

**DRUG AND ALCOHOL FREE CAMPUS**

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**POLICY****Alcohol and Drug Abuse Prevention**

Ridgewater College recognizes alcohol and drug abuse as a potential health, safety, and security problem. It is the intent of Ridgewater College to provide a drug-free, healthy, safe, and secure educational and work environment.

The College is committed to a program to prevent the illicit use of drugs and abuse of alcohol by students and employees. This policy addresses the issues raised by the Drug-Free Schools and Communities Act Amendments of 1989 (Public Law 101-226). All students and employees will be provided with a copy of the college Alcohol and Drug Abuse Prevention policy annually and must abide by the terms of the policy.

**Standards of Conduct**

No student or employee shall distribute, dispense, possess, use or be under the influence of any alcoholic beverage, malt beverage, fortified wine, or other intoxicating liquor or unlawfully manufacture, distribute, dispense, possess, use or be under the influence of any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana, anabolic steroid, or any other controlled substance, as defined in Schedules I through V of Section 202 of the Controlled Substances Act (21 U.S.C.812) and as further defined by regulation at 21 C.F.R. 1300.15, before, during or after school hours at the college or in any other college location as defined as follows:

“College location” means in any college building or any college premises; in any college-owned vehicle or in any other college-approved vehicle used to transport students to and from college or college activities; or on any off-college property at any college-sponsored or college-approved activity, event or function, such as a work assignment or field trip, where students are under the jurisdiction of the college.

Pursuant to the State of Minnesota Personnel Policy, “Alcohol and Other Drug use by State Employees,” effective March 18, 1989, when an employee is taking medically authorized drugs or other substances which may significantly alter job performance, the employee is under an affirmative duty to notify the appropriate supervisor of his/her temporary inability to perform job duties of his/her position. Likewise, students undergoing medically authorized drug therapy that significantly interferes with the ability to attend class or otherwise fulfill course requirements are encouraged to contact a Ridgewater College counselor.

The College recognizes the confidentiality and data privacy due applicants, current students and employees, and former students and employees under state and federal laws. The disclosure of information will be restricted to the procedures that enforce compliance with state and federal data privacy regulations.

**Legal Sanctions**

Students and employees are reminded that local, state and federal laws provide for a variety of legal sanctions and penalties for the unlawful possession or distribution of illicit drugs or alcohol. These sanctions can include, but are not limited to, incarceration and monetary fees.

Federal and state sanctions for illegal possession of controlled substances range from up to one year imprisonment and up to \$100,000 in fines for a first offense, to three years imprisonment and \$250,000

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in fines for repeat offenders. Additional penalties include forfeiture of personal property and the denial of federal student aid benefits. Under federal laws, trafficking in 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. Fines for such an offense can reach \$8 million. First offenses involving lesser amounts, 10-99 gm, may result in sanctions up to and including 20 years imprisonment and fines of up to \$4 million. A first offense for trafficking in marijuana may result in up to five years imprisonment and fines up to \$500,000 for an offense involving less than 50 kg, and up to life imprisonment and fines up to \$8 million for an offense involving 1,000 kg or more. The State of Minnesota may impose a wide range of sanctions for alcohol-related violations. For example, driving while intoxicated may result in a \$700 fine, 90 days in jail, and/or revocation of driver's license for 30 days. Possession of alcohol under age 21 or use of false identification to purchase alcohol results in a \$100 fine. Furnishing alcohol to persons under 21 is punishable by up to a \$3,000 fine and/or one year imprisonment.

**Disciplinary Sanctions**

Employees or students convicted of drug-related charges may be subject to college disciplinary action, which may include expulsion or termination. This action will be dictated by all circumstances surrounding the incident; including but not limited to the nature of the charges, the employee's present job assignment, the employee's or student's college record, and other factors relative to the impact of the employee's or student's conduct upon the college. At the discretion of the College, the student or employee may also be referred to appropriate authorities for criminal prosecution.

Employees of the College must provide notification of any criminal drug statute conviction for a violation occurring in the workplace no later than five days after such conviction.

Employees and students needing help in dealing with such a problem may use an employee or student assistance program, disability plans, and health coverage plans as appropriate and as authorized by the terms of those plans or programs. Local and national assistance contacts are provided within this policy.

The College is also concerned about the potential for adverse effects of alcohol or drug use on employee and student health and safety. The Drug and Alcohol Free Campus Procedures include information regarding health risks associated with use of alcohol and illicit drugs.

This Drug and Alcohol Free Campus Policy will be reviewed biennially to determine its effectiveness and implement necessary changes to ensure that the sanctions are consistently enforced.

**Definitions Related to Alcohol and Violations**

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**Possession:** Physically having on one's person, or in one's premises, or knowingly being in the presence of any form of alcoholic beverages.

**Distribution:** Selling, serving, hosting an event/gathering or providing access to any form of alcoholic beverage.

**Use:** The consumption of any form of alcoholic beverage.

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**Health Risks Associated with the Abuse of Alcohol and Illicit Drugs**

- \* Alcohol is the most abused drug in the United States today.
- \* Alcohol is a drug that acts on the brain. It is potentially addicting, both physically and mentally.
- \* Alcohol abuse is irresponsible drinking which harms or endangers the drinker or other people.
- \* Alcohol abuse can result in violence, poor judgment and loss of coordination.
- \* Alcoholism is a disease characterized by a physical and mental dependence on alcohol.
- \* Alcohol consumed in heavy amounts over a period of years can result in damage to your health. It can cause malnutrition, brain damage, cancer to the mouth, stomach and esophagus, heart disease, liver damage, ulcers and gastritis as well as damage to other body organs.
- \* Prolonged excessive drinking can shorten life spans by 10 to 12 years.
- \* Drug abuse is a major problem that results when drugs are used improperly.
- \* Drug abuse is using natural or synthetic chemical substances for nonmedical reasons to affect the body, mind and behavior.
- \* Abusing drugs can be dangerous especially when they are taken for a long time, in the wrong combinations or in excess.
- \* If you take drugs you risk overdose and dependence, both physical and psychological.
- \* Long term drug abuse can lead to mental illness, malnutrition and organ damage.
- \* The risk of AIDS, hepatitis and other diseases increases if drugs are injected.
- \* When drugs make you lose control, you may do things beyond your ability and take foolish risks. Accidents and injuries can result to you and others.
- \* Abusing drugs can also cause legal, economic and personal problems.
- \* People who abuse drugs often need help. Breaking a drug habit without outside help can be dangerous because of withdrawal symptoms and difficult because of the psychological need.

**Alcohol and Drug Abuse Resources**

If you need assistance with a drug or alcohol problem, the following counseling, treatment, and rehabilitation services and programs may be called for help.

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**Local Assistance:**

Ridgewater College Counselors	(320) 222-5982
State Employee Assistance Program	(651) 259-3840 or 1-800-657-3719

**Community Assistance:****Hutchinson**

Hutchinson Alcoholics Anonymous/Alanon  
1170 Highway 7 West  
Hutchinson, MN 55350  
(320) 587-8436

Hutchinson Senior Center  
1005 Highway 15 South, Plaza 15  
Hutchinson, MN 55350  
(587) 234-5656

Hutchinson Community Hospital  
Mental Health Services  
1095 Highway 15 South  
Hutchinson, MN 55350  
(320) 234-4600

Mental Health Helpline (24 hours)  
(320) 587-5502

New Beginnings  
109 North Shore Drive  
Waverly, MN 55390  
1-800-487-8758

Project Turnabout Addiction Recovery Centers  
660 18<sup>th</sup> Street  
Granite Falls, MN 546241  
(320) 564-4911 or 1-800-862-1453

Veterans Resource Center  
Ridgewater College, Room 405  
(320) 222-5634

**Willmar**

Willmar Alcoholics Anonymous/Alanon  
1805 East Highway 12  
Willmar, MN 56201  
(320) 235-3413

Cardinal Recovery Center  
Suite 323 Cardinal Center  
316 Becker Avenue Southwest  
Willmar, MN 56201  
(320) 231-6600

Kandiyohi County Family Services Department  
Social Service Division  
2200 23<sup>rd</sup> St Northeast, Suite 1020  
Willmar, MN 56201  
(320) 231-7800

Narcotics Anonymous, Woodland Centers  
1-877-767-7676 (toll free)

CARE – Community Addiction & Recovery  
1800 Technology Dr NE  
Willmar, MN 56201  
(320) 231-5330

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Woodland Centers, Main Outpatient Clinic/  
Crisis and Detox Center  
Willmar Avenue and SE Sixth Street  
Willmar, MN 56201  
(320) 235-4613 or 1-800-992-1716

Veterans Resource Center  
Ridgewater College, Room A241  
(320) 222-5634

**National Assistance:**

Alcoholics Anonymous

[www.aa.org](http://www.aa.org)

Narcotics Anonymous

[www.na.org](http://www.na.org)

National Clearing House for Alcohol and  
Drug Information

1-800-662-HELP  
[www.drug-help.com](http://www.drug-help.com)

National Institute on Drug Abuse

[www.nida.nih.gov](http://www.nida.nih.gov)

Treatment Locator Website

[www.findtreatment.samha.gov](http://www.findtreatment.samha.gov)

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