

Drug and Alcohol Abuse Prevention Program

The Drug Free Schools and Campuses Regulations (34 CFR Part 86) of the Drug-Free Schools and Communities Act (DFSCA) require an institution of higher education (IHE) such as Clackamas Community College (CCC) to certify it has implemented programs to prevent the abuse of alcohol and use or distribution of illicit drugs both by CCC students and employees both on its premises and as a part of any of its activities. CC is committed to maintaining a drug-free institution to create a safe and healthful campus and work environment and to assist its students and employees who may have problems with drugs or alcohol. In compliance with the DFSCA, the College provides for the campus community 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 in violation of policy
- Description of the health risks associated with illicit drug use and alcohol abuse
- Description of drug and alcohol programs that are available to students and employees

College Policy/Standards of Conduct

The College prohibits the unlawful manufacture, distribution, dispensing, possession, or use of controlled substances and alcohol by employees, students, and visitors on College premises or as part of any College activity. Areas where the use is prohibited include: student campus activities, classrooms, school parking lots, roadways, leisure activity areas, and all offices or work areas considered college property.

Reference Documents:

- Board Policy GBEC: Drug Free Workplace
- Board Policy JGCH/JFCI-AR: Alcohol and Other Drugs

Workplace Policy:

In compliance with federal regulations Clackamas Community College has taken steps to ensure a drug-free workplace. Should an employee be convicted of a violation occurring in the workplace, under any criminal drug statute violation, will be subject to disciplinary action. Employees convicted of any criminal drug statute violation occurring in the workplace must notify the employer no later than five days after the conviction. Those employees that wish to seek help for drug or alcohol-related problems are encouraged to coordinate benefits through the Human Resources office or may seek referral assistance through their supervisor. Please reference the [Drug-Free Workplace Policy GBEC](#) document for more information.

Disciplinary Sanctions

College Sanctions

The College response to alcohol abuse and illegal drug activity by employees or students on a case-by-case basis. Details of each case are taken into consideration along with the outcome of any legal action against the individual. In addition to any penalties under federal and state law, employees and students found to be in violation of this policy may be subject to disciplinary sanctions consistent with the [CCC Student Handbook](#) or the [CCC Employee Handbook](#), and provisions of federal, state, and local laws. Sanctions imposed by the College can range from a warning or disciplinary action up to and including termination of employment or expulsion from school. Other potential sanctions may include referral for prosecution and may require participation in approved drug and/or alcohol abuse assistance or rehabilitation program. Additionally, the law requires the College to report to a federal agency any employee convicted of violating a criminal drug statute if the employee is involved in work supported by that federal agency.

State of Oregon Sanctions

Alcohol

Minor in Possession: Any attempt to purchase or be in possession of alcohol by a person under 21 years is a class B violation. Penalties set forth in ORS 471.430 ([link](#))

For the purposes of the Oregon Driving Under the Influence of Intoxicants statutes, for a person under 21 years of age, any amount of alcohol in the blood constitutes being under the influence of intoxicating liquor (class A misdemeanor).

Marijuana

Note: Due to changes in state laws regarding Marijuana, this information is currently under review and will be updated upon confirmation of updated information.

Delivery for consideration(selling, dealing, or bartering): Class B felony

Delivery not for consideration (less than one ounce): Class A misdemeanor

Delivery not for consideration (less than 5 grams): Violation

Unlawful possession (less than one ounce): Violation

Unlawful possession (more than one ounce): Class B felony

Controlled Substances

In Oregon, penalties for possession and distribution are determined by the Controlled Substance Schedule on which the drug appears. Examples from the drug schedules appear below. (note: Most drugs appear on the same federal and state schedule).

Schedule I: Heroin, LSD, Ecstasy, Peyote, Mescaline, Psilocybin

Manufacture or distribution: Class B felony

Unlawful possession: Class A felony

Schedule II: Opium, Cocaine, Methamphetamine, Amphetamine, PCP

Manufacture or Distribution: Class B felony

Unlawful possession: Class C felony

Schedule III: Depressants, Vicodin, Anabolic Steroids, Codeine, Testosterone

Manufacture or distribution: Class C felony

Unlawful possession: Class A misdemeanor

Schedule IV: Valium, Xanax, Phenobarbital

Manufacture or distribution: Class B felony

Unlawful possession: Class C misdemeanor

Schedule V: Other less dangerous prescription drugs/small amounts of some drugs

Manufacture or distribution: Class C misdemeanor

Unlawful possession: Violation

For more information on State Laws and Sanctions, please refer directly to [Oregon ORSPDF475.752 – 475.935: https://www.oregonlegislature.gov/bills_laws/ors/ors475.html](https://www.oregonlegislature.gov/bills_laws/ors/ors475.html)

Federal Sanctions

The federal system establishes sanctions for possession and distribution of a controlled substance, based on the schedule of the drug and the amount involved. In addition, the statutory sanctions for possession and distribution are subject to the “Sentencing Guidelines for U.S. Courts.” Imposition of the guidelines may lead to higher offense levels and, thus, stricter penalties than otherwise indicated. Courts must make adjustments in the offense level for victim-related considerations, the defendant’s role in the offense, multiple counts, obstruction, and acceptance of responsibility. Finally, the guidelines establish sentences for each offense based on the defendant’s criminal history. Federal penal sanctions range from manufacture, distribution, or trafficking of large amounts of heroin, cocaine, PCP, methamphetamine, Schedule I and II hallucinogens, marijuana, hashish, or any of their derivatives (30 years to life, regardless of the defendant’s criminal history) to possession of any Schedule III-V drug if the defendant has the lowest level of criminal history (0-4 months).

Further, if serious injury or death results from the crime, minimums of up to 10 years (serious injury) and 20 years (death) plus a fine of up to \$4 million may be added. These penalties may be doubled for defendants with past felony drug convictions. Finally, penal sanctions in the federal system are “real time” with reductions in sentences only for good behavior.

For a more detailed list of offenses and sanctions please visit, <https://www.deadiversion.usdoj.gov/21cfr/21usc/index.html>, Part D: Offenses and Penalties

Health Risks

Substance abuse may result in a wide array of serious health and behavioral problems. Alcohol and drugs are toxic to the human body. In addition to the problem of toxicity, contaminant poisonings often occur with illegal drug use. HIV infection with intravenous drug use is a prevalent hazard. Acute health problems may include heart attack, stroke, and sudden death, which can occur for first time cocaine users. Long lasting effects caused by drug and alcohol abuse can cause problems such as disruption of normal heart rhythm, high blood pressure, leaks of blood vessels in the brain, bleeding and destruction of brain cells, possible memory loss, infertility, impotency, immune system impairment, kidney failure, cirrhosis of the liver, and pulmonary damage. Drug use during pregnancy may result in fetal damage and birth defects causing hyperactivity, neurological abnormalities, and developmental difficulties.

Additional health risks can include:

Alcohol	toxic psychosis, physical dependence, neurological and liver damage, fetal alcohol syndrome, impaired judgment
Amphetamines and Methamphetamines (Adderall) uppers, speed, crank	loss of appetite, delusions, hallucinations, heart problems, hypertension, irritability, insomnia, toxic psychosis, rebound depression
Barbiturates barbs, bluebirds, blues	severe withdrawal symptoms, possible convulsions, toxic psychosis, depression, physical dependence, impaired judgment
Benzodiazepines (Valium, Xanax, Ativan, Dalmane, Rohypnol) benzos, downers, sleepers, tranqs, roofies	impaired judgment, sedation, panic reaction, seizures, psychological dependence, physical dependence
Cocaine & Cocaine freebase coke	loss of appetite, depression, weight loss, seizure, heart attack, stroke, hypertension, psychosis, chronic cough, nasal passage injury, hallucinations

Codeine	physical dependence, constipation, loss of appetite, lethargy, respiratory depression
Heroin H, junk, smack	physical dependence, constipation, loss of appetite, lethargy, respiratory depression
Inhalants amines, gas, laughing gas, poppers, snappers	psychological dependence, psychotic reactions, confusion, frozen airway, sudden death
LSD Acid	may intensify existing psychosis, panic reactions, can interfere with psychological adjustment and social functioning, insomnia, flashbacks
MDA, MDMA, MOHA ecstasy, xtc	same as LSD, sleeplessness, nausea, confusion, increased blood pressure, sweating, paranoia
Marijuana (THC, cannabis) pot, grass, dope, weed, joints	bronchitis, conjunctivitis, mood swings, paranoia, lethargy, impaired concentration
Mescaline (peyote cactus) mesc, peyote	may intensify existing psychosis, hallucinations at high dose
Methaqualone Ludes	coma, convulsions
Morphine M, morf	physical dependence, constipation, loss of appetite, lethargy
PCP crystal, tea, angel dust	psychotic behavior, violent acts, psychosis, hallucinations at high dose

Psilocybin magic mushrooms, shrooms	may intensify existing psychosis
Steroids roids, juice	cholesterol imbalance, acne, baldness, anger management problems, masculinization of women, breast enlargement in men, premature fusion of long bones preventing attainment of normal height, atrophy of reproductive organs, impotence, reduced fertility, stroke, hypertension, congestive heart failure, liver damage, depression

For more information on the effects of specific substances

visit, <https://www.dea.gov/druginfo/factsheets.shtml> and/or <https://www.samhsa.gov/atod>

Drug and Alcohol Assistance and Resources

Getting Help

Drug and Alcohol Programs Faculty or staff members who are concerned about substance use, abuse, and rehabilitation are strongly encouraged to contact their physicians, health plan, the Employee Assistance Program or the Department of Human Resources, which can refer them to appropriate resources (community or private agencies) that provide complete, confidential substance abuse counseling. Many health insurance plans provide coverage for substance abuse programs to address substance abuse and rehabilitation as well. Successful completion of an appropriate rehabilitation program, including participation in aftercare, may be considered as evidence of eligibility for continued or future employment. Students who are concerned about substance use, abuse, and rehabilitation are urged to contact the Counseling Center for referral.

- The college will provide access to EAP through Reliant Behavioral Health, as offered through OEBC. This Benefit is available to PT Faculty, as well.
 - Our Reliant Behavioral Health group code is OEBC
Reliant Behavioral Health Phone: 1-866-750-132
 - Reliant Behavioral Health Website
 - 10 Reasons to use the Employee Assistance Program
 - EAP Brochure
- Other outside resources for faculty, staff, and students:
 - [Find a Treatment Center in Your Community](#) (Nationwide)
 - [Alcoholics Anonymous](#)
 - Al-Anon & Alateen Information

- Narcotics Anonymous
- Clackamas Community College does not endorse or collaborate with any of the above-listed programs. See the personnel manual or student mailing for complete delineation of policy and educational programs for drug and alcohol abuse.

Notification and Biennial Review

Annually, employees and students are made aware of the CCC Drug and Alcohol Abuse Prevention Program via email. This email includes links to the CCC webpage outlining the policy with additional links to reference documents, resources, prevention information, etc. In addition, new staff and faculty are informed of the program at New Employee Orientation. Students are sent program information via email at the beginning of each term, and additional information may be provided/announcements made at New Student Orientations.

Clackamas Community College acknowledges its legal obligation to conduct a biennial review of compliance with the Drug-Free Schools and Communities Act to determine the effectiveness of the policy and implement any needed updates/changes. Staff from Student Services, Counseling, Campus Safety, Human Resources, and Conduct, are responsible for conducting the review and reporting on findings. This team will review:

- Alcohol and drug policies and information provided at similar institutions
- Student Handbook and Staff Handbook policies related to drug and alcohol use and the sanctions imposed for failure to comply
- Various resources available to students and employees regarding drug and alcohol abuse
- Incident reports in Student Services (student) and Human Resources (employee) related to any possible infractions of the drug and alcohol policy
- Local, State and Federal Mandates

Biennial Reviews

- 17-19 Biennial Review – Coming Soon