

## STUDENT &amp; EMPLOYEE INFORMATION

## DRUG-FREE SCHOOLS AND COMMUNITIES ACT

Community Colleges of Spokane is committed to maintaining an environment free of crime, illicit drug use and alcohol abuse. While it is the policy of the community colleges to assist students and employees to seek treatment for drug or alcohol dependency, any student or employees committing criminal acts or participation in the unlawful use of drugs or alcohol on any property under the control of Community Colleges of Spokane 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.

**Rules of Conduct Regarding Alcohol and Drugs**

Pursuant to RCW 28B.50.040, the board of trustees is empowered to adopt rules and policies regarding the operation of Community Colleges of Spokane. Over the past several years, the board has adopted the following policy and rules regarding alcohol, drugs, firearms and other dangerous instrumentalities and mandated strict compliance with both the letter and intent.

**Drug-Free Workplace, Board Policy 1.70.03**

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 the Community Colleges of Spokane shall not be tolerated and, pursuant to this policy, shall be prohibited. The Community Colleges of Spokane will comply 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, and WAC 132Q-04-031(2) and (3). 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. 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 as a condition of employment agree to abide by the policy and implementing procedures. [Adopted 06/20/89, Revised 03/18/03]

**Prohibited Conduct, WAC 132Q-04-031 (2) and (3)**

Disciplinary action may be taken for a violation of any provision of this student code or for a violation of other district and college rules, policies and regulations by a student which may from time to time be properly enacted including, but not limited to, the following:

- Using, possessing, consuming or being under the influence of, or selling any liquor as defined by applicable law or in a manner which disrupts a college activity.
- Using, possessing, selling or being under the influence of any narcotic drug or controlled substance as defined by applicable law in a district/college facility or while participating in a college-related program.

**Legal Sanctions Regarding Unlawful Possession and Use of Alcohol and Other Controlled Substances**

A general reference to legal sanctions is available from the Human Resources Office, at Community Colleges of Spokane, 501 N. Riverpoint Blvd., MS 1004, PO Box 6000, Spokane, WA 99217-6000.

**Health Risks Associated with the Use of Illicit Drugs and the Abuse of Alcohol**

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 raped physical and psychological addiction. In some instances cocaine may cause a heart attack or

sudden death, even on the first use. The dangers of this highly addictive drug and its close derivative "crack" are evidenced daily through the news media. Overdose of cocaine (or other stimulants) can cause agitation, increase in body temperature, hallucinations, convulsions and possible death.

Marijuana, like cocaine, provides a short-term high, and like cocaine, is addictive. While the "high" may last only 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 abstract and understand 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, increased 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 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 judgment, result in anxiety, feelings of guilt, depression and isolation. Prolonged use may cause liver and heart disease, cancer, and psychological problems and dependency in the form of alcoholism. Alcohol use by pregnant women is the leading preventable cause of mental retardation in children.

**Available Counseling and Treatment Programs**

Community Colleges of Spokane recognized that illicit drug use and the abuse of alcohol is a health, safety and security problem. Both Spokane Community College and Spokane Falls Community College maintain guidance and counseling services. Information and referral for alcohol and drug dependency can be obtained from the Spokane County Health District, (509) 458-2528 or from the Spokane United Way Assistance Line, listed in the Yellow Pages of the local telephone directory.

Employees who need assistance are encouraged to use resources available through the various state health insurance plans and the seek advice from the Employee Advisory Service, (509) 456-5000

**Imposition of Sanctions**

Pursuant to WAC 132Q-04260, students violating the rules of conduct adopted by the board of trustees are subject to disciplinary actions ranging from a written warning to dismissal.

Violation of applicable rules of conduct by employees may subject the employee to disciplinary actions ranging from reprimand to dismissal. Any disciplinary action taken will be in accordance with pertinent rules, laws and negotiated agreements applicable to the employee's status.

Students and employees suspected of violation of federal, state and local laws will be referred to local authorities for investigation and possible prosecution.