washington Statutory Provisions for Sale, Delivery, or Possession of Legend Drug without Prescription or Order Prohibited ([RCW 69.41.030](#))

Federal Drug Laws ([21 USC Controlled Substances Act](#))

The possession, use, or distribution of illicit drugs is prohibited by federal law. Strict penalties are enforced for drug convictions, including mandatory prison terms for many offenses. The following information is an overview of federal penalties for first convictions.

Forfeiture of Personal Property and Real Estate ([21 USC 853](#))

Any person convicted of a federal drug offense punishable by more than one year in prison shall forfeit to the United States any personal or real property related to the violation.

Federal Drug Trafficking Penalties ([21 USC 841](#))

Penalties for federal drug trafficking convictions vary according to the quantity of the controlled substance involved in the transaction. The following list is a sample of the range and severity of federal penalties imposed for first convictions. Penalties for subsequent convictions may be twice as severe.

- If death or serious bodily injury result from the use of a controlled substance which has been illegally distributed, the person convicted on federal charges of distributing the substance faces mandatory life sentence and fines ranging up to \$10 million.
- Persons convicted on federal charges of drug trafficking within 1,000 feet of a college ([21 USC 860](#)) face penalties of prison terms twice as high and fines up to twice as high as the regular penalties for the offense, with a mandatory prison sentence of at least 1 year.

Federal Drug Possession Penalties ([21 USC 844](#))

- Persons convicted on Federal charges of possessing any controlled substance face penalties of up to one year in prison and a mandatory fine of no less than \$1,000. Second convictions are punishable by not less than 15 days but not more than two years in prison and a minimum fine of \$2,500. Subsequent convictions are punishable by not less than 90 days but not more than three years in prison and a minimum fine of \$5,000.
- Civil penalties of up to \$10,000 may also be imposed for possession of small amounts of controlled substances, whether or not criminal prosecution is pursued.

A [fact sheet](#) from the Drug Enforcement Administration (DEA) outlines information on federal drug trafficking penalties.

Health Risks

According to the Centers for Disease Control and Prevention (CDC), the use of illicit drugs and the abuse of alcohol can, and in many instances very probably will, lead to serious health problems, chemical dependency, deterioration of the quality of life, and if untreated, early death.

Cocaine provides a short-lived “high” followed by depression, paranoia, anxiety, guilt, anger and fear. It can cause rapid physical and psychological addiction. In some instances, cocaine may cause a heart attack or sudden death, even on the first use. Overdose of cocaine (or other stimulants) can cause agitation, hallucinations, convulsions and possible death.

Marijuana, like cocaine, provides a short-term high, and like cocaine, is addictive. While the “high” may last only a short time, traces remain in the body for a month or more, inhibiting short-term memory, reducing reaction time and impairing visual tracking. It may also cause an inability to understand abstract concepts. In some instances, it can depress the immune system, increase the risk of heart attack, contribute to lung diseases and cause infertility. Marijuana and other cannabis can cause euphoria, relaxed inhibitions, increase appetite and disoriented behavior. Overdose can cause fatigue, paranoia and possible death.

Depressants such as barbiturates, chloral hydrate, benzodiazepines, etc. can cause slurred speech, disorientation, and drunken behavior without the odor of alcohol. Overdose can cause shallow respiration, clammy skin, dilated pupils, weak and rapid pulse, coma and possible death.

Hallucinogens such as LSD, Mescaline and Peyote, amphetamine variants, etc. can cause illusions and hallucinations, and poor perception of time and distance. Overdose can cause longer, more intense illusionary/hallucinatory episodes, psychosis and possible death.

Narcotics such as opium, heroin, morphine and codeine can cause euphoria, drowsiness, respiratory depression, constricted pupils and nausea. Overdose of narcotics can cause slow and shallow breathing, clammy skin, convulsions, coma and possible death.

Prescription drugs, used improperly, can cause tiredness or hyperactivity, impaired reflexes, brain damage, and in some instances, addiction or death.

Alcohol, used abusively, will impair judgement, result in anxiety and feelings of guilt, depression and isolation. Prolonged use may cause liver and heart disease, cancer, psychological learning and memory problems, and dependency in the form of alcoholism. Alcohol use by pregnant women is the leading preventable cause of developmental disabilities in children.

More information on commonly abused drugs is available on the [National Institute on Drug Abuse website](#).

Drug and Alcohol Programs

Students

Mental health counselors are available to assist students with drug and alcohol abuse issues and can refer students to off campus services as appropriate. SCC students can make an appointment with the Student Health Clinic by calling (509) 533-8611 and SFCC students can call (509) 533-3525 to request a personal appointment.

A list of drug and alcohol abuse/prevention resources for students is posted online and includes materials on [alcohol awareness](#), [marijuana myths and facts](#), [alcohol and drugs FAQs](#), and [other drug and health effects](#). Links to the [CDC's Facts Sheets on Alcohol](#), a [Directory of Certified Chemical Dependency Services in the state of Washington](#), and the [Substance Abuse and Mental Health Services Administration](#) are also provided. Information about these or similar resources are displayed on campus in the Student Health Clinic and Counseling Center at SCC, the Student Union Building and Counseling Center at SFCC and the rural and Spokane centers. Employees have access to a CCS-provided Employee Assistance Program (EAP), with trained specialists available to assist both employees and family members.

Additional resources include the following:

- Alcohol & Drug Help Line (206) 722-3700
- Crisis Clinic (866) 427-4747
- Washington State [Department Social and Health Services \(DSHS\)](#)
- Substance Abuse and Mental Health Services National Helpline (800) 662-4357
- Teen Link (866) 833-6546
- Washington Poison Control (800) 222-1222
- [Washington Recovery Helpline](#) (866) 789-1511

Employees

Employees who need assistance are encouraged to use resources available through the various state health insurance plans and seek advice from the Washington State Employee Assistance Program (EAP) at (877) 313-4455.

The State of Washington's EAP is a confidential voluntary service available to CCS employees and their adult family members to provide resources to resolve personal or work-related problems and to assist employees in maintaining their health and well-being. The EAP offers assistance on a broad range of issues including marital or family discord, distress, alcohol or drug abuse, legal issues or other concerns. These problems are recognized as progressive and potentially destructive, but they are also recognized as treatable. Using EAP does not cost CCS employees anything. EAP referrals for treatment/counseling are given to supervisors on demand. The EAP newsletter often has drug and alcohol information.

More Drug and Alcohol Abuse Prevention resources are available on CCS's [Right to Know webpage](#).

Disciplinary Sanctions

Students

Federal law states that a student who has been convicted of an offense under any federal or state law involving the possession or sale of a controlled substance during a period of enrollment when the student was receiving federal financial aid shall not be eligible to receive any federal grant, loan or work assistance during the period beginning on the date of such conviction and ending with the ineligibility period depending based upon severity of conviction.

A student whose eligibility has been suspended based on a conviction for possession or sale of a controlled substance may resume eligibility before the end of the ineligibility period if: the student satisfactorily completes a drug rehabilitation program that complies with criteria prescribed in the federal regulations and the student successfully passes two unannounced drug tests conducted by a drug rehabilitation program that complies with criteria prescribed in the federal regulations; or the conviction is reversed, set aside or otherwise rendered nugatory.

For students, a violation of any Federal or state law regarding alcohol/drug use is also a violation of CCS's Standards of Conduct for Students and is treated as a separate incident from any off-campus investigations or proceedings. Disciplinary sanctions for these types of violations can include education, referral, suspension or expulsion depending upon the nature and severity of the violation ([WAC 132Q-10-400](#)).

Employees

In accordance with the federal law, CCS requires that an employee who is convicted under criminal drug statute for any violation occurring in the workplace, or while conducting CCS business, must report such conviction to their supervisor, no later than five days after the conviction. If the person is employed under a federally sponsored grant or contract, CCS shall notify the sponsoring agency within ten days of receiving notice that the employee has been convicted of a drug statute violation in the workplace.

For any employee who is convicted of violation of a criminal drug statute in the workplace, CCS will require satisfactory participation in a state-certified drug abuse assistance or rehabilitation program, or will take disciplinary action. Disciplinary action, in accordance with Higher Education Personnel Board rules, collective bargaining agreements, tenure laws, or other policies of the institution, may result in suspension or termination of employment or other appropriate personnel actions.

Disciplinary action may be taken for a violation of any provision of CCS's [Administrative Procedure 2.30.03-A Drug Free Workplace](#). All CCS employees shall:

- Not report to work while their ability to perform job duties is impaired due to on- or off-duty controlled substance use.
- Not possess or use controlled substances during working hours or at any time while on district property or using district vehicles or equipment.
- Not directly or through a third party sell or provide controlled substances to any person, while on- or off-duty.
- Provide as soon as practical, but no later than 72 hours after request, a bona fide verification of a current valid prescription for any potentially impairing drug or medication. The prescription must be in the employee's name.

Annual Notification of the DAAPP

Annual Student Notification

All SCC and SFCC students are sent an email each quarter outlining the student code of conduct, penalties for drug violations, legal sanctions, health effects and available resources.

SCC and SFCC make this information available in the online New Student Orientation. At SCC, students are also informed of the "Guide to Campus Resources" and "Guide to College Policies" in the online New Student Orientation and the information is distributed electronically to faculty and staff to share with students.

Annual Employee Notification

All CCS employees are mailed the *Drug-Free Workplace: The Policy and You* brochure every year outlining related board policies and procedures, rules of conduct, penalties for drug violations, legal sanctions, health effects and available resources. This material is sent to their home mailing address that is on file with CCS. Every new hire is sent an onboarding email including the Drug Free Workplace Acknowledgement Form. Drug and alcohol awareness training is offered every year by the Human Resource Office. This information is also emailed to employees in the spring.