

## DRUG AND ALCOHOL ABUSE POLICY

### Part 1. Statement of Compliance

Lac Courte Oreilles Ojibwe College recognizes that the misuse of alcohol and other drugs is a serious issue affecting college students, the community, and our society. The College adheres to the federal Drug-Free Schools Act which prohibits the unlawful possession, use, or distribution of alcohol and illicit drugs by students and employees on the College premises, or in conjunction with any College-sponsored activity or event, whether on or off campus. In accordance with federal regulations, this policy is included in the Student Handbook and on the College's website and distributed annually to students and employees of the College. The College conducts a biennial review of this policy to determine the effectiveness of this policy and to ensure that disciplinary sanctions for violating standards of conduct are enforced consistently.

### PART 2. STANDARDS OF CONDUCT

No student or employee shall manufacture, sell, give away, barter, deliver, exchange or distribute, or possess with the intent to manufacture, sell, give away, barter, deliver, exchange, or distribute alcohol, illicit drugs or drug paraphernalia while involved in a College-sponsored activity or event, on or off campus.

1. No student or employee shall possess or use a controlled substance while involved in a College-sponsored activity or event, on or off campus, except when the possession is for the person's own use and is authorized by law.
2. Students and employees are expected to act responsibly and conduct themselves appropriately when representing the College on or off campus. The unlawful or irresponsible use of alcohol or other drugs will result in sanctions as described in the policy.
3. Employees are advised to refrain from the use of alcohol while serving in a supervisory capacity with students at off-campus, College-sponsored events.
4. Employees are advised to refrain from the use of alcohol in the company of students due to the power differential that exists.
5. No student or employee shall report to campus, and no employee should report to work while under the influence of a controlled substance, which affects alertness, coordination, reaction, response, judgment, decision-making, or safety except as prescribed by a physician.

### Part 3. Disciplinary Sanctions

Students or employees who violate this policy will be subject to disciplinary sanctions. The severity of the sanctions will be appropriate to the violation. Sanctions for students include but are not limited to official reprimand, restitution, completion of a rehabilitation program, community service, suspension, expulsion and/or reporting to local law enforcement officials. Sanctions for employees may include termination of employment.

### Part 4. Federal Sanctions

Federal and state sanctions for the illegal possession of controlled substances range from one-year imprisonment and up to \$100,000 in fines for a first offense, to three years imprisonment and up to \$250,000 in fines for repeat offenders. Additional penalties may include forfeiture of personal property and denial of federal and student financial aid.

Under federal laws, trafficking of drugs such as heroin or cocaine may result in sanctions up to and including life imprisonment for a first offense involving 100 gm or more. Fine for such an offense can reach \$8 million. First offenses involving lesser amounts may result in sanctions up to and including 20 years imprisonment and fines up to \$4 million. A first offense for trafficking in marijuana may result in up to 5 years imprisonment and fines up to \$500,000 for an offense involving less than 50 kg,

up to life imprisonment and fines up to \$8 million for an offense involving 1,000 kg or more. The State of Wisconsin may impose a wide range of sanctions for alcohol-related offenses including fines, imprisonment and/or revocation of driver's license.

## Part 5. Health Risks

### *Subpart A. Alcohol*

Alcohol consumption causes several changes in behavior and physiology. Even low consumption significantly impairs judgment, coordination, and abstract mental functioning. Statistics show that alcohol use is involved in most violent behaviors on college campuses, including acquaintance rape, vandalism, fights, and incidents of drinking and driving. Continued abuse may lead to dependency, which often causes permanent damage to vital organs and deterioration of a healthy lifestyle.

### *Subpart B. Amphetamines*

Amphetamines can cause a rapid or irregular heartbeat, headaches, depression, damage to the brain and lungs, tremors, loss of coordination, collapse, and death. Heavy users are prone to irrational acts.

### *Subpart C. Cocaine/Crack*

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

### *Subpart D. Hallucinogens*

Lysergic Acid Diethylamide (LSD) causes 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. Hallucinogens can cause liver damage, convulsion, coma and even death.

### *Subpart E. Marijuana*

Marijuana may impair or reduce short-term memory and comprehension, alter sense of time, and reduce coordination and energy level. Users often have a lowered immune system and an increased risk of lung cancer. Users also experience interference with psychological maturation and temporary loss of fertility. The active ingredient in marijuana, THC, is stored in the fatty tissues of the brain and reproductive system for a minimum of 28 to 30 days.