



**Drug and Alcohol Abuse
Prevention Program**

January 1, 2018

Table of Contents

1. Introduction	3
1.1 Purpose	3
1.2 Plan Organization	3
1.3 Notification Process for Students	4
1.4 Notification Process for Employees	4
2. Biennial Review	5
3. Standards of Conduct	6
4. Legal Sanctions	7
4.1 Definitions	7
4.2 Alcohol	7
4.3 Illicit Drugs	8
5. Health Risks	16
6. Resources	19
7. Disciplinary Sanctions	21
8. Education	23

1. INTRODUCTION

The Drug Free Schools and Campuses Regulations (34 CFR Part 86) of the Drug-Free Schools and Communities Act (DFSCA) requires Craven Community College to certify that it has adopted and implemented a program to prevent the unlawful possession, use or distribution of illicit drugs and alcohol by Craven Community College students and employees on its premises and as a part of any of its activities.

1.1 Purpose

Craven Community College cares for the well-being, health and safety of our students and employees and is committed to educating students and employees about the dangers of the use and abuse of alcohol and other drugs. In order to meet compliance with DFSCA, Craven Community College has adopted and implemented this Drug and Alcohol Abuse Prevention Program. The following information is intended to not only meet federal requirements but also make students and employees aware of the College's expectations in regards to alcohol and other drugs.

1.2 Plan Organization

Craven Community College's Drug and Alcohol Abuse Prevention Program will at a minimum contain:

- Standards of conduct that clearly prohibit the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees on College property or as part of any of its activities.
- A description of the legal sanctions under local, state, or federal law for the unlawful possession, use or distribution of illicit drugs and alcohol.
- A description of the health risks associated with the use of illicit drugs and abuse of alcohol.
- A description of any drug or alcohol counseling, treatment, or rehabilitation or reentry programs that are available to students and employees.
- A clear statement that the College will impose disciplinary sanctions on students and employees and a description of those sanctions, up to and including expulsion or termination of employment and referral for prosecution, for violations of the standards of conduct.
- A description of the alcohol and drug education programs provided by the College.

1.3 Notification Process for Students

A notification is distributed every semester to students taking one or more classes for any type of academic credit, except for continuing education units (CEUs), regardless of the length of the student's program of study. This includes students only enrolled in online courses. The notification will be sent through Craven Community College (CCC) student email accounts at the start of the semester. The full program is also available on CCC's website at: <http://cravencc.edu/campus-security/drug-free-schools/>.

A hardcopy is available in the Office of the Executive Director of Security and Emergency Management or the Office of the Executive Director of Human Resources.

1.4 Notification Process for Employees

Annual notification is distributed to all current employees via CCC employee email accounts. Distribution occurs in January of each year. In addition, new employees are provided a copy of the program during or following their new employee orientation. The full program is also available on CCC's website at: <http://cravencc.edu/campus-security/drug-free-schools/>.

A hardcopy is available in the Office of the Executive Director of Security and Emergency Management or the Office of the Executive Director of Human Resources.

2. BIENNIAL REVIEW

A committee composed of members from Security, Human Resources and Student Services will review the Craven Community College Drug and Alcohol Abuse Prevention Program every other year. The Biennial Review Report will include:

- An evaluation of the effectiveness of the College's alcohol and other drug (AOD) prevention programs.
- Implementation of needed changes to the AOD prevention program.
- A review to ensure that disciplinary sanctions for violating standards of conduct are enforced consistently.

A hardcopy of the Biennial Review Report is available in the Office of the Executive Director of Security and Emergency Management or the Office of the Executive Director of Human Resources. The Biennial Review Report and all supporting documentation will be maintained on file for seven years.

3. STANDARDS OF CONDUCT

Craven Community College is committed to providing a drug and alcohol free learning and working environment. From a safety perspective, the use of drugs or alcohol may impair the well-being of students, employees and visitors; interfere with the College's educational environment; and result in damage to College property. Therefore, it is the College's policy to prohibit the unlawful possession, use, distribution, manufacture, dispensation or sale of any illicit drug or alcohol while on College property or as part of any College-sponsored activity. In the event of confirmation of any such prohibited unlawful possession, use, distribution, manufacture, dispensation or sale by a student or employee, the College shall, within the scope of applicable Federal and State due process requirements, take such administrative or disciplinary action as is appropriate.

If any student, employee or visitor engages in any behavior prohibited by these standards of conduct, which is a violation of Federal, State or local law or ordinance, that student, employee or visitor shall be subject to referral to law enforcement officials for arrest and prosecution.

4. LEGAL SANCTIONS

Local, state and federal laws provide a variety of legal sanctions and penalties for the unlawful possession, use or distribution of illicit drugs and alcohol. This plan is intended to be consistent with all applicable local, state and federal laws. The standards of conduct and the means of enforcement set forth in this plan are in furtherance of the College's interests and serve to supplement, rather than substitute for, the enforcement of applicable civil and criminal law. The College may address conduct that has previously been or may be sanctioned under federal, state or local law if such conduct occurred on the College's property or during a College-sponsored activity.

4.1 Definitions

Alcoholic beverage- means the intoxicating agent in beverage alcohol, ethyl alcohol, or other low molecular weight alcohols, including methyl and isopropyl alcohol. Alcohol includes any beverage containing at least one-half of one percent (0.5%) by volume, including malt beverages, unfortified wine, fortified wine, spirituous liquor and mixed beverages and any other beverages regulated by the North Carolina ABC Commission under Chapter 18B of the North Carolina General Statutes.

Drug- any "controlled substance" 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, and as defined by other federal laws and regulations. Controlled substances also include those substances listed on Schedules I through VI in Article 5 of Chapter 90 of the North Carolina General Statutes, and as defined by other state or local laws and regulations. Generally, these drugs have a high potential for abuse. Such drugs include but are not limited to heroin, marijuana, cocaine, opiates, amphetamines, phencyclidine (PCP), and crack cocaine. Also included within this definition are any 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).

4.2 Alcohol

State

The [Regulation of Alcoholic Beverages](#), Article I of Chapter 18B of the North Carolina General Statutes establishes a uniform system of control over the sale, purchase, transportation, manufacture, consumption, and possession of alcoholic beverages in North Carolina.

It shall be unlawful for any person to manufacture, sell, transport, import, deliver, furnish, purchase, consume, or possess any alcoholic beverages except as authorized by the ABC law (N.C. Gen. Stat. § 18B-

102(a)). It shall be unlawful for any person to manufacture, sell, transport, import, deliver, furnish, purchase, consume, or possess powdered alcohol (N.C. Gen. Stat. § 18B-102(a1)). Unless a different punishment is otherwise expressly stated, any person who violates any provision of this Chapter shall be guilty of a Class 1 misdemeanor (N.C. Gen. Stat. § 18B-102(b)).

Local

Craven County prohibits any person to possess, consume, display or sell any alcoholic beverage or illegal drug on the premises of or within a public recreation area (Craven County Code of Ordinances Sec. 28-1(13)). A person may be ejected from any public recreation area for violating this ordinance, and also be guilty of trespass (Sec. 28-1(18)-(19)).

The City of New Bern prohibits consumption and possession of an open container of malt beverages and unfortified wine on public streets and on municipal property, unless authorized by a special permit (New Bern Code of Ordinances Sec. 46-5(b)). Consumption of wine, beer, whiskey, or any other alcoholic beverage on public streets and on municipal property is also prohibited (Sec. 46-5(c)). A person who violates this ordinance is guilty of a Class 3 misdemeanor (Sec. 46-5(e)).

The City of Havelock prohibits consumption of any alcoholic beverage on public streets or any municipal property (Havelock Code of Ordinances § 130.09(B)). Possession of open containers of alcoholic beverages on public streets or on municipal property is also prohibited (§ 130.09(C)). A person who violates this ordinance is guilty of a misdemeanor under N.C. Gen. Stat. § 14-4 (§ 130.09(F)).

4.3 Illicit Drugs

Federal

Federal law provides criminal and civil penalties for unlawful possession or distribution of a controlled substance. Under the Controlled Substance Act, as well as other related federal laws, the penalties for controlled substance violations include but are not limited to: incarceration, fines, and potential for the forfeiture of property used in possession or to facilitate possession of a controlled substance and ineligibility to possess a firearm. Federal drug convictions for possession may result in the loss of federal benefits, including college loans, grants and scholarships for up to one year for a first conviction and up to five years for subsequent convictions. Federal drug trafficking convictions may result in denial of federal benefits for up to five years for a first conviction.

The Federal Trafficking Penalties tables, obtained from the U.S. Drug Enforcement Administration, are provided below:

FEDERAL TRAFFICKING PENALTIES

DRUG/SCHEDULE	QUANTITY	PENALTIES	QUANTITY	PENALTIES
Cocaine (Schedule II)	500–4999 grams mixture	First Offense: Not less than 5 yrs, and not more than 40 yrs. If death or serious injury, not less than 20 or more than life. Fine of not more than \$5 million if an individual, \$25 million if not an individual.	5 kgs or more mixture	First Offense: Not less than 10 yrs, and not more than life. If death or serious injury, not less than 20 or more than life. Fine of not more than \$10 million if an individual, \$50 million if not an individual.
Cocaine Base (Schedule II)	28–279 grams mixture		280 grams or more mixture	
Fentanyl (Schedule II)	40–399 grams mixture		400 grams or more mixture	
Fentanyl Analogue (Schedule I)	10–99 grams mixture		100 grams or more mixture	
Heroin (Schedule I)	100–999 grams mixture	Second Offense: Not less than 10 yrs, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$8 million if an individual, \$50 million if not an individual.	1 kg or more mixture	Second Offense: Not less than 20 yrs, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual. 2 or More Prior Offenses: Life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.
LSD (Schedule I)	1–9 grams mixture		10 grams or more mixture	
Methamphetamine (Schedule II)	5–49 grams pure or 50–499 grams mixture		50 grams or more pure or 500 grams or more mixture	
PCP (Schedule II)	10–99 grams pure or 100–999 grams mixture		100 gm or more pure or 1 kg or more mixture	

PENALTIES		
Other Schedule I & II drugs (and any drug product containing Gamma Hydroxybutyric Acid)	Any amount	First Offense: Not more than 20 yrs. If death or serious injury, not less than 20 yrs, or more than life. Fine \$1 million if an individual, \$5 million if not an individual. Second Offense: Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if not an individual.
Flunitrazepam (Schedule IV)	1 gram	
Other Schedule III drugs	Any amount	First Offense: Not more than 10 years. If death or serious injury, not more than 15 yrs. Fine not more than \$500,000 if an individual, \$2.5 million if not an individual. Second Offense: Not more than 20 yrs. If death or serious injury, not more than 30 yrs. Fine not more than \$1 million if an individual, \$5 million if not an individual.
All other Schedule IV drugs	Any amount	
Flunitrazepam (Schedule IV)	Other than 1 gram or more	First Offense: Not more than 5 yrs. Fine not more than \$250,000 if an individual, \$1 million if not an individual. Second Offense: Not more than 10 yrs. Fine not more than \$500,000 if an individual, \$2 million if other than an individual.
All Schedule V drugs	Any amount	

FEDERAL TRAFFICKING PENALTIES—MARIJUANA

DRUG	QUANTITY	1st OFFENSE	2nd OFFENSE *
Marijuana (Schedule I)	1,000 kg or more marijuana mixture; or 1,000 or more marijuana plants	Not less than 10 yrs. or more than life. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine not more than \$10 million if an individual, \$50 million if other than an individual.	Not less than 20 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$20 million if an individual, \$75 million if other than an individual.
Marijuana (Schedule I)	100 kg to 999 kg marijuana mixture; or 100 to 999 marijuana plants	Not less than 5 yrs. or more than 40 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine not more than \$5 million if an individual, \$25 million if other than an individual.	Not less than 10 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$20 million if an individual, \$75million if other than an individual.
Marijuana (Schedule I)	More than 10 kgs hashish; 50 to 99 kg marijuana mixture More than 1 kg of hashish oil; 50 to 99 marijuana plants	Not more than 20 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine \$1 million if an individual, \$5 million if other than an individual.	Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if other than an individual.
Marijuana (Schedule I)	Less than 50 kilograms marijuana (but does not include 50 or more marijuana plants regardless of weight) 1 to 49 marijuana plants;	Not more than 5 yrs. Fine not more than \$250,000, \$1 million if other than an individual.	Not more than 10 yrs. Fine \$500,000 if an individual, \$2 million if other than individual.
Hashish (Schedule I)	10 kg or less		
Hashish Oil (Schedule I)	1 kg or less		

*The minimum sentence for a violation after two or more prior convictions for a felony drug offense have become final is a mandatory term of life imprisonment without release and a fine up to \$20 million if an individual and \$75 million if other than an individual.

State

The [North Carolina Controlled Substances Act](#), Article V of Chapter 90 of the North Carolina General Statutes ("the Act"), includes a complete listing of North Carolina controlled substances, how they are placed on the schedule, and penalties for violations.

Except as authorized by the Act, it is unlawful for any person:

- 1) To manufacture, sell or deliver, or possess with intent to manufacture, sell or deliver, a controlled substance;
- 2) To create, sell or deliver, or possess with intent to sell or deliver, a counterfeit controlled substance;
- 3) To possess a controlled substance.

Any person who creates, sells, delivers, or possess with intent to sell or deliver, a counterfeit controlled substance is guilty of a Class I felony.

The Schedules, controlled substances, and penalties for possession listed in the chart below describe the schedule system, give examples of drugs in each schedule, and outline the minimum punishment for possession of any amount of the substance.

North Carolina's Controlled Substances Schedules

Schedule from the North Carolina Controlled Substances Act	Examples of controlled substances included in the Schedule (full list available here)	Penalty for Possession*	Penalty for Manufacture, Sale or Delivery; Possession with Intent to Manufacture, Sell or Deliver*
Schedule I Includes substances with: <ul style="list-style-type: none"> • A high potential for abuse; • No accepted medical use; or • A lack of accepted safety 	Heroin Ecstasy GHB Methaqualone Peyote Opiates For full list, see N.C. Gen. Stat. § 90-89	Class I Felony	Class H Felony Exception: Sale of applicable substance is Class G Felony
Schedule II Includes substances with: <ul style="list-style-type: none"> • A high potential for abuse; • An accepted medical use with severe restrictions; and • Potential for physical or psychological dependence if abused 	Cocaine Raw Opium Opium Extracts, Fluid and Powder Codeine Hydrocodone Morphine Methadone Methamphetamine Ritalin For full list, see N.C. Gen. Stat. § 90-90	Class 1 Misdemeanor Exceptions: <ul style="list-style-type: none"> • Class I Felony if (1) exceeds 4 tablets, capsules, other dosage units or equivalent quantity of hydromorphone; or (2) exceeds 100 tablets, capsules, other dosage units or equivalent quantity • Class I Felony if methamphetamine, amphetamine, phencyclidine, or cocaine or similar substance 	Class H Felony Exception: Sale of applicable substance is Class G Felony

<p>Schedule III Includes substances with:</p> <ul style="list-style-type: none"> • Potential for abuse, but less than Schedule I or II substances; • An accepted medical use; and • Potential for moderate or low physical dependence or high psychological dependence if abused 	<p>Ketamine</p> <p>Anabolic Steroids</p> <p>Some Barbiturates</p> <p>For full list, see N.C. Gen. Stat. § 90-91</p>	<p>Class 1 Misdemeanor</p> <p>Exceptions:</p> <ul style="list-style-type: none"> • Class I Felony if (1) exceeds 4 tablets, capsules, other dosage units or equivalent quantity of hydromorphone; or (2) exceeds 100 tablets, capsules, other dosage units or equivalent quantity • Class I Felony if methamphetamine, amphetamine, phencyclidine, or cocaine or similar substance 	<p>Class I Felony</p> <p>Exception: Sale of applicable substance is Class H Felony</p>
<p>Schedule IV Includes substances with:</p> <ul style="list-style-type: none"> • A low potential for abuse relative to Schedule III substances; • An accepted medical use; and • Limited physical or psychological dependence relative to Schedule III substances 	<p>Valium</p> <p>Xanax</p> <p>Rohypnol</p> <p>Darvon</p> <p>Clonazepam</p> <p>Barbital</p> <p>For full list, see N.C. Gen. Stat. § 90-92</p>	<p>Class 1 Misdemeanor</p> <p>Exceptions:</p> <ul style="list-style-type: none"> • Class I Felony if (1) exceeds 4 tablets, capsules, other dosage units or equivalent quantity of hydromorphone; or (2) exceeds 100 tablets, capsules, other dosage units or equivalent quantity • Class I Felony if methamphetamine, amphetamine, phencyclidine, or cocaine or similar substance 	<p>Class I Felony</p> <p>Exception: Sale of applicable substance is Class H Felony</p>

<p>Schedule V Includes substances with:</p> <ul style="list-style-type: none"> • A low potential for abuse relative to Schedule IV substances; • An accepted medical use; and • Limited physical or psychological dependence relative to Schedule IV substances 	<p>Over the counter cough medicines with codeine</p> <p>For full list, see N.C. Gen. Stat. § 90-93</p>	<p>Class 2 Misdemeanor</p>	<p>Class I Felony</p> <p>Exception: Sale of applicable substance is Class H Felony</p>
<p>Schedule VI Includes substances with:</p> <ul style="list-style-type: none"> • No accepted medical use; • Relatively low potential for abuse and potential to produce dependence; or • Need for further study to develop scientific evidence of effects 	<p>Marijuana</p> <p>Hashish</p> <p>Hashish Oil</p> <p>For full list, see N.C. Gen. Stat. § 90-94</p>	<p>Class 3 Misdemeanor</p> <p>Exceptions:</p> <ul style="list-style-type: none"> • Class 1 Misdemeanor if more than 0.5 ounce marijuana or 7 grams synthetic cannabinoid or 1/20 ounce hashish • Class I Felony if more than 1.5 ounces marijuana or 21 grams synthetic cannabinoid or 3/20 ounce hashish or any quantity of synthetic tetrahydrocannabinols 	<p>Class I Felony</p> <p>Exceptions:</p> <ul style="list-style-type: none"> • Class H Felony if sale of applicable substance • Treated as possession charge if transfer of less than 5 grams marijuana or less than 2.5 grams synthetic cannabinoid

*The length of imprisonment and/or amount of fine depends upon the guilty individual's criminal record, among other factors. For the current punishment charts, visit the North Carolina Court System's website: <http://www.nccourts.org/Courts/CRS/Councils/spac/Sentencing/Punishment.asp>.

Beyond the Schedules of controlled substances listed above, the Act provides specific punishments and fines for illegally trafficking specific controlled substances. The Illegal Trafficking Penalties listed below describe the minimum amount of controlled substance that one must possess in order to be charged with trafficking.

North Carolina's Illegal Trafficking Penalties

Type of Illegal Substance	Amount sold, delivered, transported or possessed	Class of Felony	Imprisonment time range / Fine
Marijuana	10 – 49 lbs.	Class H Felony	25 – 39 months / \$5,000
	50 – 1,999 lbs.	Class G Felony	35 – 51 months / \$25,000
	2,000 – 9,999 lbs.	Class F Felony	70 – 93 months / \$50,000
	10,000 lbs. or more	Class D Felony	175 – 222 months / \$200,000
Synthetic cannabinoid (measured in dosage units, which is 3 grams)	50 – 249 dosage units	Class H Felony	25 – 39 months / \$5,000
	250 – 1,249 dosage units	Class G Felony	35 – 51 months / \$25,000
	1,250 – 3,749 dosage units	Class F Felony	70 – 93 months / \$50,000
	3,750 dosage units or more	Class D Felony	175 – 222 months / \$200,000
Methaqualone ("Quaalude") (measured in tablets, capsules or other dosage units)	1,000 – 4,999 dosage units	Class G Felony	35 – 51 months / \$25,000
	5,000 – 9,999 dosage units	Class F Felony	70 – 93 months / \$50,000
	10,000 or more dosage units	Class D Felony	175 – 222 months / \$200,000
Cocaine	28 – 199 grams	Class G Felony	35 – 51 months / \$50,000
	200 – 399 grams	Class F Felony	70 – 93 months / \$100,000
	400 grams or more	Class D Felony	175 – 222 months / \$250,000
Methamphetamine	28 – 199 grams	Class F Felony	70 – 93 months / \$50,000
	200 – 399 grams	Class E Felony	90 – 120 months / \$100,000
	400 grams or more	Class C Felony	225 – 282 months / \$250,000
Heroin or Opium	4 – 13 grams	Class F Felony	70 – 93 months / \$50,000
	14 – 27 grams	Class E Felony	90 – 120 months / \$100,000

	28 grams or more	Class C Felony	225 – 282 months / \$500,000
--	------------------	----------------	---------------------------------

Local

Craven County prohibits any person to possess, consume, display or sell any alcoholic beverage or illegal drug on the premises of or within a public recreation area (Craven County Code of Ordinances Sec. 28-1(13). A person may be ejected from any public recreation area for violating this ordinance, and also be guilty of trespass (Sec. 28-1(18)-(19)).

The City of Havelock prohibits the knowing use or possession, delivery or manufacture with intent to deliver, drug paraphernalia that is used to plant, propagate, cultivate, grow, harvest, manufacture, compound, convert, produce, process, prepare, test, analyze, pack, repack, store, contain, conceal, ingest, or inhale into the human body a controlled substance, the possession of which would be a violation of the laws of the state (Havelock Code of Ordinances §§ 131.03-.04). Violation of this ordinance will result in seizure of the drug paraphernalia (§ 131.07).

5. HEALTH RISKS

The use or abuse of alcohol and other drugs increases the risk for a number of health-related and other medical, behavioral and social problems. Below is a general description of the health risks associated with alcohol and drug use and abuse.

Illicit Drug Abuse

The Controlled Substances Act (CSA) regulates five classes of drugs: narcotics, stimulants, depressants, hallucinogens and anabolic steroids. All controlled substances have abuse potential or are immediate precursors to substances with abuse potential. Though some controlled substances are therapeutically useful, the “feel good” effects of these drugs contribute to their abuse.

When controlled substances are used in a manner or amount inconsistent with the legitimate medical use, it is called drug abuse. The non-sanctioned use of substances controlled in Schedules I through V of the CSA is considered drug abuse. While legal pharmaceuticals placed under control in the CSA are prescribed and used by patients for medical treatment, the use of these same pharmaceuticals outside the scope of sound medical practice is drug abuse.

In addition to having abuse potential, most controlled substances are capable of producing dependence, either physical or psychological. For more information, visit the Drug Enforcement Administration's website: https://www.dea.gov/druginfo/concern_dextro.shtml.

The following is a list of the most frequently used illicit drugs and the risks associated with their use, according to the Drug Enforcement Administration (DEA).

1. **Narcotics-** Narcotic refers to opium, opium derivatives and their semi-synthetic substitutes

Semi-synthetic (heroin, oxycodone, hydrocodone)

Effect on the Body – Drowsiness; slowed physical activity; constipation; nausea; vomiting; respiratory depression; addiction

Overdose Effects – Slow and shallow breathing; blue lips and fingernails; clammy skin; convulsions; coma; possible death

Synthetic (fentanyl, methadone)

Effect on the Body – Confusion; drowsiness; dizziness; nausea; vomiting; respiratory depression; sweating; itchy skin

Overdose Effects – Stupor; cold and clammy skin; cyanosis; coma; respiratory failure; possible death

Non-synthetic (morphine, opium)

Effect on the Body – Constipation; decrease in hunger; inhibition of the cough reflex

Overdose Effects – Cold and clammy skin; lowered blood pressure; slowed breathing; slow pulse rate; coma; possible death

2. **Stimulants** (amphetamines, methamphetamine, cocaine)

Effect on the Mind – Agitation; hostility; panic; aggression; suicidal or homicidal tendencies; paranoia sometimes accompanied by hallucinations

Effect on the Body – Loss of appetite; extended wakefulness; dizziness; tremors; headache; chest pain with palpitations; vomiting

Overdose Effects – High fever; convulsions; cardiovascular collapse; possible death

3. **Depressants** (barbiturates, benzodiazepines, GHB)

Effect on the Mind – Memory impairment; reduced reaction time; confusion; impaired mental functioning and judgment; hostility; vivid or disturbing dreams

Effect on the Body – Slurred speech; loss of motor coordination; weakness; blurred vision; dizziness; nausea; vomiting; low blood pressure; slowed breathing

Overdose Effects – Shallow respiration; clammy skin; dilated pupils; coma; possible death

4. **Hallucinogens** (Ecstasy/MDMA, ketamine, LSD)

Effect on the Mind – Confusion; depression; paranoia; hallucinations; distortions of sight and sound

Effect on the Body – Elevated heart rate; increased blood pressure; dilated pupils; sleep problems; muscle tension; tremors; higher body temperature

Overdose Effects – Respiratory depression; coma; convulsions; seizures; possible death

5. **Anabolic steroids** (testosterone, stanozolol, methandienone)

Effect on the Mind – Mood swings; hostility; impaired judgment; increased levels of aggression

Effect on the Body – Reduced sperm count; enlargement of the male breast tissue; sterility; high cholesterol levels; acne; fluid retention

6. Cannabinoids (marijuana)

Effect on the Mind – Problems with memory and learning; distorted perception; difficulty in thinking and problem solving; loss of coordination

Effect on the Body – Sedation; bloodshot eyes; increased heart rate; increased appetite; decreased blood pressure

References: United States Department of Justice/Drug Enforcement Administration. (2017). *Drugs of Abuse, A DEA Resource Guide*. Washington, DC.

Alcohol Abuse

Ethyl alcohol or ethanol is an intoxicating ingredient found in beer, wine and liquor. Alcohol is a central nervous system depressant that is rapidly absorbed from the stomach and small intestine into the bloodstream. Alcohol affects every organ in the drinker's body and can damage a developing fetus. Alcohol can cause short-term effects such as loss of concentration and judgment, slowed reflexes, disorientation leading to higher risk of accidents and problem behavior. Long-term effects include risk of liver and heart damage, malnutrition, cancer and other illnesses.

Alcoholism or alcohol dependence is a diagnosable disease characterized by a strong craving for alcohol, and/or continued use despite harm or personal injury. Alcohol abuse, which can lead to alcoholism, is a pattern of drinking that can result in harm to one's health, interpersonal relationships or ability to work.

6. RESOURCES

Craven Community College employs different strategies and programs to address alcohol and drug abuse among its students and employees. Efforts focus on education, harm reduction and recognizing the reality of alcohol and drug abuse.

Resources for Students

Craven Community College encourages the identification and treatment of alcohol and chemical dependency in its early stages before academics are affected. The College retains the services of a Student Assistance Program (SAP) to assist students who request help with substance abuse.

Student alcohol and drug abuse referrals are sent to the Director of Advising and Counseling for an initial assessment. Access to appropriate mental health/substance abuse resources are shared with the student. Assistance in contacting staff from RHA Health Services or other providers, to discuss further clinical evaluations and interventions, is provided to students who choose this option. College staff will follow up with students to provide ongoing support as needed.

The Campus Life Department hosts a Health and Wellness Fair event each fall and spring for students. This event helps to introduce students to college and community resources/services as related to drug and alcohol abuse prevention and treatment options.

The Student Services Department maintains information for recognizing warning signs of students in distress or crisis. The information also provides resources for substance abuse/prevention providers

Resources for Employees

Craven Community College encourages the identification and treatment of alcohol and chemical dependency in its early stages before work is affected. The College retains the services of an Employee Assistance Program (EAP) to assist employees who request help with substance abuse.

The Human Resources Department hosts an annual Employee Health, Wellness and Benefits fair each fall. This event helps to introduce employees to community resources and services as related to drug and alcohol abuse prevention and treatment options.

Off-campus Referrals

When appropriate, students and employees are referred to off-campus treatment providers, which include the following:

Regional Behavioral Health Services (RHA)	1917 Trent Blvd. New Bern, North Carolina 28562 (252) 571-9039
RHA- Mobile Crisis Management East	1-844-709-4097
The Family Wellness Center	1035 C Director Court Greenville, North Carolina 27858 (252) 215-9011
Walter B. Jones Alcohol and Drug Abuse Treatment Center	2577 West 5 th Street Greenville, North Carolina 27834 (252) 830-3426
Wilmington Treatment Center	2520 Troy Drive Wilmington, North Carolina 28401 1-866-249-0447
National Helpline	1-800-662-4357
Narcotics Anonymous Down East Area	(252) 321-1631
Alcoholics Anonymous and Al-Anon	(910) 455-3666

7. DISCIPLINARY SANCTIONS

Consistent with federal, state and local laws, Craven Community College will impose disciplinary sanctions, up to and including expulsion or termination of employment and referral for prosecution, on students and employees for violation of the standards of conduct herein enumerated. Possible disciplinary sanctions are described in more detail below.

Currently Enrolled Students

Student incidents involving drugs and alcohol are referred to the Dean of Enrollment Management. The Dean will make the initial determination to dismiss or refer the matter to a disciplinary committee.

A student who violates these standards of conduct will be subject to disciplinary action in accordance with the Code of Student Conduct. Disciplinary action includes, but is not limited to, suspension, dismissal, or the requirement that the student satisfactorily participate in a drug or alcohol abuse assistance or rehabilitation program. The student is expected to comply with any assistance or rehabilitation program prescribed as a condition of his or her enrollment. Participation in any assistance or rehabilitation program will be at the student's own expense.

Any illicit drugs or alcohol found in or on College property will be turned over to the appropriate authorities, and the College will assist in any resulting criminal prosecution.

Parental Notification

Consistent with the Family and Education Rights and Privacy Act (FERPA), parents and/or legal guardians of students under the age of 21 will be notified after the first known violation of College policy regarding drugs, or after the first known violation involving alcohol that endangered the health or welfare of the student and/or another person.

Employees

Employee incidents involving drugs and alcohol are investigated and resolved by the Human Resources Department. Employees are required to report in writing to the Human Resources Department any conviction under federal or state criminal drug statute or conviction of an alcohol-related crime within five (5) calendar days following such conviction. Violations of this policy may result in disciplinary action up to, and including, an unpaid suspension, non-renewal or dismissal.

At the College's sole discretion and in lieu of or in addition to taking disciplinary action, the College may refer an employee to a substance abuse professional or other appropriate agency, for evaluation and possible assistance. The employee will be expected to comply with any assistance or rehabilitation program prescribed as a condition of his or her employment. Participation in any assistance or rehabilitation program will be at the employee's own expense. In addition, the College may require the

employee to sign and adhere to a Last Chance Assistance Agreement form or similar agreement provided by the College.

Any illicit drugs or alcohol found in or on College property will be turned over to the appropriate authorities, and the College will assist in any resulting criminal prosecution. The College reserves the right to refer violators of this policy to appropriate authorities for prosecution. Employees who are in violation of alcohol and drug laws may suffer legal consequences ranging from fines up to incarceration.

Monitoring

The Campus Security Department and the Office of the Dean of Enrollment Management monitors drug and alcohol policies and maintains records of student violators and actions taken against them. The Human Resources Office in conjunction with the Campus Security Department maintains records of employee violators and actions taken against them.

8. EDUCATION

Education for Students

Alcohol Awareness and Drug Awareness online training programs are issued to students each semester via SafeColleges.

Educational materials, printed brochures, flyers and other resources related to alcohol and drug abuse are located in the Student Center. Students can access the materials at any time the Student Center is open.

Drug and alcohol awareness and prevention seminars are offered to students in the fall and spring semester. These sessions are conducted in partnership with various community agencies including RHA Health Services and the Sheriff's Department; and present current issues such as opioid abuse, alcohol abuse and other pertinent topics.

Education for Employees

A Drug Free Workplace online training program is issued to full-time, part-time regular and adjunct faculty each year via SafeColleges. The training covers the effects of substance abuse, signs of substance abuse and a description of the health risks and symptoms of commonly abused drugs.

Educational materials, printed brochures, flyers and other resources related to alcohol and drug abuse are located in the Human Resources Department or the Student Center. Employees can access the materials at any time the areas are open.

Drug and alcohol awareness and prevention professional development seminars are offered to employees. These sessions are conducted in partnership with various community agencies including RHA Health Services and the Sheriff's Department.