

IMPORTANT information YOU NEED To Know...

The Task Force on Alcohol, Tobacco and Other Drugs has been charged with informing you of the current Alcohol and Other Drug policies at Georgia Southwestern State University. Look inside ...

Georgia Southwestern State University • Americus, Ga.

As part of the Drug-Free Schools and Communities Act Amendments of 1989, Georgia Southwestern State University is required by law to provide to every employee and each student who is taking one or more classes, written materials that adequately describe and contain the following:

- Standards of conduct that prohibit unlawful possession, use, or distribution of drugs and alcohol
- A description of health risks associated with the use and abuse of drugs and alcohol
- A description of applicable legal sanctions under local, state, or federal law
- A description of applicable counseling, treatment, or rehabilitation programs offered
- A clear statement of the disciplinary sanctions the institution will impose on students and employees

Purpose

The abuse of alcohol and the use of illegal drugs by members of The Georgia Southwestern State University community are incompatible with the goals of the institution. In order to further the University's commitment to provide a healthy and productive educational environment, and in compliance with the Drug-Free Schools and Communities Act Amendments of 1989 (Public Law 1-226, Section 22, subpart B), the University has established the following policy on alcohol and other drugs. The entire campus community is under this mandated compliance.

Student Misconduct

Georgia Southwestern State University's student conduct regulations prohibit the unlawful possession, use, or dis-

tribution of alcohol and other drugs by students and student organizations. The regulations also prohibit other alcohol-related misconduct. Sanctions for violation of these student conduct regulations may include alcohol and/or other drug education, mandated evaluation and treatment, community service, suspension, and/or expulsion. Student organizations that knowingly permit illegal drug activity will be subject to sanctions.

Employee Misconduct

Employee misconduct related to alcohol or other drug abuse will not be tolerated. Board of Regents policy prohibits the unlawful manufacture, distribution, sale, use, or possession of illegal drugs by employees of Georgia Southwestern State University. Violation of this policy will result in appropriate disciplinary sanctions, including referral for legal prosecution. In addition, any employee

POLICY on Alcohol & Other Drugs

who serves or provides alcoholic beverages in his or her official capacity is subject to the laws associated, which include prohibiting the furnishing of alcohol to underage individuals. All employees hosting social events where alcoholic beverages are served should review these guidelines.

As a condition of employment, University faculty and staff agree to abide by the terms of this policy and to notify the employer of any criminal drug conviction no later than five working days after the conviction. In that case, state law provides that any employee, including faculty and staff of the University, will be suspended for at least two months and required to undergo a University-approved drug abuse treatment and education program before reinstatement. Upon a second conviction, the employee will be terminated and made ineligible for any state employment for five years. In some cases, an employee may be terminated as a result of the first conviction.

Board of Regents policy permits an employee to maintain employment for up to one year if the employee discloses to his or her employer that he or she is using drugs prior to an arrest for a drug offense and agrees to receive treatment. Retention of such employee is conditioned upon satisfactory completion of the treatment program. The employee's job may be restructured, however. This provision does not affect any disciplinary action for criminal conviction or drug-related misconduct on the job.

Pre-employment and random drug tests are required for individuals selected for positions that may directly impact the health, safety, and welfare of others. Employment categories that are subject to pre-employment drug testing include all public safety and physical plant employees. (See employee handbook for additional information.)

In addition to the criminal sanctions described below, employees convicted of drug-related offenses are sub-

ject to civil penalties. Such penalties may include suspension or revocation of professional and occupational licenses, restriction from public employment for up to five years, denial of retirement benefits, and denial of state-sponsored loans and mortgages. Workers' compensation benefits will also be denied in certain instances where alcohol or other drugs are a cause of injury.

Criminal Sanctions

Under Georgia and federal law, it is a crime to possess, manufacture, sell, or distribute illegal drugs. As required by federal regulations, charts accompanying this policy in the current Safe & Secure brochure detail federal penalties for drug trafficking and state sanctions for the unlawful possession or distribution of illicit drugs.



Federal sanctions for the illegal possession of drugs

include imprisonment up to 1 year and/or a minimum fine of \$1,000 for a first conviction; imprisonment for 15 days to 2 years and a minimum fine of \$2,500 for a second drug conviction; and imprisonment for 90 days to 3 years and a minimum fine of \$5,000 for a third or subsequent drug conviction. For possession of a mixture or substance that contains a cocaine base, federal sanctions include 5 to 20 years in prison and a minimum fine of \$1,000 for a first conviction if the mixture or substance exceeds 5 grams. The sanctions apply to a second conviction if the mixture or substance exceeds 3 grams, and for a third or subsequent conviction if the mixture or substance exceeds 1 gram. Additional possible penalties for the illegal possession of drugs are forfeiture of real or personal property used to possess or to facilitate possession of a controlled substance if the offense is punishable by more than 1 year imprisonment; forfeiture of vehicles, boats, aircraft, or any other conveyance used, or intended for use, to transport or conceal drugs; civil fine up to \$10,000 per violation; denial of federal benefits, such as student loans, grants, contracts, and profession-

al and commercial licenses for up to 1 year for a first offense and up to 5 years for a second or subsequent offense;successful completion of a drug treatment program;community service; and ineligibility to receive or purchase a firearm.

Georgia law prohibits the purchase or possession of alcohol by a person under the age of 21,or the furnishing of alcohol to such a person. Driving under the influence of alcohol or other drugs also is illegal.It is against Georgia law,under certain circumstances,to walk or be upon a roadway while under the influence of alcohol or other drugs. The punishment for these offenses may include imprisonment,payment of a fine,mandatory treatment and education programs,community service, and mandatory loss of one's driver's license.

Georgia Southwestern State University is required to fully cooperate with any investigation by federal and state authorities.

Counseling and Treatment Resources

A variety of counseling services and treatment centers are available throughout the state for anyone experiencing problems related to substance abuse. The Health Center's Web Page -www.gsw.edu/~health/-is available and lists ALL of these resources.Although most counseling and treatment centers charge for their services,some programs are free of charge.Faculty,staff,and students should consult the following referral sources to identify the services or programs that most closely meet their specific needs. The Student Assistance Program (SAP)is outlined below.

Student Assistance Program

- 1.The "On Campus Talking about Alcohol"(OCTAA)curriculum will serve as the educational portion of the SAP. The curriculum would be presented in three two hour sessions.
2. This program is mandatory and is consistent with cur-



rent GSW policy.The program will be required for those found guilty of violating current GSW alcohol and other drug policies. Further sanctions may be applied if the governing bodies believe it is necessary based on the circumstances.The program also will be available for any individual seeking help for alcohol or other drug issues.

3.The plan of action for the SAP will be as follows:

First offense: The student will be sent a letter stating that he/she is required to sign up for and successfully complete the OCTAA program at the next available offering. The Student will sign up for the OCTAA program through the Continuing Education Center and will be required to pay a \$35 fee for the program. Successful completion of OCTAA requires a knowledge test score of 75 percent or above. The exam will be given at the completion of the OCTAA sessions. In addition, the student may be required to provide up to 40 hours of community service to the campus and/or may be suspended from the residence hall for a minimum of one semester, among other sanctions. This will be determined through the Office of Student Life. Upon completion of OCTAA, the student is required to conduct a SAP exit interview through Counseling Services before the student will receive a certificate of completion. This signifies that the student has successfully completed all steps of the SAP.

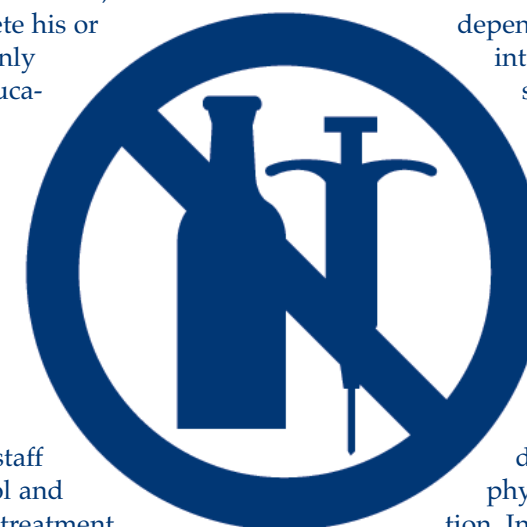
Second offense: The student will be subject to the following action. This will include an appointment with Counseling Services. The student will be required to sign up for and successfully complete the OCTAA program at the next available offering. The Student will sign up for the OCTAA program through the Continuing Education Center and will be required to pay a \$35 fee for the program. A clinical assessment may be necessary to determine if addiction counseling or other treatments should be recommended. In addition, the student may be required to provide 40 hours of community service to the campus and/or may be suspended from the residence hall for a minimum of one semester. This will be determined through the Office of Student Life. Upon completion of OCTAA, the student is required to conduct a SAP exit interview through Counseling Services before the student will receive a certificate of completion. This signifies that the student has successfully completed all steps of the SAP.

Third offense: The student will be suspended from school for a minimum of one semester. In addition,he or she will be referred to Alcohol/Drug addiction counseling such as Middle Flint Behavioral Services,for proper evaluation and must complete his or her addiction education program.Only after showing completion of the educational program,may the student return to school.

4.This information will be publicized in The Bulletin and the Weathervane as well as in this pamphlet. Additional copies of this pamphlet are available from the Counseling Center, Public Safety Department, Student Health Center and Student Housing. Faculty and staff may obtain a list of available alcohol and other drug counseling services and treatment centers from Human Resources or the Health Center or access the Health Center Website (http://www.gsw.edu/~health/).

Health Risks*

Alcohol consumption causes a number of marked changes in behavior. Even low doses significantly impair the judgment and coordination required to drive a car safely,increasing the likelihood that the driver will be involved in an accident. Low to moderate doses of alcohol also increase the incidence of a variety of aggressive acts,including spouse and child abuse. Moderate to high doses of alcohol cause marked impairments in 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 will produce the effects just described. Repeated use of alcohol can lead to dependence. Sudden cessation of alcohol intake 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,particularly when combined with poor nutrition,can also lead to permanent damage to vital organs such as the brain and liver. Mothers 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 of becoming alcoholics than other youngsters.

The use of drugs can pose many risks to health. It can cause high blood pressure, heart or respiratory failure, impaired memory or injury, even death through violence or self destructive behavior. Even infrequent use may ead to tremors, impaired sexual response, cardiovascular damage, and impaired performance,which could lead to poor grades, financial problems and interpersonal conflicts.

* What Works: Schools Without Drugs, U. S. Department of Education (1992).

Campus Contacts

- Director, Counseling Service229-931-2708
http://canes.gsw.edu/~gswcsc
Director, Health Services229-931-2235
http://www.gsw.edu/~health
Human Resource Department229-931-2000
http://www.gsw.edu/~hr

- Public Safety Office229-931-2245
http://ww.gsw.edu/~safety
Office of Student Life229-931-1387
http://www.gsw.edu/student
Governor's Office of Highway Safety's
Young Adult Programs Liaison229-931-2867
http://www.gsw.edu/~safetyed