



Century College Policy

5.18 Drug and Alcohol-Free Campus

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Part 1: Purpose

Century College adheres to the federal Drug-Free Schools and Campuses Act and Minnesota State Colleges and Universities Board Policy 5.18 which prohibits the unlawful possession, use, or distribution of alcohol and illicit drugs by students and employees on the College premises, or in conjunction with any college-sponsored activity or event, whether on- or off- campus.

The College will take steps to educate its community regarding the health risks associated with alcohol and drug abuse. Appropriate referrals to counseling and health agencies will be made to individuals as needed.

Part 2: Campus Sanctions

The College will impose **sanctions** on students and employees who violate this policy. Disciplinary action may include, but is not limited to, the following:

- completion of a substance abuse education program
- completion of community service hours
- referral to the Advising, Counseling, & Career Center or other appropriate department
- suspension, expulsion or separation from the College
- referral to law enforcement agencies for prosecution of felony, gross misdemeanor or misdemeanor charges

Part 3: Legal Sanctions

Where appropriate, drug and alcohol violations are referred to law enforcement officials for prosecution. State sanctions for illegal possession and/or distribution of controlled substances can have a maximum penalty of up to 40 years in prison and/or \$1,000,000 fine. For specific sentencing guidelines refer to MN State Statute 152 Drugs; Controlled Substances.

The State of Minnesota may impose a wide range of sanctions for alcohol-related violations. For example, driving while intoxicated (blood alcohol content of .08 or more for individuals that are 21 years or older) may result in a maximum penalty of 7 years in prison and/or fine not more than \$14,000. Persons under the age of 21 who operate a motor vehicle after consuming any amount of alcohol may result in a maximum penalty of 90 days in jail and/or a fine not to exceed \$1,000. For specific sentencing guidelines refer to MN State Statute 169A; Driving While Impaired. Possession of alcohol under age 21 or use of false identification to purchase alcohol results in \$100 fine. Furnishing alcohol to persons under 21 is punishable by up to a

\$3,000 fine and/or one-year imprisonment. For specific sentencing guidelines refer to MN Statute 340A; Liquor.

Part 4: Financial Aid Suspension:

A student convicted of violating any federal or state law for the possession or sale of drugs is ineligible for financial aid. For drug possession, the ineligibility period is one year for the first offense, two years for the second offense, and indefinitely for the third offense. For drug sale, the ineligibility period is two years for the first offense and indefinitely for the second offense. Eligibility may be restored if, during the ineligible period, the student satisfactorily completes a drug rehabilitation program that meets criteria determined by the Federal Government and includes two unannounced drug tests.

Part 5 Definitions:

Drug and Alcohol-Free Campus

According to the Drug-Free Schools and Communities Act Amendments of 1989 (Public Law 101-226) and Minnesota Statutes 152 Drugs; Controlled Substances, and 340A Liquor, Century College has implemented a program to prevent the use of alcohol and unlawful use of controlled substances on campus or at college-related activities by students and employees. Students or employees shall not use, manufacture, sell, give away, barter, deliver, exchange or distribute, or possess with the intent to use, manufacture, sell, give away, barter, deliver, exchange or distribute a controlled substance or drug paraphernalia as defined in Minnesota Statutes, Chapter 152, while on campus or while involved in a college activity, service, project, program or work situation.

NOTE: Although the Minnesota Medical Cannabis Law and program allows seriously ill Minnesotans to use medical marijuana to treat certain conditions, the possession and use of marijuana remains illegal under federal law, including the Drug-Free Schools and Communities Act, the Controlled Substances Act, and the Campus Security Act, and Minnesota State Board Policy 5.18 Alcoholic Beverages or Controlled Substances on Campus. Therefore, the use, possession, production, manufacture, and distribution of marijuana continues to be prohibited while a student or employee is on college owned or controlled property or any function authorized or controlled by the college.

Except as allowed by Minnesota Statute 624.71, or by Minnesota State Policy 5.18, students or employees shall not introduce upon or have possession upon any college campus, or while involved in a college activity, service, project, program or work situation, any **alcoholic beverage** as defined in Minnesota Statute 340A.

Employees and students shall not operate, use or drive any equipment, machinery, or vehicle of the College while under the influence of alcohol or controlled substances. Such employee is under the affirmative duty to immediately notify his/her supervisor that he/she is not in appropriate mental or physical condition to operate, use or drive college equipment.

Employees are discouraged from consuming alcoholic beverages during lunch or dinner meals when returning immediately thereafter to perform work on behalf of the College. Any employee whose condition or behavior adversely affects his/her work performance shall be subject to possible discipline, up to and including discharge.

When an employee is taking medically authorized drugs or other substances which may alter job performance, the employee is under an affirmative duty to notify the appropriate supervisor of his/her temporary inability to perform the job duties of his/her position. Supervisors shall notify the Director of Human Resources before notifying appropriate law enforcement agency when they have reasonable suspicion to believe that an employee may have illegal drugs in his/her possession at work or on college premises. When appropriate, the College shall also notify licensing boards.

Part 6: Disclosure of Offenses:

Institutions of higher education are permitted to disclose to parents or legal guardians of a student under the age of 21 years information regarding the violation of any federal, state, or local law, and institutional disciplinary rule or policies related to the use or possession of alcohol or a controlled substance.

Part 7: Health Risks Associated with the Abuse of Alcohol and Illicit Drugs include:

- Alcohol is a drug that acts on the brain. It is potentially addicting, both physically and mentally.
- Alcohol abuse harms or endangers the drinker or other people.
- Alcohol abuse can result in violence, poor judgment and loss of coordination.
- Alcoholism is a disease characterized by a physical and mental dependence on alcohol. About 1 in 10 drinkers becomes an alcoholic.
- Alcohol consumed in heavy amounts over a period of years can result in damage to your health. It can cause malnutrition, brain damage, cancer to the mouth, stomach and esophagus, heart disease, liver damage, ulcers and gastritis as well as damage to other body organs.
- Prolonged excessive drinking can shorten life spans by 10 to 12 years.
- Drug abuse is a major problem that results when drugs are used improperly.
- Drug abuse is using natural or synthetic chemical substances for non-medical reasons to affect the body, mind and behavior.
- Abusing drugs can be dangerous especially when they are taken for a long time, in the wrong combinations or in excess.
- If you take drugs, you risk overdose and dependence, both physical and psychological.
- Long-term drug abuse can lead to mental illness, malnutrition and organ damage.
- The risk of AIDS, hepatitis and other diseases increases if drugs are injected.
- When drugs make you lose control, you may do things beyond your ability and take foolish risks. Accidents and injuries can result to you and to others.
- Abusing drugs can also cause legal, economic and personal problems.

- Breaking a drug habit without outside help can be dangerous because of withdrawal symptoms and difficult because of the psychological need.

Part 8: Alcohol and Drug Resources

Campus Resources:

If you need assistance with a drug or alcohol problem, the following services are confidential and available to Century students:

- **Student Health Clinic: (651) 779-3954**
- **Century Counselors/Advisors: (651) 779-3285**

Substance awareness programs and services are offered through various agencies. Contact the Student Health Clinic or Advising, Counseling, & Career Center for information.

College employees should contact:

- **State Employee Assistance Program: (651) 259-3840**

Employee Assistance provides a professional assessment of possible alcohol or drug problem.

Community Resources:

The following counseling, treatment and rehabilitation services and programs may be called for help:

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| • Ramsey County Chemical Assessment and Referral Unit: (651) 266-4008 | • Dakota County Receiving Center: (651) 437-4209 |
| • Ramsey County Detoxification Center: (651) 266-4009 | • Poison Control: 1-800-222-1222 |
| • Ramsey County Community Human Services Department: (651) 266-4444 | • Crisis Connection: (612) 379-6363 |
| • Washington County Community Services: (651) 430-6455 | • Alcoholics Anonymous: (952) 922-0880 |
| | • Al-Anon: (651) 771-2208 |
| | • Cocaine Anonymous: 1-800-925-6159 |
| | • Cocaine Helpline: 1-800-453-2124 |
| | • Narcotics Anonymous: (952) 939-3939 |

Part 9: Biennial Review

As required by the Drug-Free Schools and Campuses Regulations, a biennial review of the alcohol and other drug programs and policies will be reviewed every two years. This review will determine the effectiveness of, and to implement any needed changes.

References:

Minnesota State Colleges and Universities Board Policy 5.18

State of Minnesota HR/LR Policy and Procedure #1418 Policy on Alcohol and Other Drug Use by State Employees.

Date Proposed: 11/12/2019

Date Approved: 12/5/2019

Date Implemented: 1/3/2020