



Wharton County Junior College

Drug & Alcohol Abuse



**Prevention
Policy**

PREVENTION OF DRUG AND ALCOHOL ABUSE

- PURPOSE:** In compliance with federal regulation relating to the issuance and dissemination of a Drug and Alcohol Abuse Prevention Policy, this brochure is distributed annually to all employees and each semester to all students.
- POLICY:** Wharton County Junior College prohibits illicit drug use, including the manufacture, sale, distribution, dispensation, possession, or use of drugs, in the workplace, on the campus, or as any part of any college activities.

THE DANGERS OF DRUG OR ALCOHOL ABUSE IN THE WORKPLACE AND ON THE CAMPUS

Millions of employed individuals' job performance and productivity are adversely affected by their progressive dependence on drugs or alcohol. As many as 20% of all college students use chemical substances and drugs at a level of concern to themselves and others. Some estimate that 70% of the working population and 90% of college students consume mood-altering chemicals of some type, and the cost to the United States economy is estimated to be more than 26 billion dollars per year.

1. DEFINITIONS: The following terms are important for purposes of expressing the college's policy on a drug-free workplace:

- A. Controlled Substance** means a controlled substance in schedules I through V of section 202 of the Controlled Substances ACT (21 U.S.C.812), as further defined by regulations in 21 CFR 1300.11, through 1300.15, and as defined in the Texas Controlled Substances Act (Texas Health and Safety Code, 81.001 et.seq).
- B. Contract** means a legal instrument reflecting a relationship between the federal government and a recipient whenever the principal purpose of the instrument is the acquisition by purchase, lease, or barter of property or services for the direct benefit or use of the federal government; or whenever an executive agency determines in a specific instance that the use of a type of procurement contract is appropriate.
- C. Conviction** means finding of guilt (including a plea of nolo contendere) or imposition of sentence, or both, by any judicial body charged with the responsibility to determine violations of the federal or state criminal drug statutes;
- D. Criminal Drug Statute** means a federal or non-federal criminal statute involving the manufacture, sale, distribution, dispensation, use, or possession of any controlled substance;
- E. Employee** means an individual receiving a salary, wage, other compensation, and/or stipend support from the college.
- F. Federal agency or agency** means any United States executive department, military department, government corporation, government-controlled corporation, or any other establishment in the executive branch (including the Executive office of the Presidency), or any independent regulatory agency.
- G. Grant** means an award of financial assistance, including a cooperative agreement, in the form of money or property in lieu of money by a federal agency directly to a grantee. The term "grant" includes block grant and entitlement grant programs, whether or not extended from coverage under the grants management government-wide regulation (Uniform Administrative Requirements for grants and cooperative agreements to State and local governments. The term does not include technical assistance that provides services instead of money or other assistance in the form of loans, loan guarantees, interest subsidies, insurance, or direct appropriations; or any veteran's benefits to individuals, i.e., any benefit to veterans, their families, or survivors by virtue of the service of a veteran in the Armed Forces of the United States.
- H. Grantee** means a legal entity that applies for or receives a grant or contract directly from a federal agency.

- I. Illicit drug use** means the use of illegal drugs and the abuse of other drugs and alcohol.
- J. Student** means an individual registered or enrolled for credit or non-credit in a course or program offered by the college or any of its units.
- K. College activity** means an activity officially sponsored by Wharton County Junior College.
- L. Workplace** means the physical boundaries of the college and facilities owned or controlled by the college.

2. PHILOSOPHY: The unlawful use of drugs or abuse of other drugs and alcohol is inconsistent with the behavior expected of members of the college community. The college is committed to the development and maintenance of a drug-free environment on the campus as well as an environment that prohibits the abuse of other drugs and alcohol. WCJC has a drug and alcohol abuse prevention system in operation, accessible to all members of the college community. The college is committed to the further expansion of that program and the dissemination of drug-awareness information to the members of the college community. In addition, the college is committed to enforcing the provisions of the Drug Free Workplace of Act 1989 and believes that this act and its implementation regulations provide a proper framework for the drug and alcohol abuse policies of the college.

3. HEALTH RISKS ALCOHOL

Alcohol consumption causes a number of changes in behavior. Even low doses significantly impair the judgment and coordination required to drive a car safely. Low to moderate doses of alcohol also increase the incidence of a variety of aggressive acts. Moderate to high doses of alcohol cause marked impairment of higher mental functions, severely altering a person's ability to learn and remember information. Very high doses cause respiratory depression and death. If combined with other depressants of the central nervous system, much lower doses of alcohol can lead to dependence. Sudden cessation of regular alcohol use is likely to produce withdrawal symptoms, including severe anxiety, tremors, hallucinations, and convulsions. Alcohol withdrawal can be life threatening. Long-term consumption of large quantities of alcohol can also lead to permanent damage to vital organs such as the brain and the liver.

Females who drink alcohol during pregnancy may give birth to infants with fetal alcohol syndrome. These infants have irreversible physical abnormalities and mental retardation. In addition, research indicates that children of alcoholic parents are at greater risk than other youngsters of becoming alcoholics.

Alcohol use is often related to acquaintance rape and failure to protect oneself for sexually transmitted diseases (STDS). Additionally, alcohol-related accidents are the number-one cause of death in the 16-24-year age group.

DESIGNER DRUGS

Illegal drugs are defined in terms of their chemical formulas. To circumvent these legal restrictions, "underground" chemists modify the molecular structure of certain illegal drugs to produce analogs known as "designer drugs." These drugs can be several hundred times stronger than the drugs they are designed to imitate. Many of the so-called designer drugs are related to amphetamines (MDMA,X).

Bootleg manufacture creates overdose and contamination risks. These substances can produce severe neurochemical damage to the brain. The narcotic analogs (fentanyl, china white) can cause symptoms such as those seen in Parkinson's disease: uncontrollable tremors, drooling, impaired speech, paralysis, and irreversible brain damage. Analogs of amphetamines and methamphetamines cause nausea, blurred vision, chills or sweating, and faintness. Psychological effects include anxiety, depression, and paranoia. As little as one dose can cause brain damage. The analogs of phencyclidine (PCP) cause illusions, hallucinations, and impaired perception.

COCAINE

Cocaine stimulates the central nervous system. Cocaine use can cause death by cardiac arrest or respiratory failure. Its immediate effects include dilated pupils and elevated blood pressure, heart rate, respiratory rate, and body temperature. Occasional use can cause a stuffy or runny nose, while chronic use can ulcerate the mucous membrane of the nose. Sharing contaminated needles and syringes for injecting cocaine can spread the AIDS virus, hepatitis, and other diseases. Cocaine can produce psychological and physical dependency, a feeling that the user cannot function without the drug. In addition, tolerance develops rapidly. "Crack," or "freebase rock," is extremely addictive; and its effects are felt within ten seconds. The physical effects include dilated pupils, increased pulse rate, elevated blood pressure, insomnia, loss of appetite, tactile hallucination, paranoia, and seizures.

OTHER STIMULANTS

Stimulants can cause increased heart and respiratory rates, elevated blood pressure, dilated pupils, and decreased appetite. In addition, users may experience sweating, headaches, blurred vision, dizziness, sleeplessness, and anxiety.

Extremely high doses can cause a rapid or irregular heartbeat, tremors, loss of coordination, and even physical collapse. An amphetamine injection creates a sudden increase in blood pressure that can result in stroke, very high fever, or heart failure. In addition to the physical effects, users report feeling restless, anxious, and moody. Higher doses intensify the effects. Persons who use large amounts of amphetamines over a long period of time can develop an amphetamine psychosis that includes hallucinations, delusions, and paranoia.

MARIJUANA (CANNABIS)

All forms of cannabis can result in negative physical and mental effects. Use of cannabis may impair or reduce short-term memory and comprehension, alter senses of time, and reduce ability to perform tasks requiring concentration and coordination such as driving a car. Research also shows that students do not retain knowledge when they are "high." Motivation and cognition may be altered, making the acquisition of new information difficult. Marijuana can also produce paranoia and psychosis. Because users often inhale the unfiltered smoke deeply and then hold it in their lungs as long as possible, marijuana is damaging to the lungs and pulmonary system; marijuana smoke contains more cancer-causing agents than tobacco smoke. Long-term users of cannabis may develop psychological dependence and require more of the drug to get the same effect.

HALLUCINOGENS

Lysergic acid (LSD), mescaline, and psilocybin cause delusions and hallucinations. The physical effects may include dilated pupils, elevated body temperature, increased heart rate and blood pressure, loss of appetite, sleeplessness, and tremors. Sensations and feelings may change rapidly. Negative psychological reactions to LSD, mescaline, and psilocybin are common. The user may experience pain, confusion, suspicion, anxiety, and loss of control. Delayed effects or "flashbacks" can occur even after use has ceased. Users of PCP report persistent memory problems and speech difficulties. Some of these effects may last six months to a year following prolonged daily use. Mood disorders—depression, anxiety, and violent behavior—also occur. In later stages of chronic use, users often exhibit paranoid and violent behavior. Large doses may produce convulsions and coma, as well as heart and lung failure.

DEPRESSANTS

The effects of depressants are in many ways similar to the effects of alcohol (which is itself a depressant). Small amounts can produce calmness and relaxed muscles; but somewhat larger doses can cause slurred speech, staggering gait, and altered perception. Large doses can cause respiratory depression, coma, and death. The combination of depressants and alcohol can multiply the effects of the drugs, thereby multiplying the risks. The use of depressants can cause both physical and psychological dependence. Regular use over time may result in a tolerance to the drug, leading the user to increase the quantity consumed. When regular users suddenly stop taking large doses, they may develop withdrawal symptoms ranging from restlessness, insomnia, and anxiety to convulsions and death.

4. PENALTIES FOR VIOLATION OF THE POLICY:

The college policy prohibiting the unlawful possession, use, or distribution of illicit drugs and alcohol on campus and at college-sponsored events held off-campus protects and supports the employees and students of Wharton County Junior College. Therefore, any employee admitting to or convicted of the unlawful possession, use, or distribution of illicit drugs and alcohol on campus or at college-sponsored events held off campus will be subject to disciplinary action (up to and including suspension, suspension without pay, and termination), may be referred for prosecution, and may be required to satisfactorily participate in a drug and alcohol assistance or rehabilitation program, as agreed upon between the employee, the Department of Human Resources, and Counseling Services. Any student admitting to or proven to have violated the College's student disciplinary policies and procedures regarding the unlawful possession, use, or distribution of illicit drugs and alcohol on campus or at college-sponsored events (see WCJC Student Handbook, Student Disciplinary Policies and Procedures Section) will be subject to disciplinary action (up to and including probation, suspension, and expulsion), may be referred for prosecution, and may be requested to satisfactorily participate in a drug and alcohol assistance or rehabilitation program. Further information concerning employees is available from the Department of Human Resources (979-532-6377); further information concerning students is available from the Office of Student Services (979-532-6388).

In addition, penalties under Texas and federal law appear below:

OFFENSE	1st OFFENSE	2 OR MORE OFFENSES
Manufacture or delivery of a controlled substance (drugs)	Imprisonment in the Texas Department of Criminal Justice for life or for a term not more than 99 years or less than 10 years, and a fine not to exceed \$100,000.	Imprisonment in the Texas Department of Criminal Justice for life or for a term of not more than 99 years or for less than 15 years, and a fine not to exceed \$250,000.
Possession of a controlled substance (drugs)	Imprisonment in a state jail for any term of not more than 2 years or less than 180 days and a fine not to exceed \$10,000.	Imprisonment on the Texas Department of Criminal Justice for life or for a term of not more than 99 years or less than 10 years, and a fine not to exceed \$10,000.
Possession of Marijuana	Confinement in a jail for a term not to exceed 180 days and/or a fine not to exceed \$2,000.	Imprisonment in the Texas Department of Criminal Justice for life or for a term on not more than 99 years or less than 2 years, and a fine not to exceed \$50,000.
Delivery of Marijuana	Confinement in a jail for a term not to exceed 180 days/or a fine not to exceed \$2,000.	Imprisonment in the Texas Department of Criminal Justice for life or for a term on not more than 99 years or less than 5 years, and a fine not to exceed \$50,000.
Delivery of a controlled substance or marijuana to a minor		Imprisonment in the Texas Department of Criminal Justice for life or for a term on not more than 20 years or less than 2 years, and a fine not to exceed \$10,000.
Driving while Intoxicated	Confinement in jail for a term not to exceed 180 days and/or a fine not to exceed \$2,000 with a minimum confinement of 72 hours.	Confinement in a jail for a term not to exceed 180 days and/or a fine not to exceed \$2,000 with a minimum confinement of 6 days.
Public Intoxication		Fine not to exceed \$500.
Intoxication Assault		Imprisonment in the Texas Department of Criminal Justice for a term of not more than 10 years and a fine not to exceed \$10,000.
Purchase of alcohol by a minor	Fine of not less than \$25 nor more than \$200.	Fine of not less than \$250 or more than \$1,000.
Intoxication Manslaughter		Imprisonment in the Texas Department of Criminal Justice for a term of not more than 20 years or less than 2 years and a fine not to exceed \$10,000.
Consumption of alcohol by a minor	Fine of not less than \$25 nor more than \$200.	Fine of not less than \$500 nor more than \$1,000.

OFFENSE	MINIMUM PUNISHMENT	MAXIMUM PUNISHMENTS
Consumption or possession of Alcoholic Beverage in Motor Vehicle	Class C	Fine not to exceed \$500.
Possession of alcohol by a minor	Fine of not less than \$50 nor more than \$500.	Fine of not less than \$250 nor more than \$2,000.
Purchase of alcohol for a minor	Class A misdemeanor	Fine of not less than \$500 nor more than \$1,500.
Sale of alcohol to a minor		Jail up to one year.
Attempt to purchase alcohol by a minor	Fine of not less than \$50 nor more than \$500.	Fine of not less than \$250 nor more than \$2,000.
Misrepresentation of age by a minor	Fine of not less than \$50 nor more than \$1,500.	Fine of not less than \$250 nor more than \$2,000.
Manufacture, distribution, or dispensing drugs (includes marijuana)	A term of imprisonment not more than five years, and a minimum fine of \$250,000.	A term of life imprisonment without release (no eligibility of parole) and a fine not to exceed \$8,000,000 (for an individual) or \$20,000,000 (if other than an individual).
Possession of drugs (including marijuana)	Civil penalty in amount not to exceed \$10,000.	Imprisonment for not more than 20 years nor less than 5 years, a fine not less than \$5,000 plus costs of investigation and prosecution.
Operation of a Common Carrier under the influence of alcohol or drugs		Imprisonment for up to 15 years and a fine not to exceed \$250,000.

5. ASSISTANCE PROGRAMS FOR EMPLOYEES AND STUDENTS:

The WCJC Office of Student Services offers the following drug and alcohol abuse information, counseling, rehabilitation, and assistance programs and services:

- 1. Information and Referral:** all members of the college community are eligible to consult with the professional staff of the Office of Student Services (OSS) regarding the availability of drug abuse assistance programs. Drug and alcohol abuse counseling and rehabilitation program referrals are routinely made to mutual-help organizations, private hospitals, public treatment programs, and private drug-treatment practitioners. It also maintains a collection of resource materials pertinent to issues of drug abuse.
- 2. Individual Counseling:** Individuals are seen on a short-term basis for assistance with drug-related problems. However, it is likely OSS will make a referral for alcohol and drug addiction. This service is available to students at no charge. Faculty and staff are able to receive short-term evaluation and referral for such services.
- 3. Group Counseling:** Details regarding a local chapter of Alcoholic Anonymous (AA) are available from OSS. This service is free to Wharton County Junior College students, faculty, and staff.
- 4. Employee Assistance Program (EAP):** The staff of the Office of Student Services provide services for campus faculty and staff that include information, referral, evaluation, consultation, and short-term problem solving.

5. Mutual Health Groups: Counselors may assist students in forming groups like Alcoholics Anonymous and Alanon, and information concerning these groups is available through OSS for dissemination to interested persons.

6. Houston Area Council on Alcoholism and Drug Abuse: This organization offers short-term counseling for anyone affected in any way by alcohol or other drug abuse. Trained alcohol- and drug-abuse counselor can help select a 12-step program (AA, Alanon, NA, CA, etc.) and/or appropriate treatment. The address is 303 Jackson Hill, Houston, Texas 77007, phone (713) 942-4100.

Further information regarding these programs and services may be secured from the WCJC Office of Student Services located in the Pioneer Student Center, phone (979) 532-6441, in Sugar Land (281) 243-8410 ext. 8422, or in Richmond (281) 239-1527.

6. APPLICATION POLICY

The Drug and Alcohol Abuse Prevention Policy is supported by a drug-free awareness and alcohol education program available to the faculty, staff, and students of the college. Specific compliance and reporting items enumerated below (items B, C, D, E) are applicable to all persons employed on federal contracts and grants.

In support of this policy, the college:

- A. Has established a drug-free and alcohol-free abuse-awareness program to inform its faculty, staff, and students about the dangers of drug and alcohol abuse in the workplace, the college's policy of maintaining a drug-free workplace and a workplace that prohibits the illicit use of alcohol, available drug and alcohol counseling rehabilitation, and employee assistance programs, and the penalties that may be imposed upon employees for drug and alcohol abuse violations.
- B. Will provide each student and employee a copy of this policy. In addition, all faculty, staff, and all students will be notified of this policy through appropriate publications.
- C. Will notify each college employee and each student that, as a condition of employment on a federal grant or contract, the person, once so employed, must abide by the terms of the policy, and must notify his/her supervisor of any criminal drug statute conviction for a violation occurring in the workplace not later than 5 days after such conviction.
- D. Will notify the appropriate federal agency within 10 days after receiving notice of criminal drug statute conviction of any college employee engaged in performance of the grant or contract.
- E. Will impose sanctions on or require the satisfactory participation in a drug-abuse assistance or rehabilitation program by any employee so convicted. Sanctions imposed on employees for violation of this policy may include suspension, suspension without pay, and termination.
- F. Will make a good-faith effort to continue to maintain an environment that complies with the Drug Free Workplace Act of 1988 and the Drug-free Schools and Communities Act of 1989.
- G. Will conduct a biennial review of its programs to assess their effectiveness, what changes need to be made, and to ensure the uniform application of sanctions to employees and students.

7. IMPLEMENTATION:

Implementation of this policy is a responsibility of the Office of Student Services. Notification of the program, including information about health risks and sanctions for violations of the policy, will be provided annually to students. In addition, the college is committed to monitoring and assessing the effectiveness of this program. A biennial review of the program will be undertaken to (1) determine its effectiveness and implement changes to the program if they are needed and (2) ensure that its disciplinary standards are consistently enforced.

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WCJC is an E.O.E. institution.



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