

Appendix 8**Drug Free Communities Statement**

This statement is available to all Nashville State Community College current and prospective faculty, staff and students, in compliance with the provisions of the Drug-Free Workplace Act of 1988 (41 U.S.C. 701, *et. seq.*) and the Drug-Free Schools and Communities Act Amendments of 1989 (20 U.S.C. 3171, *et. seq.*). Information is available on the Nashville State Community College Consumer Information webpage and will be distributed to new and current employees and students three times a year.

A. Policy

It is the policy of Nashville State Community College to prohibit the illegal use, abuse, manufacturing, possession, sale, or distribution of alcoholic beverages or any controlled substance, including any stimulant, depressant, narcotic, hallucinogenic drug or substance, or marijuana on college-owned, controlled, or temporarily leased property. Such use, sale or distribution is prohibited also during any college-related activity, including off-campus trips. All employees and students are subject to applicable federal, state and local laws related to this matter. Additionally, any violation of this policy will result in disciplinary actions as set forth in the General Regulations on Student Conduct and Disciplinary Sanctions section of the **Nashville State Student Catalog and Policy Handbook** and the **Nashville State Policy and Procedures Manual**.

B. Legal Sanctions

Various federal, state and local statutes make it unlawful to manufacture, distribute, dispense, deliver, sell, or possess with intent to manufacture, distribute, dispense, deliver, or sell controlled substances. The penalty imposed depends upon many factors, which include the type and amount of controlled substance involved, the number of prior offenses, if any, whether death or serious bodily injury results from the use of such substance, and whether any other crimes were committed in connection with the use of such substance. Possible maximum penalties for a first-time violation include imprisonment for any period of time, up to a term of life imprisonment, a fine of up to 4 million dollars, supervised release, or

any combination of the above. These sanctions are doubled when the offense involves either of the following:

1. Distribution or possession at or near a school or college campus.
2. Distribution to persons under 21 years of age (repeat offenders may be punished to a greater extent as provided by statutes).

Further, a civil penalty of up to \$10,000 may be assessed for simple possession of "personal use amounts" of certain specified substances under federal law.

Under state law, the offense of possession or casual exchange is punishable as a Class A misdemeanor; if there is an exchange between a minor and an adult at least two years the minor's senior, and the adult knows that the person is a minor, the offense is classified as a felony, as provided in T.C.A. 39-17-417(21 U.S.C. 801, *et. seq.*; T.C.A. 39-17-417).

It is unlawful for any person under the age of twenty-one (21) to buy, possess, transport (unless in the course of his/her employment), or consume alcoholic beverages, wine or beer. Such offenses are classified as Class A misdemeanors punishable by imprisonment for not more than 11 months and 29 days, or a fine of not more than \$2,500, or both (T.C.A. 1-3-113, 57-5-301). It further is an offense to provide alcoholic beverages to any person under the age of twenty-one (21). Such an offense is classified as a Class A misdemeanor (T.C.A. 39-15-404). The offense of public intoxication is a Class C misdemeanor and is punishable by imprisonment of not more than 30 days or a fine of not more than \$50, or both (T.C.A. 39-17-310).

C. Institutional Sanctions

Nashville State Community College will impose the appropriate sanctions on any employee or student who fails to comply with the terms of this policy.

1. Employees

As a condition of employment, each employee, including student employees, must abide by the terms of this policy

and must notify his/her department head/supervisor of any criminal drug statutes conviction for a violation occurring in the workplace no later than five (5) days after a conviction. A conviction includes a finding of guilt, a plea of *nolo contendere*, or imposition of a sentence by any state or federal judicial body. Possible disciplinary sanctions for failure to comply with policy, including failure to notify of conviction, may include one or more of the following:

- a. Termination.
- b. Suspension.
- c. Mandatory participation in, and satisfactory completion of, a drug/alcohol abuse program or rehabilitation program.
- d. Recommendation for professional counseling.
- e. Referral for prosecution.
- f. Letter of warning.
- g. Probation.

2. Students

Possible disciplinary sanctions for failure to comply with the terms of this policy may include one or more of the following:

- a. Expulsion.
- b. Suspension.
- c. Mandatory participation in and satisfactory completion of a drug/alcohol abuse program or rehabilitation program.
- d. Referral for prosecution.
- e. Probation.
- f. Warning.
- g. Reprimand.

D. Health Risks Associated With Illicit Drugs and Alcohol Abuse

A cursory description of the health risks associated with the use of alcohol and illicit drugs are as follows:

1. Alcohol

Alcoholism is the most neglected health problem in the United States today. It is a complex, progressive that interferes with health, social and economic functioning. Untreated, alcoholism results in physical incapacity, permanent mental impairment and/or premature death.

Alcohol is involved in one-third of all suicides, one-half of all murders, one-half of all traffic deaths, and one-fourth of all other accidents, and it is involved in over 50 percent of all arrests.

Alcohol is the third leading cause of birth defects involving mental retardation. Use during pregnancy may cause spontaneous abortion, various birth defects or fetal alcohol syndrome.

Drinking is implicated in cancer, health disease, liver disease, gastrointestinal disease, and other illnesses. Alcoholism reduces life expectancy by twelve years.

Regular use of alcohol can damage all body organs, leading to liver, heart and digestive problems, circulatory system interference, personality disorders, reproductive problems, and central nervous system disorders such as poor vision, loss of coordination, memory loss, loss of sensation, mental/physical disturbances and permanent brain damage. The physical and psychological changes that occur as a result of addiction to alcohol can pave the way for addiction to mood altering drugs.

2. Other Drugs

Drugs are natural and synthetic chemical substances used to affect body processes, the mind, nervous system, behavior, and feelings. Drugs, used without medical supervision, lead to many of the same health risks associated with alcohol abuse. Specifically, however, the illicit use of drugs increases the risk of mental deterioration, death from overdose, physical and mental dependence or addiction, hepatitis and skin infections from needle use, psychotic reactions, inducement to take stronger drugs, brain damage, hallucinations, unconsciousness, deep depression, distortion of time and space, permanent damage to

lungs, brain, kidneys and liver, death from suffocation or choking, anemia, amnesia, AIDS, and other infections.
If used excessively, alcohol and drugs may cause death.

E. Information Sources

The Student Affairs Office at Nashville State provides information related to treatment and/or rehabilitation as a service to all employees and students. The purposes of referral are as follows:

1. To encourage the individual with a problem to seek the assistance of a qualified drug/alcohol therapist or seek treatment from a drug treatment center or mental health center.
2. To provide information to individuals regarding treatment resources in the surrounding area and how to secure their services. Description materials are provided when available detailing the facility, length of stay, cost, etc.
3. To assist the employee/student in making the initial contact with an outside agency.

Resources:

- Alcoholics Anonymous, Middle Tennessee Intergroup Association, www.aanashville.org, Hotline (615) 831-1050; Outside 615 area code Only: (800) 559-2252
- Alanon / Alateen, Middle Tennessee Al-Anon, www.middletnalanon.org, (615)333-6066
- Narcotics Anonymous Nashville, www.nashville.org, (888)476-2482