

**HIGHLAND COMMUNITY COLLEGE
DRUG AND ALCOHOL PREVENTION
PROGRAM POLICY**

This statement of Highland Community College’s drug and alcohol prevention program and statement about substance abuse is meant to comply with the Drug-Free Work Place Act and Drug Free Schools and Communities Act of 1989. It will be annually distributed to each employee, and to each student who is taking one or more classes for any type of academic credit except for continuing education units, regardless of the length of the student’s program of study. For employees and students, the distribution of this policy will be done through email.

A. Standards of Conduct Concerning Illicit Drugs and Alcohol Highland Community College prohibits:

- the possession or use of alcohol and illicit drugs by students and employees on its property or as part of any of its activities.
- the possession or use of alcohol by those under the minimum legal age (21).
- the sale, gift or otherwise furnishing of alcohol to a person under the minimum legal age (21).
- the sale, gift, or otherwise furnishing of alcohol to an intoxicated person regardless of their age.
- working or attending class while under the influence of alcohol or illicit drugs.

B. Legal Sanctions Under Local, State or Federal Law For The Unlawful Possession Or Distribution Of Illicit Drugs And Alcohol

City Of Highland Sanctions (*subject to change by the City of Highland and all violations must appear in court):

Violation	Fine	Court Costs
Open container accessible to driver	\$150	\$83.50
Driving under the influence	(1st offense \$750 Suspension of license)	\$83.50
Open container on City/Public property	\$100-\$150	\$123.50
Minor in possession of alcohol	\$200-30 day suspension of license and service hours.	\$123.50
Furnishing Alcohol to Minor	\$250	\$123.50
Diversion	Varies	\$123.50
Possession of Marijuana	\$100	\$123.50

State Of Kansas Sanctions:

Kansas law provides that any person who violates the criminal statutes on controlled substances by possessing, offering to sale, distributing or manufacturing opiates and narcotics, such as cocaine and heroin, shall be guilty of a Class C felony. For a conviction of a Class C felony, the court may sentence a person to a term of imprisonment of a minimum of three to five years, a maximum of 10 to 20 years, and a fine up to \$15,000. Unlawful possession of a depressant, stimulant or hallucinogenic drug is punishable as a Class A misdemeanor, with a penalty of up to a year in jail and a fine of \$2,500. Depressants include barbiturates, Valium, and barbital. Hallucinogenic include LSD, marijuana, and psilocybin. State law classifies amphetamines and methamphetamines as stimulants.

Article 7 of the Kansas Liquor Control Act provides for punishments ranging up to six months’ imprisonment and fines of up to \$1,000 for violation of the statutes relating to the possession and distribution of alcohol.

Federal Sanctions:

The Federal Controlled Substance Act provides penalties of up to 15 years' imprisonment and fines of up to \$25,000 for unlawful distribution or possession with intent to distribute narcotics. For unlawful possession of a controlled substance, a person is subject up to one year of imprisonment and fines up to \$5,000. Any person who unlawfully distributes a controlled substance to a person under twenty-one years of age may be punished by up to twice the term of imprisonment and fine otherwise authorized by law

C. Highland Community College's Disciplinary Sanctions For Unlawful Use Of Illicit Drugs And Alcohol By Students And Employees

STUDENTS

Highland Community College will take action against students and employees who violate the HCC Standards of Conduct Concerning Illicit Drugs and Alcohol. Students who violate the terms of this policy may be reported to the appropriate law enforcement officials and may be subject to the following sanctions:

- Warning;
- Placement on probationary status;
- Exclusionary Discipline (removal from class, housing, expulsion);
- Required participation in a drug and alcohol intervention, counseling, or treatment program at their own expense.

Students subject to these penalties will be afforded all due process rights to which they are entitled by current HCC policies.

Student-Athlete: Athletics (all varsity sports, cheerleader, dance team, and athletic trainers) will be subject to random drug screening and the sanctions imposed in the HCC Athletic Department Drug Screening Policy which can be found here:

https://scottieathletics.com/documents/2020/11/3/HCC_Drug_Testing_Policy_2020_2021.pdf

EMPLOYEES

Employees are expected to abide by the HCC Standards of Conduct Concerning Illicit Drugs and Alcohol. Employees must notify the President of Highland Community College in writing of any criminal drug statute conviction for a violation occurring in the workplace no later than five calendar days after such conviction. Within 30 calendar days of receiving written notice from an employee with respect to a criminal drug statute conviction, the College may impose the following sanctions:

- * Short term suspension without pay;
- * Long term suspension without pay;
- * Required participation in a drug and alcohol intervention, counseling or treatment program at their own expense that has been approved for such purposes by a Federal, State, or local health, law enforcement, or appropriate agency;
- * Termination from employment.

Employees subject to these penalties will be afforded all due process rights to which they are entitled under their contract and Kansas Law. Within 10 calendar days of receiving written notice from an employee with respect to a criminal drug statute conviction, the College will notify the agency (Director, Grants and Contracts Service, U.S. Department of Education) of the conviction.

D. Health Risks Associated With The Use Of Illicit Drugs And The Abuse Of Alcohol SUBSTANCE ABUSE ENDANGERS YOUR MIND AND BODY—and health effects may be long-lasting.

ALCOHOL is the most commonly abused drug. It causes thousands of deaths each year from diseases, motor vehicle accidents, and accidents at work, school, and home. Even moderate use greatly increases the risk of a motor vehicle or other accident.

COCAINE is an addictive stimulant with unpredictable effects. It may produce changes in blood pressure, heart and breathing rates. It may cause coma—or even death. Severe weight loss and liver damage may result from continued use.

MARIJUANA affects coordination, short-term memory, visual tracking, and heart rate. Regular use produces changes in the reproductive system, damage to lungs, and it may affect the immune system.

PRESCRIPTION DRUGS include stimulants (“uppers”), depressants (“downers”), and some narcotics. Used illegally or improperly, they can cause physical and mental dependence, heart problems, malnutrition, even coma and death.

Fentanyl is a synthetic opioid that is 50x stronger than heroin and 110x stronger than morphine. It is a major contributor to fatal and nonfatal overdoses in the U.S. Illegally made fentanyl (IMF) comes in powder or liquid form. Powdered IMF is commonly mixed with drugs like heroin, cocaine, and methamphetamine and made into pills that resemble other prescription opioids. In its liquid form, IMF can be found in nasal sprays, eye drops, and dropped onto paper or small candies. Many people may be unaware that their drugs are laced with fentanyl, which is nearly impossible to detect without testing strips. Fentanyl has effects similar to heroin, such as relaxation, euphoria, pain relief, sedation, confusion, drowsiness, dizziness, nausea, and respiratory depression. Signs of an overdose include: small, constricted pupils; falling asleep or losing consciousness; slow, weak or no breathing; choking or gurgling sounds; limp body; cold and/or clammy skin; discolored skin, especially in lips and nails. 2 milligrams of fentanyl, equal to 10-15 grains of table salt, is considered a lethal dose.

OTHER DRUGS such as PCP, LSD, heroin, mescaline and morphine have a wide variety of negative health effects— from hallucinations and mental confusion to convulsions and death.

COMBINATIONS OF DRUGS make physical and mental effects unpredictable and often much more severe than if the same drugs were taken separately. Combining alcohol with depressants, cocaine, or marijuana can be especially dangerous.

SUBSTANCE ABUSE CAUSES WORK AND SCHOOL INJURIES

People need good judgment and physical skills to stay safe—but alcohol and other drugs can make any job dangerous.

Substance abuse can cause:

IMPAIRED EYESIGHT

- blurred, double or multiple vision; difficulty tracking objects; poor side vision; hallucinations.

SLOWER REACTION TIME

- significantly slower reflex actions.

LESSENERD CONCENTRATION

- inability to focus on a task long enough or carefully enough to complete it.

POOR JUDGMENT

- overconfidence, inability to weigh consequences.

POOR COORDINATION

- decreased ability to perform simple tasks; poor balance and motor skills.

Impaired skills can cause:

MOTOR VEHICLE ACCIDENTS

Any student or employee who drives under the influence of alcohol or other drugs risks a serious crash.

INJURIES FROM HAZARDOUS MATERIALS

Overconfidence or lack of concentration can cause failure to follow proper procedures.

INJURIES FROM IMPROPER USE OF TOOLS OR MACHINERY

Poor judgment or concentration makes accidents likely.

FALLS

More than 200,000 workers are injured in falls each year, many because of impaired skills.

FIRES

An impaired or careless worker is always a fire hazard.

OTHER INJURIES

A careless attitude or impaired skills can cause an accident in any environment, at any time.

SUBSTANCE ABUSE DESTROYS WORK AND SCHOOL PERFORMANCE

Don't let anybody kid you—and don't kid yourself. Alcohol and other drugs interfere with the basics of doing a good job. Substance abuse affects:

PRODUCTIVITY

Missed workdays, poor motivation, and poor efficiency all combine to reduce the amount of work completed.

COOPERATION WITH OTHERS

People working together make life more pleasant—and productive. Substance abuse destroys a cooperative spirit.

MOTIVATION

Most people want to do a good job. An abuser cares less about the job or school and more about getting and staying “high.”

QUALITY OF WORK

Impaired skills and a bad attitude combine to make poor quality work “good enough” for some people.

CONCENTRATION AND JUDGMENT

All jobs require concentration and careful decision-making. Alcohol and other drugs interfere with both of these.

EMPLOYEE AND STUDENT THEFT

An alcohol or drug habit can make severe financial demands on people—and may prompt them to steal.

IT'S A LOSING PROPOSITION FOR EVERYONE! SUBSTANCE ABUSERS

Face loss of:

- * Wages or salary from sick days or suspension
- * Raises and promotions due to poor work

If substance abuse continues, the worker may lose his or her job entirely or be forced to drop out of school.

OTHER EMPLOYEES LOSE

Substance abuse kills productivity, which hurts business. All employees face the loss of:

- * Pay raises
- * Increased benefits
- * Job security

HIGHLAND COMMUNITY COLLEGE

Faces loss of:

- * Production or service from each worker
- * Business and goodwill from dissatisfied customers
- * Thousands of dollars from accidents, sick days, insurance costs, poor productivity and theft

Help fight the costly effects of substance abuse! Here's how . . .

E. Drug Alcohol Counseling, Treatment, Or Rehabilitation Or Re-Entry Programs That Are Available To Employees Or Student

SAMHSA's National Helpline: 1.800.662.HELP (4357)

Al-Anon/Alateen Hotline: 800.344.2666

Marijuana Anon: 800.766.6779

Narcotics Anon KC: 800.561.2250

Nar-Anon Family Groups: 800.477.6291

American Addiction Centers: 406.578.0144

The Guidance Center:

- Services: Diagnosis & referral, alcohol & drug safety action project, employee assistance program, outpatient counseling, case management, psychosocial med. management.

- Atchison

Clinic Admin: Johnette Clark, PhD, LP

201 Main St., Ste 100

Atchison, KS 66002

913.367.1593

- Leavenworth

Clinic Admin: Brandon Schmid, PsyD, LMLP

500 Limit St.

Leavenworth, KS 66048

913.682.5118

- Oskaloosa

Clinic Admin: Lance Lewis, LMSW

1102 Walnut, PO Box 127

Oskaloosa, KS 66066

785.214.4084

- Guiding Lights Stabilization Center

Assistant Director: Kris Creten, LSCSW

711 Marshall St.

Leavenworth, KS 66048

913.416.4497

Services: Sobering services, assessment and referral, outpatient services, 24/7 operations and availability, behavioral health stabilization, crisis intervention, basic medical and intensive psychiatric evaluation and treatment.

Valley Hope Addiction Treatment Center:

- 24/7 Admissions: 913.728.6927

24/7 Helpline: 855.893.2398

1816 N 2nd St.

Atchison, KS 66002

Services: Residential rehab, medically-monitored detox, medication-assisted treatment (MAT), addiction education, relapse prevention, individual therapy, 12-step sessions, group counseling, case management, veteran and military services program. (Inpatient and outpatient)

KANZA Mental Health & Guidance Center:

- Services: Same-day access (Hiawatha), mental health emergency services (Hiawatha & Holton), Outpatient counseling, psychiatric medication, case management, psychosocial rehabilitation group, diagnosis & referral

- 24/7 Crisis Line: 785.742.3666

- Appointments: 785.742.7113

- Main Office

909 S. 2nd St.

Hiawatha, KS 66434

- Holton Office

510 Kansas Ave.
Holton, KS 66436
- Troy Office (Appointment Only)
117 N Main St.
Troy, KS 66087
- Seneca Office (Appointment Only)
711 Nemaha St., Basement Level
Seneca, KS 66538

Mosaic Life Care

- Mental Health Clinic – Outpatient Behavioral Health
Services: Outpatient treatment for psychiatric and behavioral health issues; individual, marital and family counseling, psychiatric evaluations, and education; EAP.
105 Far West Dr., Ste. 203
St. Joseph, MO 64506
816.271.8133
**After 2/20/24, location will be:
802 N. Riverside Rd., Plaza 1, Ste. 100
St. Joseph, MO 64506
- Counseling Care
Services: EAP; individual, marital and family counseling, psychological evaluations.
3620 Frederick Ave.
St. Joseph, MO 64506
816.271.6573

DeNovo Recovery

- Services: Addiction treatment programs, intensive outpatient programs, residential treatment, sober living program, family support program, substance abuse treatment
- 2102 Village Dr.
St. Joseph, MO 64506
816.852.2997

Mirror, Inc.

- Behavioral health services, specializing in substance use disorders
- Services: Drug & alcohol assessment, residential treatment, intensive outpatient treatment, outpatient treatment, medication-assisted treatment (MAT), prevention programs, peer mentoring and person-centered case management, aftercare, and reentry services
- 10 locations throughout KS:
- Hiawatha Outpatient Office
909 S 2nd St
Hiawatha, KS 66434
785.261.3164
- Holton Outpatient Office
510 Kansas Ave
Holton, KS 66436
785.260.6688
- Troy Outpatient Office
134 E Walnut St.
Troy, KS 66087
- Administrative Office
130 E. Fifth St.
Newton, KS 67114
316.283.6743

Midwest Recovery Centers:

- Services: Residential detox, residential program, family care, assessment, group and individual therapy, community IOP, multi-phasal transitional recovery
- 877.630.0539

- Detox:
13643 Holmes Rd
Kansas City, MO 64146
- Outpatient:
13340 Holmes Rd
Kansas City, MO 64146

Helpful Numbers:

- National Suicide & Crisis Lifeline: 988 (call or text)
 - o Veterans Crisis Line: 988 then press 1; text 838255
- Centers for Disease Control & Prevention Health Line: 1.800.CDC.INFO (1.800.232.4636)
- National Sexual Assault Hotline: 800.656.HOPE (4673)
- National Child Abuse Hotline: 1.800.4AChild (1.800.422.4456)
- National Domestic Violence Hotline: 800.799.SAFE (7233)
- Trans Lifeline: 877.565.8860
- Trevor Project (LGBTQIA+ support): 1.866.488.7386' Text "START" to 678.678
- Disaster Distress Helpline: 1.800.985.5990; Text "TalkWithUs" or "Háblanos" to 66746
- National Alliance of Mental Illness Helpline: 1.800.950.NAMI (6264)
- Catholic Charities, St. Joseph: 816.221.4377

Employee Assistance Program:

The EAP is available to help you and your family deal with problems that may affect you at home or at work such as family concerns, marital difficulties, stress, financial difficulties, alcohol and/or drug abuse, mental or emotional distress, legal problems, and more.

24/7 Hotline: 1-800-624-5544

Mobile App: Search for New Directions EAP

Web: visit eap.ndbh.com for resources