

## **THE DRUG-FREE SCHOOLS AND COMMUNITIES ACT**

**Personnel Policy 101.04**

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### **I. PHILOSOPHY**

Our mission is to promote the full potential of each student through the liberal arts and sciences, the mastery of an academic discipline, and the development of personal virtues necessary to be a contributing citizen. All members of the academic community -- students, faculty, administrators and staff members must focus on the college's objectives to provide learning experiences that underscore global citizenship, become mentors to students through out-of-class interaction, encourage student participation in the broader community, and help students make good career choices in selecting the right professional opportunity or the right graduate program. In keeping with this effort, the college has adopted the whole person concept.

All members of the academic community share in the responsibility for protecting and enhancing an environment committed to the pursuit of this objective while maintaining the highest standards of professional and personal conduct. The illegal and/or abusive use of drugs and alcohol by any member of the academic community adversely affects the educational environment. Florida Southern College is therefore committed to having a campus that is free of illegal drug use and drug or alcohol abuse.

In keeping with the educational mission of the institution, the College will utilize educational strategies as its major approach to this problem, but everyone who illegally uses drugs or abuses any drug including alcohol will be subject to prosecution by civil authorities and disciplinary action by the College. The College's interest in disciplinary sanctions is not punitive, but rather aimed at establishing clear limits of conduct for members of the campus community.

Florida Southern College students, faculty, staff and administrators who are misusing alcohol or using illegal drugs should stop. It is not the intent of the College policy to punish people who seek rehabilitation. All information provided by people who voluntarily avail themselves of drug and alcohol counseling or rehabilitation services will be confidential. For the purpose of this policy, alcohol is a drug.

### **II. EFFECTIVE DATE**

This policy is effective upon receipt.

### **III. POLICY**

Florida Southern College is dedicated to the intellectual, scholarly and personal enhancement of its students and, as such, expects all members of the academic community to behave in a manner conducive to that end. Faculty, staff and students must maintain the highest standards of personal and professional conduct. The college prohibits members of the college community to use illegal and/or abusive drugs, as it adversely affect the quality of campus life and the mission of the College.

The goals of the policy are to:

1. Prevent drug abuse through a strong educational effort.
2. Encourage and facilitate the use of counseling services and rehabilitation programs by those members of the academic community who require assistance in stopping drug abuse.
3. Appropriately sanction members of the academic community who engage in illegal drug-related behaviors.

#### IV. EDUCATIONAL EFFORTS TO PREVENT DRUG ABUSE

In keeping with the educational mission of the institution, Florida Southern College will conduct an educational program aimed at preventing drug abuse and illegal drug use. Educational efforts directed to all members of the academic community, will include information about the incompatibility of the use or sale of illegal drugs with the College goals and mission; the health hazards associated with illegal drug use; and the legal consequences of involvement with illegal drugs.

#### V. COUNSELING AND REHABILITATION SERVICES TO PREVENT DRUG ABUSE

Those students, faculty or staff seeking assistance with a drug related problem receive information about drug counseling and rehabilitation services at Florida Southern College or in the surrounding community. Member of the academic community have the assurance that Florida Southern College's policy on privacy will be observed, for those who avail themselves of such services.

#### VI. DISCIPLINARY ACTIONS TO PREVENT DRUG ABUSE

All Florida Southern College employees and students are responsible, as citizens, for knowing about and complying with the provisions of the laws of the State of Florida FSS 893 which make it a crime to possess, sell, deliver or manufacture controlled substances. Any member of the College community who violates that law is subject to prosecution by civil authorities and disciplinary actions by the College. This is not "double jeopardy."

Penalties or sanctions will be imposed by the College in accordance with procedural safeguards applicable to disciplinary actions against employees and students as found in The Code of Students' Rights and Responsibilities, The Florida Southern College Policies and Procedural Manual, The Bylaws and Handbook of the Faculty of the College, and other applicable documents. Sanctions and penalties may range from written warnings with probationary status to dismissal from academic programs and termination of employment.

When a student, faculty, administrator or staff member has been charged by the College with a violation of policies concerning illegal drugs, she/he may be suspended from classes or suspended without pay from employment before regular disciplinary proceedings, if it is determined that such action is necessary for protecting the health, safety or welfare of the College or any member of the academic community. If such a suspension is imposed, it must be reviewed as promptly as possible.

Employees convicted of a criminal drug statute violation occurring in the workplace are required to notify the College no later than five days following conviction. The College will commence disciplinary action against such an individual.

## VII. RESPONSIBILITIES UNDER THIS POLICY

The President has overall responsibility for implementing this policy. Each Vice President is responsible for ensuring that the policy is uniformly administered and all programs and actions are executed.

All employees and students shall be responsible for abiding by the provisions of this policy. In the case of employees, adherence to this policy shall be a condition of employment.

The President will ensure that a biennial review of this policy is conducted by each of the Vice Presidents to determine the effectiveness of the policy and implement changes if needed.

## VIII. DISSEMINATION OF THIS POLICY

A copy of this policy shall be given annually to each employee and to all new employees at the beginning of employment.

Each student registered during an academic year in any program of the College will receive a copy of this policy. The policy shall be reprinted in appropriate documents of the College.

## IX. DRUGS/ALCOHOL AND THEIR HEALTH AND LEGAL RISKS

### A. Alcohol

Alcohol consumption causes a number of changes in behavior. Even low doses significantly impair judgement and coordination. Low to moderate doses can increase the incidence of a variety of aggressive acts. Moderate to high doses 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.

Continued use of alcohol can lead to physical dependence. Long term effects of alcohol consumption can lead to permanent damage to vital organs such as the liver and brain. Mothers who drink alcohol during pregnancy may damage an unborn fetus. Research indicates children of alcoholic parents are at greater risk than other children of becoming alcoholics.

To possess, purchase, sell or give alcoholic beverages to those under the age of twenty-one is against the laws of the State of Florida and is punishable by imprisonment, fine or both. Individuals driving under the influence of alcohol or other drugs face suspension of a driver's license, fines, community service and/or imprisonment.

### B. Cannabis

Use of cannabis may impair or reduce short-term memory and comprehension, alter sense of time, and reduce ability to perform tasks of concentration and coordination. Marijuana can also produce paranoia and psychosis. Marijuana smoke contains more cancer-causing agents than tobacco smoke. Long-term users may develop psychological dependency and may cause long term physical effects.

### C. Cocaine

Cocaine stimulates the nervous system. Immediate effects include elevated blood pressure, heart rate, respiratory rate and body temperature. It is psychologically and physically addictive. The use of cocaine can cause death by cardiac arrest or respiratory failure.

D. Narcotics (such as heroin, codeine, morphine, opium)

An overdose may produce slow and shallow breathing, clammy skin, convulsions, coma and death. Tolerance to narcotics develops rapidly and dependence is likely.

E. Hallucinogens (such as LSD, acid)

Physical effects include elevated body temperature, increased heart rate and blood pressure, loss of appetite, sleeplessness and tremors. The user may experience panic, confusion, suspicion, anxiety and loss of control. Large doses may produce convulsions and coma, as well as heart and lung failure.

F. Other depressants, stimulants, inhalants, and designer drugs (including amphetamines, crack, barbiturates, tranquilizers)

These cause similar physically and psychologically addictive behavior and physical symptoms and pose considerable health risks.

#### X. STATE OF FLORIDA PENALTIES FOR ILLEGAL DRUG POSSESSION OR DISTRIBUTION

Felony of the 2nd degree punishable by prison term not to exceed 15 years, and/or fine not to exceed \$10,000. Felony of the 3rd degree punishable by a prison term not to exceed 5 years, and/or fine not to exceed \$5,000. Misdemeanor of the 1st degree punishable by a prison term not to exceed 1 year, and/or fine not to exceed \$1,000.

#### XI. RESOURCES: COUNSELING, TREATMENT AND REHABILITATION

Please contact the Human Resource Department for a listing of community resources.

Florida Southern College Employees may contact either the Human Resource Department or the EAP program, to assist you in your needs. All services are confidential.

Employee Assistance Program – United Behavioral Health  
P.O. Box 30755  
Salt Lake City, UT 84130-0755  
(800) 788-5614

or:

Human Resource  
Department Florida Southern College  
680-3964 or 680-6267

B. For Florida Southern College Campus Work Students:

Florida Southern College Counseling Center (Thrift Alumni Student Center). Available to students with a wide range of issues and concerns including alcohol and drugs. Call 680-6236.