

South Central College

Employee Drug and Alcohol Use Policy

South Central College does not encourage the use of, nor condone the misuse of, alcoholic beverages and other drugs. The unlawful use, possession, or distribution of alcohol or illegal drugs on campus is prohibited by federal and state law. Employees who use, possess or distribute alcohol or illegal drugs on campus will be subject to disciplinary action as set forth in the College's policies, collective bargaining contracts, and civil and state laws. This prohibition extends to any person on College grounds, whether he or she is a member of the College community or not. Minnesota Statute defines "alcoholic beverage" as any beverage containing more than one half of one percent alcohol by volume.

Employee Sanctions may include but are not limited to:

- Referral to law enforcement agencies for prosecution or charges
- Subject to disciplinary action, up to and including termination of employment.
- Employees with alcohol or drugs problems may be referred to the Employee Assistance Program or elsewhere for assessment and/or counseling.

Federal and State Drug Law

Federal

- Penalty for Possession of Schedule I Drugs:
 - *First Offense:* 10 - Life, 10 year mandatory min.; if death or serious injury, 20 year min; up to \$4 million fine individual, \$10 million other than individual.
 - *Second Offense:* 20 - Life, 20 year min., up to \$8 million fine individual, \$20 million other than individual.
- Penalty for Possession of Schedule II Drugs:
 - *First offense:* 5-40 years, 5 year mandatory min.; if death or serious injury, 20 year min.; up to \$2 million fine individual, \$5 million other than individual.
 - *Second offense:* 10-Life, 10 year min.; if death or serious injury, not less than life; up to \$4 million fine individual, \$10 million other than individual.
- Penalty for Possession of Schedule III Drugs:
 - *First Offense:* 0-5 years; up to \$250,000 fine individual, \$1 million other than individual.
 - *Second Offense:* 0-10 years; up to \$500,000 fine individual, \$2 million other than individual.
- Penalty for Possession of Schedule IV Drugs:
 - *First Offense:* 0-3 years; up to \$250,000 fine individual, \$1 million other than individual.
 - *Second offense:* 0-6 years; up to \$500,000 fine individual, \$2 million other than individual.
- Penalty for Possession of Schedule V Drugs:
 - *First offense:* 0-1 year; up to \$100,000 fine individual, \$250,000 other than individual.

- *Second offense:* 0-2 years; up to \$200,000 fine individual, \$500,000 other than individual.

State

- First Degree.
 - *Sale:* 10+ grams of cocaine, 50+ grams of other narcotics, 200+ doses of hallucinogen, 50k of marijuana.
 - *Possession:* 25+ grams of cocaine, 500+ grams of other narcotics, 500+ doses hallucinogen, 100+ k of marijuana.
 - *Penalty:* 0-30 years, 4 year mandatory minimum if prior drug felony; up to \$1 million fine.
- Second Degree.
 - *Sale:* 3+ grams cocaine, 10+ grams of other narcotic, 50 doses hallucinogen, 25+ k marijuana or sale of Schedule I or II drug narcotic, either to a person under 18 or in a school, park, or public housing zone.
 - *Possession:* 6+ grams cocaine, 50+ grams of other narcotic. 100+ doses hallucinogen, 25+ k marijuana.
 - *Penalty:* 0-25 years, 3 year mandatory minimum if prior drug felony; up to \$500,000 fine.
- Third Degree.
 - *Sale:* Narcotic, 10+ doses hallucinogen, 5+ kilos marijuana or sale of any Schedule I, II or III drug (except a Schedule I or II narcotic or marijuana) to a person under 18 or employment of a person under 18 to sell same.
 - *Possession:* 3+ grams cocaine, 10+ grams of other narcotic, 10+ k of marijuana and any amount of Schedule I and II narcotic in a school, park or public housing zone.
 - *Penalty:* 0-20 years, 2 year mandatory min. If prior drug felony; up to \$250,000 fine.
- Fourth Degree:
 - *Sale:* Any schedule I, II, III drug (except marijuana), or sale of marijuana in a school, park, or public housing zone.
 - *Penalty:* 0-15 years, 1 year mandatory min. if prior felony; up to \$100,000 fine.
- Fifth Degree:
 - *Sale:* Marijuana or any schedule IV drug.
 - *Possession:* All Schedule I, II III, or IV drugs except 42.5 grams or less of marijuana.
 - *Penalty:* 0-5 years, 6 month mandatory min. if prior drug felony; up to \$10,000 fine.

Schedule Drugs

- I. Heroin, LSD, mescaline and peyote, amphetamine variants, marijuana, other hallucinogens.
- II. Opium, morphine, codeine, methadone, cocaine, barbiturates.
- III. Anabolic steroids, opium, codeine, morphine, barbiturates, other narcotics, stimulants, and depressants.
- IV. Barbiturates, benzodiazepines, chloral hydrate, other narcotics, stimulates and depressants.
- V. Opium, codeine, other narcotics and depressants.

Alcohol Violations

Minnesota has many statutes which regulate and control alcohol use and misuse. Fines and penalties are given on the basis of minimum requirements and prior violations. Some crimes and violations are as follows:

- Driving under the influence (blood alcohol content .08)
 - *First offense*: \$700 fine, max. 90 days in jail, revocation of drivers license min. 30 days.
 - *Second offense: (within 5 years)*: \$3000 fine, max. One year in jail, revocation of license min. 90 days.
- Persons under the age of 21
 - *Misdemeanors*: Consumption and possession unless in parent or guardians home, purchase or attempts to purchase alcohol, entering licensed premises, misrepresenting age.
- Aiding Minors
 - *Gross Misdemeanor*: To sell, furnish or give a minor alcohol, to induce a minor to purchase alcohol, to lend or permit use of license to a minor.

Health Risks

Alcohol: Damage to heart, liver, and/or pancreas, addiction, coma, death from overdose, injury or accident.

Marijuana: Damage to heart, lungs, and/or brain nerve cells, lung cancer, bronchitis, infections.

Depressants: (Alcohol, Valium, Quaaludes, downers, etc.) Irreversible brain or nervous system damage, damage to heart, liver, and/or pancreas, coma, death from overdose.

Hallucinogens: (LSC, PCP, angel dust, mushrooms, etc.) Agitation, hyperactivity, convulsions, death.

Inhalants: (Solvents, aerosol sprays, paint thinner, glue, etc.) Damage to nervous system liver and brain, heart failure, seizures.

Narcotics: (Codeine, heroin, opium, etc.) Respiratory arrest, coma, death due to overdose.

Steroids: (Roids, juice, d-ball, etc.) Acne, liver and kidney damage, heart disease, gallstones, kidney stones, liver cancer, impotence and sterility in men.

Stimulants: (Cocaine, crack, uppers, Ritalin, preluces, etc) Headaches, depression, psychosis, cardiac arrest, convulsions, coma, death.

The abuse of alcohol and drugs has a way of creating turmoil, not just with the law and with ones body; abuse also can create havoc with emotions which leads to a variety of problems.

Additional Risks

Many students consider drinking to be normal and respectable, but many people forget that the abuse of alcohol can cause serious physical and mental problems.

- Emotional problems
- Difficulty at work

- Family turmoil
- Legal problems
- Health problems
- Spiritual struggle
- Memory loss
- Financial difficulties
- Relationship tension
- Trouble dealing with reality
- Intellectual barriers
- Poor academic performance
- Loss of muscle control
- Impaired judgment
- Impaired thinking and reasoning processes
- Loss of inhibitions
- Social conflict
- Accidents and injuries

Campus Resources

South Central Counseling Center - (507) 389-7274

Community Resources By Location

North Mankato Campus

Emergencies

- Call 911
- Immanuel St. Joseph-Mayo Health System Emergency Room - 507-625-4031
1025 Marsh Street, Mankato, MN
- Crisis Line - 800-477-0466
- Sexual Violence Resource Center - 507-625-9034

Agencies

- Alcoholics Anonymous and Al-Anon Family Group – 507-387-2772
(Additional meetings listed in Mankato Free Press)
- Addiction Recovery Technologies - 507-345-4670
Mankato Place Suite 2116, 12 Civic Center Plaza, Mankato, MN
- Blue Earth County Human Services (Chemical Health Assessments) - 507-389-8227
410 S. 5th Street, Mankato, MN
- Nicollet County Human Services (Chemical Health Assessments) - 507-931-6800
108 S. Minnesota Ave, St. Peter, MN

- House of Hope – 507-625-4373
1429 3rd Ave, Mankato, MN
- Immanuel St. Joseph-Mayo Health System - 507-625-4031
1025 Marsh Street, Mankato, MN
- Mankato Family Focus - 507-625-3372
309 Holly Lane, Mankato, MN
- QUAN Enterprises Incorporated – 507-934-4595
Locations at Mankato & St. Peter

Faribault Campus

Emergencies

- Call 911
- District One Hospital - 507-334-6451
200 State St. NE, Faribault, MN
- Crisis Line - 800-422-1286

Agencies

- Alcoholics Anonymous - 507-645-6282
700 Division St. S., Northfield, MN
- Family Focus – 507-334-6413
1515 Lyndale Ave. N. Ste 5, Faribault, MN
- HOPE Center – 1-507-332-0882
303 1st Ave NE Ste. 365, Faribault, MN
- Omada Behavioral Health Services – 507-664-9407
401 Division St. S. Ste. A, Northfield, MN
- Rice County Social Services – 507-332-6115
320 Third St NW #2, Faribault, MN

This document is in compliance with Federal laws (The Safe and Drug-Free Schools and Communities Act Amendments of 1989 and the Drug-Free Workplace Act of 1989) which require that all colleges and universities, including South Central College, provide a program to prevent the use of illicit drugs and the abuse of alcohol by students, faculty, and staff.

South Central College is committed to a policy of nondiscrimination in employment and education opportunity. No person shall be discriminated against in the terms and conditions of employment, personal practices, or access to and participation in, programs, services, and activities with regard to race, sex, color, creed, religion,

age, national origin, disability, marital status, status with regard to public assistance, sexual orientation, or membership or activity in a local commission as defined by law.

This policy will be posted on SCC's web site under HR documents, sent an attachment via e-mail to all employees and distributed at an in-service annually.

This document is available in alternative formats to individuals with disabilities by calling (507) 389-7339.

June 1, 2006

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