

## Alcohol and Drug Policy

**Category:** Student

**Department:** [Click here to enter text.](#)

**Policy Title:** Alcohol and Drug Policy

**Policy Statement:** The unlawful possession, use, distribution, or manufacture of any of the following controlled substances, simulated controlled substances, prescription medications other than in strict compliance with a valid prescription, Alcohol by students or employees on college property or at any college event or activity is prohibited. No alcohol is allowed on college property or property controlled by the college without written approval by the Board of Trustees. Residence halls, student clubs and organizations may impose additional restrictions. Students who violate this policy are subject to the GCCC Disciplinary Policy and sanctions included in that policy.

**Procedures:** Violations of this policy by students will be reported to the Vice President of Student Services and to law enforcement officials. Employees of GCCC who violate this policy will be reported to the Director of Human Resources and, when appropriate, to law enforcement officials.

Employees of GCCC who violate this policy will be subject to one or more of the following disciplinary actions:

- Placement on probationary status.
- Short-term suspension with pay.
- Short-term suspension without pay.
- Long-term suspension without pay.
- Required participation in a drug and alcohol education treatment, counseling, or rehabilitation program.
- Termination of employment.
- Or other actions determined appropriate by the Human Resources Director.

Employees who violate this policy will be afforded a hearing in accordance with current policies relating to employee discipline. Nothing in this policy is intended to diminish the right of the college to take any other disciplinary action permitted or authorized by GCCC policies or negotiated agreement. If it is determined that an employee should complete a drug or alcohol education or rehabilitation program as a condition of continued employment, payment of the costs of any such program will be the employee's responsibility. Information provided to all students and employees to comply with the Federal Drug-Free School and Campuses Regulations: The following information will be distributed annually to all employees (including part-time and adjunct faculty) and all students (including part-time students and those enrolled in off-campus programs of the college but not including continuing education students).

The Regulatory Compliance and Due Process Committee will review this program biennially. The purpose of the review will be to determine the effectiveness of the program, to recommend changes in the program, and to ensure that disciplinary actions are appropriate. Consequences of the use of illicit drugs and the abuse of alcohol: Health Consequences.

## **Health Consequences**

Students and employees of Garden City Community college should be aware that the following health risks have been associated with the use of illicit drugs and the abuse of alcohol: Birth defects, ulcers and gastritis, liver damage, heart disease, cancer, and brain damage.

- Anabolic Steroids: Acne, cancer, heart disease, liver disease, sterility, jaundice, and kidney stones.
- Cocaine/Stimulants: Increased blood pressure, blurred vision, sleeplessness, anxiety, irregular heartbeat, and death.
- Hallucinogens: Increased body temperature, increased heart rate, blood pressure, sleeplessness and tremors.
- Marijuana: Irritation of the lungs, emphysema, increased heart rate, reduced short term memory, and cancer.
- Opiates/Narcotics: Decreased heart rate, nausea cold, moist skin, bluish in color, and slowed breathing.
- Sedatives: Slowed body function, drowsiness, convulsions, and coma.
- Prescription Medications: Risks associated with the abuse or misuse of prescription medication are dependent upon the particular medication and may include any of the risks described above.

Students and employees should not interpret that the above listing is not intended as all inclusive.

## **Legal Consequences**

Local, state and federal laws provide for the variety of legal sanctions and penalties for the unlawful possession, use or distribution of illicit drugs and alcohol. The Federal Controlled Substances Act provides penalties of up to 15 years imprisonment and fines up to \$25,000 for unlawful distribution or possession with intent to distribute narcotics. For unlawful possession of a controlled substance, a person is subject to up to one year of imprisonment and fines up to \$5,000. Any person who unlawfully distributes a controlled substance to a person under twenty-one years of age may be punished by up to twice the term of imprisonment and fine otherwise authorized by law. Kansas law provides that any person who violates the criminal statutes on controlled substances by possessing, offering for sale, distributing, or manufacturing opiates and narcotics, such as cocaine and heroin, shall be guilty of a Class C felony. For a conviction of a Class C felony, the court may sentence a person to a term of imprisonment of a minimum of three to five years, a maximum of 10 to 20 years, and a fine of up to \$15,000. Unlawful possession of a depressant, stimulant or hallucinogenic drug is punishable as a Class A misdemeanor, with a penalty of up to a year in jail and a fine of \$2,500. Under Kansas law, persons under 21 years of age may be subject to minimum fines of \$200 for possessing, consuming obtaining, purchasing or attempting to obtain or purchase alcoholic liquor or cereal malt beverages. Persons convicted of driving under the influence of alcohol or drugs are subject to severe fines, imprisonment, and other penalties.

For the most recent & complete Federal Trafficking Penalties visit <http://www.dea.gov>.

## **Treatment Facilities**

Drug and alcohol counseling and treatment programs are available to students and employees on a national, state, and local basis. The Federal Substance Abuse and Mental Health Services Administration (SAMHSA) website maintains a substance abuse treatment locator on the internet at <http://samhsa.gov/>. Alcohol assessments and personal counseling are available to currently enrolled students and employees through the GCCC Guidance & Counseling Center, (620) 665-3377. Students eligible for the GCCC Student Support Services grant program may obtain counseling services through the program as well.

**Contacts:** Vice President of Student Services or Director of Human Resources

**Approved Date:** Click here to enter a date.

**Policy History:** 10/1/15

**Keywords:** Drug Free, Alcohol Free

**Related Form:** Click here to enter text.