

RESOLUTION FY 2012-23

Adoption of Revised Drug Free Campus Policy

WHEREAS, Edison Community College, as an institution of higher education, is committed to maintaining an environment conducive to learning and to the development of the full potential of both students and employees, and

WHEREAS, the College seeks to provide a climate free of the effects associated with the abuse of alcohol and the use of illegal drugs, and

WHEREAS, the College accordingly endorses and complies with the U.S. Drug Free Workplace Act of 1988, Appendix C to 45 CFR Part 620, Subpart F—Certification Regarding Drug Free Workplace requirements and the Drug Free Schools and Communities Act of 1989 (Public Law 101-226), and

WHEREAS, there is a need for the current Drug Free Campus Policy to be updated to comply with the above said regulations,

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of Edison Community College that the attached revised Drug Free Campus Policy be adopted.

Edison Community College Drug Free Campus and Workplace Policy

Edison Community College, as an institution of higher education, is committed to maintaining an environment conducive to learning and to the development of the full potential of both students and employees. As such, it seeks to provide a climate free of the effects associated with the abuse of alcohol and the use of illegal drugs. The college accordingly, endorses and complies with the U.S. Drug Free Workplace Act of 1988, Appendix C to 45 CFR Part 620, Subpart F— Certification Regarding Drug Free Workplace requirements and the Drug Free Schools and Communities Act of 1989 (Public Law 101-226).

Compliance

Edison will make a good faith effort to provide a drug free campus by establishing a drug free awareness program that:

- A. Makes it a requirement that each employee and/or student annually be given a copy of the Drug Free Campus and Workplace policy. New students or employees who are hired after the initial distribution for the year will also receive a copy.

Distribution of Material:

- a. Employees: This policy will be posted on Edison's Human Resource web page. All new employees will be required to access the electronic copy during the orientation process. All current employees will be sent an electronic copy of this policy annually from the Human Resources Office at the beginning of the academic year.
 - b. Students: This policy will be distributed to all students electronically by the Department of Student Affairs at least once a year.
 - c. Business and Industry: This policy will be included in registration materials.
- B. A Biennial Review Committee will conduct, on even years, a biennial review of the Drug Free Campus and Workplace policy to determine its effectiveness and implement any necessary changes. Committee members consist of: Director of Student Financial Aid, Vice President of Strategic Human Resources and Director of Student Health Services.

1. Standards of Conduct

By virtue of enrollment or employment at Edison Community College, students and employees consent to follow the policies and procedures of Edison Community College, set forth in the Student Handbook and Employee Policy Manual.

Any and all alcoholic beverages for events must be approved by the Office of the President of Edison Community College. There will be absolutely no bringing of alcohol

on campus by event participants without prior written consent. In the event that alcohol is permitted for an event, the event sponsor must obtain a permit from the State of Ohio to serve alcohol.

Unlawful possession, use, distribution, sale of alcohol or other drugs by any faculty, staff, or student is prohibited on college property or as any part of college activities.

Such unacceptable observable behavior by students and employees is subject to all state, county, and municipal laws, statutes, or ordinances regulating the sale and use of alcohol and the sale, use, possession, manufacturing, or distribution of illegal drugs and drug paraphernalia.

2. Financial Aid

Students convicted of possessing and/or selling illegal drugs, on or off campus, during a time of enrollment and receiving financial aid, will become ineligible for federal aid for a period of time.

Possession of Illegal Drugs: 1st offense – 1 year disqualification; 2nd offense – 2 year disqualification; 3rd offense – indefinite disqualification

Sale of Illegal Drugs: 1st offense – 2 year disqualification; 2nd offense – indefinite disqualification

If conviction includes both possession and sale of illegal drugs, the length of disqualification will be for the longest period.

Students may meet with a Financial Aid Counselor for more detailed information on ineligibility and regaining eligibility.

3. Sanctions

Edison Community College reserves the right to warn, reprimand, suspend, or dismiss any student or employee who violates the college conduct and discipline policy. Referral for legal prosecution in accordance with local, state, and federal laws and regulations may also occur. The college's response will depend on the severity of the offense, number of previous offenses, and extenuating circumstances. For students, all college judicial and appeals procedures will be followed except in rare cases when the possibility of imminent danger exists. Disciplinary sanctions may also include completion of an appropriate drug treatment program.

4. Violations of the Drug Free Workplace Act

In accordance with the Drug Free Workplace Act, employees are required to notify the college of any criminal substance conviction for a violation occurring on campus, campus

property or while using Edison owned vehicles/equipment no later than 5 days after each conviction. Employees are to notify the college's Human Resources office.

Edison will notify the funding agency within 10 calendar days after receiving notice from an employee or otherwise receiving actual notice of conviction.

Within 30 calendar days of receiving notice with respect to any employee who is convicted:

- a. Disciplinary action will be taken against the employee up to and including termination.
- b. Disciplinary action may require the employee to satisfactorily participate/complete in an approved substance abuse/rehabilitation program as a condition of his/her continued employment.

5. Health Risks

The health consequences of alcohol and substance abuse are numerous and unpredictable. Short term risks include injuries related to automobile crashes, unwanted pregnancies, loss of employment, poor grades or work performance, and financial problems. Long term risks include a variety of physical and mental health issues, including addiction and/or death.

Symptoms of Addiction Include:

- Drinking or getting high for relief
- Increased tolerance
- Feeling guilt or remorse (as a result of behavior while under the influence)
- Negative attitudes or blaming others for problems
- Anxiety or depression
- Complaints from family/friends about drinking or drug use
- Decline in work performance
- Inability to remember what happened when drinking (blackouts)

6. Resources for Students and Employees

A variety of resources exist for alcohol and other drug prevention, education, and counseling:

Toll-Free numbers for health information:

<http://www.health.gov/NHIC/Pubs/2008tollfreenumbers/tollfreenumbers2.htm#ALCOH>

Tri County Board of Recovery and Mental Health Services:

<http://www.mdsadamhs.mh.state.oh.us/>

For alcohol, drug, or other health related information, programs, or presentations available, contact:

Student Health Services 937-778-7840 or visit the Student Health Services website at:
<http://www.edisonohio.edu/index.php?page=health-services>

Adopted: May 23, 2012