

# COMMUNITY COLLEGES OF SPOKANE

## Drug and Alcohol Abuse Prevention Program (DAAPP) Annual Information 2021

### 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 healthy, safe, and secure educational and work environment, and 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 at each college 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."

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 effect and current as of May 6, 2021. 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 tangible and intangible 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 not less than 20 years to 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 one year.

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

- Persons convicted on Federal charges of possessing any controlled substance face penalties of not more than one year in prison, and shall be fined a minimum of \$1,000, or both. 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.

The Drug Enforcement Administration (DEA) outlines detailed information on federal drug trafficking penalties on their [Drug Information](#) page.

**Health Risks**

According to the National Institute of Drug Abuse, depending on the specific drug or drugs used, how they are taken, how much is taken, the person's health and other factors, drug use can have a wide range of short- and long-term, direct and indirect health effects. Short-term effects can range from changes in appetite, wakefulness, heart rate, blood pressure, and/or mood to heart attack, stroke, psychosis, overdose and even death. Long-term effects can range from heart and lung disease, cancer, mental illness and addiction.

Cocaine is a powerfully addictive stimulant drug that causes rapid physical and psychological changes. In some instances, cocaine may cause violent and erratic behavior, seizure, stroke, heart attack or even sudden death upon first use. Long-term use may lead to loss of sense of smell, nosebleeds, nasal

damage and trouble swallowing, infection and death of bowel tissue from decreased blood flow, as well as weight loss due to poor nutrition and lung damage. Withdrawal symptoms include depression, insomnia, slowed thinking and movement and increased appetite.

Marijuana produces a psychoactive high followed by possible withdrawal symptoms including Irritability, trouble sleeping, decreased appetite and anxiety. Short-term effects may include slowed reaction time, drowsiness, problems with balance and coordination, increased heart rate and appetite and problems with learning and memory. Long-term use of marijuana can lead to mental health problems. If inhaling the smoke of this drug, chronic cough and frequent respiratory infections can also develop.

Depressants such as barbiturates, chloral hydrate, benzodiazepines, etc. can cause drowsiness, slurred speech, poor concentration, confusion, dizziness, problems with movement and memory, lowered blood pressure, and slowed breathing. Long-term abuse of these drugs can cause serious withdrawal symptoms that may even include seizures.

Hallucinogens such as LSD, mescaline , PCP, etc. cause profound distortion in the way a user perceives time, motion, colors, sounds and self and can even have these effects long after initial use. Use of these drugs disrupt the ability to think and communicate in a rational manner and can cause dangerous and violent behavior. Short and long-term side effects include respiratory depression, heart rate abnormalities and a withdrawal syndrome, as well as possible on-going psychotic episodes.

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, dangerous slowing of heart rate and breathing, and in some instances, addiction or death.

Alcohol abuse causes short-term effects including reduced inhibitions, slurred speech, motor impairment, confusion, memory problems and concentration problems, breathing problems. Just one occurrence of heavy drinking, also known as binge drinking, can cause coma or even death. Prolonged use may cause liver and heart disease, immune system suppression, cancer, psychological, learning and memory problems and dependency in the form of alcoholism. Alcohol is the third-leading preventable cause of death in the United States.

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. Students can reach the SCC Counseling Center by calling 509-533-7026 and the SFCC Counseling Center by calling 509-533-3525. Students at both campuses can make an appointment with the Student Health Clinic located on the SCC campus by calling (509) 533-8611.

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, with trained specialists available to assist both employees and family members.

Additional resources include the following:

- Alcohol & Drug Help Line 1-844-289-0879
- Crisis Connections (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. EAP services are free of charge. 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 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" 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 on file with CCS. This information is also emailed to employees in the spring. 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.