



Alcohol and Substance Abuse

Alcohol and Substance Abuse Policy:

Approved By and Date:

Board of Trustees: 12/14/2020

Executive Leadership Team: 10/15/2020

Policy:

Kilgore College prohibits the use of illegal drugs, controlled substances without a valid prescription, and/or use of synthetic drugs and other intoxicating substances such as K-2, bath salts, etc.; the possession of illegal drugs or controlled substances without a valid prescription; and/or the possession of paraphernalia in the workplace, on school premises, or as part of any of the College's activities, regardless of location. In addition, students are prohibited from the manufacture, distribution, dispensing, possession, or use of alcoholic beverages on school premises or as part of any of the College's activities, regardless of location. Employees and visitors are prohibited from the use of alcoholic beverages in the workplace, on school premises, or as part of any of the College's activities, unless authorized under the College Events and Facility Rentals: Alcohol Use Policy.

Students and employees are expected to abide by the rules and regulations of Kilgore College and Federal and State Laws regarding the use, sale, and distribution of alcohol, controlled substances, and synthetic drugs.

Procedures:

Approved by and date:

Executive Leadership Team 10/15/2020

Members of the Kilgore College community shall not unlawfully manufacture, distribute, dispense, possess, use, or be under the influence of any of the following substances during working hours while at the College, or at College-related activities during or outside of usual working hours:

- a. Any controlled substance or dangerous drug as defined by law, including but not limited to marijuana, any narcotic drug, hallucinogen, stimulant, depressant, amphetamine, or barbiturate.
- b. Alcohol or any alcoholic beverage, unless authorized under the College Events and Facility Rentals: Alcohol Use Policy.
- c. Any abusable glue, aerosol paint, or any other chemical substance for inhalation.
- d. Any other intoxicant, or mood-changing, mind-altering, or behavior-altering drugs.

An individual need not be legally intoxicated to be considered "under the influence" of a controlled substance. An employee, student, or visitor who uses a drug authorized by a licensed physician through a prescription specifically for his or her own use shall not be considered to have violated this policy.

EMPLOYEE WELFARE

Employees who violate this policy shall be subject to disciplinary sanctions. Such sanctions may include referral to drug and alcohol counseling or rehabilitation programs or employee assistance programs, termination from employment with the College, and referral to appropriate law enforcement officials for prosecution. Information on available rehabilitation or employee assistance programs and

contacts shall be posted throughout the workplace. Compliance with these requirements and prohibitions is mandatory and is a condition of employment. As a further condition of employment, an employee shall notify the College President or designee (appropriate Vice President) of any criminal drug statute conviction the employee incurs for a violation in a workplace no later than five days after such conviction.

Within 30 calendar days of the College President's or designee's receiving notice from any source of a conviction for any drug statute violation occurring in the workplace, the College President or designee shall either (1) take appropriate personnel action against the employee, up to and including termination of employment or referral for prosecution or (2) require the employee to participate satisfactorily in a drug and alcohol abuse assistance or rehabilitation program approved for such purposes by a federal, state, or local health agency, law enforcement agency, or other appropriate agency. The cost of any such program shall be borne by the employee.

STUDENT WELFARE

It is the responsibility of the College to maintain an environment that is conducive to teaching and learning and to personal and professional growth. Since irresponsible/illegal use of alcohol, intoxicating substances, and drugs are detrimental to the maintenance of an educational environment, it is the intent of the College to establish practices and procedures which discourage such behaviors and ensure compliance with local, state, and federal laws by all individuals on College property or facilities or property under control or jurisdiction of the College.

Prohibition of Alcoholic Beverages and other Intoxicating Substances

All Kilgore College students are responsible for complying with Texas state laws and policies of KC. These guidelines establish that:

- No person under 21 years of age may use or be in possession of alcoholic beverages. ***Texas Alcoholic Beverage Codes 106.4 and 106.5 prohibit consumption or possession of alcohol by a minor.***
- Alcoholic beverages may not be made available to minors.
- Misrepresentation of age for the purpose of purchasing alcoholic beverages is a violation of state law.
- Personal possession and consumption of alcoholic beverages by students are not permitted in residential halls, at athletic events, at social events attended by students, and on College property.

Students found drinking or in possession of alcoholic beverages or other intoxicating substances will be reported to Campus Police immediately and will face disciplinary action from the College, as well as any penalties issued in accordance with Texas State Law.

Drug and Alcohol Abuse

In compliance with the Drug-Free Schools and Communities Act Amendments of 1989 (P.L. 101-226), Kilgore College endeavors to provide an environment for students that is free from illicit drugs and the abuse of alcohol or other intoxicating substances. Accordingly, the College provides information about the drug and alcohol use and abuse through the College Nurse's Office, the Campus Police Department, and the Campus Life Office.

In addition to the Kilgore College sanctions related to these offenses, there are state and federal laws that also apply to the unlawful possession, use or distribution of alcohol, inhalants or illegal drugs. The fines can range from not less than \$25.00 to imprisonment for life and a fine of up to \$250,000.

HEALTH RISKS

Outlined below is a listing of drugs of abuse and their health risks taken from the U.S. Drug Enforcement Administration website. A more complete and detailed accounting may be found at their website at http://www.justice.gov/dea/druginfo/all_fact_sheets.pdf.

Alcohol: Alcohol consumption causes a number of impairments including changes in behavior and normal body function. Even low doses significantly impair judgment, coordination, mental function, thus increasing the risks of accidents and injuries. Moderate to high doses of alcohol cause marked impairments in higher mental functions, severely altering a person's ability to learn and remember information. Very high doses taken acutely can cause respiratory depression and even death. Statistics show that alcohol use is involved in a majority of violent behaviors on college campuses, including acquaintance rape, vandalism and fights. Additional consequences include DUI arrests and serious or fatal car crashes. Continued abuse may lead to dependency, which can cause permanent damage to vital organs and deterioration of a healthy lifestyle.

Amphetamines: Amphetamines can cause a rapid or irregular heartbeat, tremors, convulsions, loss of coordination, collapse, and death. Heavy users are prone to irrational acts.

Cannabis (Marijuana, Hashish): The use of marijuana may impair or reduce short-term memory and comprehension, alter sense of time, and reduce coordination and energy level. Users can often have a lowered immune system and an increased risk of lung cancer. Users also often lack motivation and general drive to achieve goals.

Club Drugs: Club drugs are drugs such as MDMA (Ecstasy), Rohypnol, GHB, LSD, and methamphetamine and others, which are used at all-night parties such as trances or raves, dance clubs and bars. These party drugs, particularly when mixed with alcohol, can cause serious health problems, injuries, or even death.

Cocaine/Crack: Cocaine users often have a stuffy, runny nose and may have a perforated nasal septum. The immediate effects of cocaine use include dilated pupils and elevated blood pressure, heart rate, respiratory rate, and body temperature, followed by depression. Crack, or rock cocaine, is extremely addictive and can cause delirium, hallucinations, blurred vision, severe chest pain, muscle spasms, convulsions, and even death.

Hallucinogens: Lysergic acid (LSD), mescaline, and psilocybin cause illusions and hallucinations. The user may experience panic, confusion, suspicion, anxiety, and loss of control. Delayed effects, or flashbacks, can occur even when use has ceased. Phencyclidine (PCP) affects the section of the brain that controls the intellect and keeps instincts in check. Because the drug blocks pain receptors, PCP episodes may result in self-inflicted injuries, violence and aggressive behavior toward others.

Heroin: Heroin is an opiate drug that causes the body to have diminished pain reactions. Overdoses of this highly addictive drug can result in coma or death due to respiratory failure or cardiovascular collapse.

Methamphetamines: Methamphetamines can cause rapid or irregular heartbeat, increased blood pressure and body temperature. Possible side effects with long-term use include mood disturbances, violent behavior, anxiety, confusion and insomnia. All users risk becoming infected with diseases such as HIV/AIDS and hepatitis.

Prescription Drug Abuse: Taking a prescription medication that is not prescribed for you, or taking it for reasons or in dosages other than as prescribed, is prescription drug abuse. Commonly abused classes of prescription medications include opioids, central nervous system (CNS) depressants and stimulants. Long-term use of opioids or central nervous system depressants can lead to physical dependence and

addiction. Opioids and CNS depressants may cause the user to experience drowsiness, slowing of brain function, as well as decreased heart and respiration rates. Stimulants can cause anxiety, paranoia, dangerously high body temperatures or seizures if taken repeatedly or in high doses. Salvia Divinorum: Use of salvia can cause hallucination, changes in visual perception, feelings of detachment and a decreased ability to interact with one's surroundings.

Synthetic Drugs (Spice, Bath Salts, etc.): "Spice" refers to a wide variety of herbal mixtures that produce experiences similar to marijuana (cannabis) and that are marketed as "safe," legal alternatives to that drug. The term "bath salts" refers to an emerging family of drugs containing one or more synthetic chemicals related to cathinone, an amphetamine-like stimulant found naturally in the Khat plant. Though research on synthetic substances is still limited, they have been found to be potentially more dangerous than marijuana, cocaine, or other substances of abuse, as they are addictive and can be highly dangerous to humans.

DRUG AND ALCOHOL PROGRAMS

Kilgore College provides multiple educational and support opportunities for employees and students regarding alcohol and drug abuse. Information is provided through new student and new employee orientation sessions, provided in writing and available on the college's website, and through the Counseling Center, Campus Nurse, Campus Life, and Police Department offices. Additionally, licensed professional counselors and the campus nurse are available for information, support, and/or referrals to appropriate services.

Drug and alcohol education programs are provided throughout the semester by various departments. Additionally, educational courses and support are available through the East Texas Council on Alcoholism and Drug Abuse (ETCADA).

LEGAL SANCTIONS

The Kilgore College Police Department enforces all federal and state laws and local ordinances. All Kilgore College students and employees are expected to comply with federal, state, and local drug and alcohol laws as well as KC policies and procedures. Any student or employee who violates any of these drug or alcohol laws will be reported to the appropriate law enforcement agency and will be subject to prosecution in accordance with the law. Legal sanctions for violation of local, state, and/or federal laws may include, but are not limited to fines, jail, or prison sentences up to ninety-nine (99) years or life. Students who violate both the Code of Conduct and federal, state, local, or other applicable law may be accountable to both Kilgore College and the civil or criminal authorities.

DISCIPLINARY SANCTIONS

The Director of Human Resources is the primary source on campus for enforcement of drug and alcohol policies pertaining to employees.

The primary sources on campus that enforce the alcohol and drug policies pertaining to students are the Kilgore College Police Department, the Coordinator of Campus Life, and the Executive Vice President/Chief Student Affairs Officer. Disciplinary sanctions for violations are detailed in the Student Rights, Responsibilities and Code of Conduct Policy.