

## DRUGS AND ALCOHOL - BP 6.3

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*Revision:*

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### **Drugs and Alcohol**

The Board does not tolerate the use, possession and distribution of illegal drugs on College property or while participating in College activities wherever located. The Board directs the President to ensure that each student agrees that he or she will not possess, use, sell, distribute or be under the influence of drugs while participating in any College activity. For purposes of this Policy, the term “Drugs” includes all controlled substances listed under 12 U.S.C. § 802, 13 CFR part 1308, and Article V, Chapter 90 of the North Carolina General Statutes. The Board does not tolerate the use of alcohol by any under- aged person or any student, staff, or faculty member on any College property or while engaged in any College activity except when alcohol is served at an event sponsored by the College and approved by the President.

#### **Prohibited Conduct**

A student or employee will be subject to disciplinary sanctions, up to and including expulsion or termination, for engaging in any of the following prohibited conduct:

(1) **Drug Violations**

Engaging in the unlawful manufacture, distribution, dispensing, possession, sale, purchase, or use of any illicit drug while on the College campus, while at school or work or during his or her school or working hours, at a College-sponsored event, while engaged in College business, while representing the College away from the College campus, or while participation in College activities.

Being under the influence of any illicit drug while on the College campus, while at school or work during his or her school or working hours, in a College vehicle or while using College equipment, at a College-sponsored event, while engaged in College business, while representing the College away from the College campus, or while participating in College activities.

Manufacturing, distributing, dispensing, possessing, selling, purchasing, or using an illicit drug away from the College campus in a manner that adversely affects the student's or employee's performance, his or her or others' safety at school or work, or the College's regard or reputation in the community.

If an employee, failing to report to the College a conviction for violation of any criminal drug statute in the workplace (whether entered into upon a verdict or a plea, including a plea of nolo contendere) within five days after the conviction.

“Illicit drugs” are any “controlled substances,” as defined at 21 U.S.C. §802 and listed on Schedules I through V of 21 U.S.C §812, as revised from time to time; as defined in and listed on Schedules I through VI in Article 5 of Chapter 90 on the North Carolina General Statutes, as revised from time to time; and as defined by other federal and state laws and regulations (unless the controlled substance has been prescribed and is being taken as prescribed). These are drugs which have a high potential for abuse and include but are not limited to marijuana, opiates, cocaine, amphetamines, and phencyclidine. Also included are other drugs that are illegal under federal, state, or local law; legal drugs that have been obtained illegally or are not being taken as prescribed by a licensed physician; and substances that are not intended for human consumption (such as glue).

(2) Alcohol Violations

Engaging in the unauthorized manufacture, distribution, dispensing, possession, sale, purchase, or use of alcohol while on the College campus, while at school or work or during his or her school or working hours, at a College-sponsored event, while engaged in College business, while representing the College away from the College campus, or while participating in College activities (reasonable use of alcohol may be permitted in a business/social setting, provided the student or employee is of legal age);

Being under the influence of alcohol while on the College campus, while at school or work or during his or her school or working hours, in a College vehicle or while using College equipment, at a College-sponsored event, while engaged in College business, while representing the College away from the College campus, or while participating in College activities; or,

Manufacturing, distributing, dispensing, possessing, selling, purchasing, or using alcohol away from the College campus in a manner that adversely affects an employee's performance at work or adversely affects a student's or employee's or others' safety at school or work.

Students and employees also are prohibited from storing any illicit drug or alcohol in a locker, desk, or other repository owned or leased by the College without prior authorization from appropriate College officials, even if the repository is made available for a student's or employee's use.

## Enforcement

All applicable laws pertaining to alcohol consumption, including State laws relating to the sale to, purchase by, or use by underage persons of alcohol, will be enforced on the College campus. Similarly, all applicable federal, State and local drug laws will be enforced on the College campus.

## Drug and Alcohol Abuse Policy

In accordance with the Drug-Free Workplace Act and the Drug-Free Schools and Communities Act, as amended, the President is directed to implement a Drug and Alcohol Abuse Plan, to which all students and employees are subject. Additional information about the consequences of prohibited drug use and alcohol misuse, as well as information about the College's drug- and alcohol- abuse education programs, is contained in the plan, which shall be distributed annually to students and employees. Appropriate disciplinary action, up to and including expulsion from the College or termination of employment, as applicable, will be taken against any student or employee who violates this Policy or the plan.

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