

2.1.13

Issued: April 12, 2001

Revised: January 17, 2002

**SUBJECT: DRUG FREE WORKPLACE COMPLIANCE PROGRAM**

**Drug-Free Workplace and Campus Program**

**Introduction and Purpose**

Brewton-Parker College shares the widespread national concern with the serious threat to health, safety and welfare posed by the unlawful use and abuse of drugs and alcohol, especially in the workplace and on college campuses. As a matter of College policy, growing out of the College's historic mission and Christian character, and in keeping with applicable Federal and State laws\*, the College has adopted and is implementing the following program to provide a drug-free workplace and campus for all its students and employees and to prevent the illicit use and abuse of drugs and alcohol.

This program sets forth the minimum standards of conduct and requirements with respect to drug and alcohol abuse for all students and employees of the College. Other information and standards of conduct concerning drugs and alcohol are included in student handbooks, the Policy and Procedure Manual, and other College documents. These remain in full force and effect. Additional policies in this area may also be developed, subject to College approval, provided they are either consistent with this Program or impose higher standards or additional requirements in furtherance of the purposes of this Program. All actions taken and sanctions imposed under this Program and related drug and alcohol policies shall be reviewed periodically to ensure consistent enforcement. Nothing in this Program shall be interpreted to require the College to violate its obligations under other laws, including laws prohibiting discrimination against qualified handicapped individuals.

- Including the Drug-Free Workplace Act of 1988, the Drug-Free Schools and Communities Act Amendments of 1989, the Drug-Free Postsecondary Education Act of 1990 (Georgia), and related laws and regulations.

**Standard of Conduct**

The possession, use, distribution, dispensing or manufacture of illicit drugs at any time on any College property is absolutely prohibited. Any possession or consumption of alcohol on College property is also expressly prohibited.

**College Sanctions and Procedures**

As a condition of employment or enrollment at Brewton-Parker College, all employees and students must abide by these standards of conduct, and disciplinary sanctions will be imposed for violations. Among the sanctions which may be imposed are reprimand, probation, suspension, expulsion or termination of employment, and referral for prosecution. At the College's sole discretion, an employee or student may be permitted to continue in employment or enrollment if he or she satisfactorily participates in an approved rehabilitation program.

Nothing in this policy is intended to affect the procedural rights of students or employees under existing judicial board, grievance or review procedures. However, once the College has determined, after reasonable inquiry, that a violation of this policy has occurred, the employee or student may be subject to immediate suspension pending the conclusion of such procedures. If no existing procedures are in place for an alleged violation by a particular student or employee, the College will adapt other review procedures so as to ensure the individual the opportunity for a fair review, including the right to be heard.

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### **Convictions for Drug-Related Offenses**

Any student or employee convicted of any drug-related criminal statute must notify the Dean of Students (for students) or the President (for employees), in writing, no later than five (5) days after such conviction regardless of where the offense occurred. This is because under Federal and State laws, any student convicted of a drug-related felony offense must be denied all Federal and State assistance, including Pell Grants and Georgia Tuition Equalization Grants; and because the College must notify Federal agencies of drug-related convictions of employees involved in work under a grant or contract. However, a criminal conviction shall not be necessary to find that a student or employee has violated these standards of conduct, and the College need not, and ordinarily will not, defer its own actions and sanctions pending the outcome of any criminal proceeding.

### **Health Risks**

Substance abuse and drug dependency are the leading causes of preventable illness, disability and death in the United States and are estimated to afflict 25.5 million Americans. This number increases dramatically when one considers the harm done to the families and loved ones of substance abusers and to those injured or killed by intoxicated drivers.

Alcohol. 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 risk of accident. Low to moderate doses also increase the incidence of aggressive behavior, including spouse and child abuse. Moderate to high doses severely impair 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 these effects. Chronic alcohol abuse can produce irreversible changes, including dementia, sexual impotence, cirrhosis of the liver and heart disease. Mothers who drink alcohol during pregnancy may give birth to infants with fetal alcohol syndrome, which includes physical abnormalities and mental retardation.

Marijuana (Cannabis). Marijuana use is associated with impairment of short-term memory, concentration, judgment, perception and fine motor skills. The use of this drug increases the risk of machinery or motor vehicle accident and injury for four to six hours after ingestion. Impairment of memory may last for three to six months, even if use of the drug is completely discontinued. Marijuana use is also associated with chronic anxiety, depression and paranoid feelings, and it can also significantly increase underlying emotional problems. Frequent use by young people may have long-term developmental consequences related to lack of motivation, apathy, and difficulty handling current stresses and responsibilities, as well as making appropriate plans for the future. Pregnant women who use marijuana may be at higher risk for having children with birth defects.

Hallucinogens. This category includes drugs such as LSD, mescaline and peyote, and PCP or "Angel dust." These are potent drugs that have mind-altering effects and impair perception and thinking. Hallucinogens can produce a "bad trip" with anxiety, agitation, hallucinations and paranoia. "Flashbacks" of the "bad trip" can occur even without taking the drug. Psychosis may result after long-term use.

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**Cocaine and Other Stimulants.** Cocaine, also called Coke or Snow, is a white powder that is snorted, injected into veins, or smoked freebase or as Crack. Crack is a crystalline form of cocaine; it produces the most intense cocaine "high," and addiction can occur after using it only once or twice. Cocaine "highs" are characterized by feelings of extreme happiness, a sense of unlimited power and energy. However, the physical symptoms include high blood pressure and heart palpitations. A cocaine "crash" follows the "high" and includes symptoms of depression, dullness, great irritability, and paranoia. Serious medical complications occur with cocaine use, such as heart attacks (even in young people), seizures, and strokes due to high blood pressure. Psychological effects of cocaine use include violence, paranoia, personality changes, depression, anxiety and confusion. Pregnant women using cocaine have increased risk of miscarriages and stillbirths. Newborns addicted to cocaine are irritable, unresponsive, and may have malformed organs, as well as heart attacks and strokes. Addiction to cocaine controls all aspects of the user's life. In addition to cocaine, there are a number of other drugs that stimulate the nervous system. Most of them belong to the amphetamine family of drugs, some of which have medicinal value and can cause adverse health effects. Hence, these drugs should not be used except under proper medical supervision.

**Narcotics, including Heroin.** Certain strong pain relievers, such as morphine and codeine, are available by prescription only and may be safely used, with close medical supervision, in specific medical circumstances for a limited time. These drugs, referred to as narcotics, differ from nonprescription pain relievers (such as aspirin or Tylenol) in their potential for abuse and dependence. The person may become addicted and not want to stop the drug when the pain has stopped. Increased tolerance to the drug leads to a craving for larger and larger doses. The time may come when the person "needs" such a large dose that it is poisonous or lethal. Heroin is a highly addictive narcotic with no medical uses. In addition to the risks described above, the use of heroin is mainly by injection into a vein, which carries the additional dangers of AIDS and hepatitis from unclean needles.

**Sedatives and Tranquilizers.** Barbiturates (such as phenobarbital, seconal and amytal) are highly addictive and can be fatal if taken in excess. Although they still have medical uses, they have largely been replaced by the benzodiazepines for the relief of anxiety and to promote sleep. The benzodiazepines include such drugs as Valium, Librium, Dalmane and Restoril. These are safe and effective at moderate doses for short periods of time (weeks), but physical and psychological dependence can result if they are used at higher doses for longer periods of time. Other agents which may be abused include methalqualone (quaaludes), Doriden and Equanil. Intoxication with benzodiazepines may occur and resembles alcoholic drunkenness. When taken together with alcohol, the effects are cumulative and can lead to coma and even death.

### **Counseling, Treatment and Rehabilitation**

Employees and students who wish information about counseling and treatment programs, either for personal substance abuse problems or for family members or others, may contact the Counseling Department. Brewton-Parker College recognizes the importance of assisting employees in dealing with substance abuse problems and to that end offers educational and benefit programs dealing with such matters. Employees who voluntarily seek assistance for substance abuse before problems associated with such abuse come to the attention of Brewton-Parker College, will generally be permitted to continue work provided that (1) a recognizable treatment or rehabilitation program is followed; and (2) all standards of job performance and conduct are met. In some cases, temporary or permanent reassignment may be necessary. Information concerning employees who participate in treatment and/or rehabilitation programs will be accorded confidential status. Only those persons who have a need to know shall have access to such information. Self-help groups such as Alcoholics

Anonymous and Narcotics Anonymous are important resources for long-term support. Contact information for these groups is as follows:

- Alcoholics Anonymous (404) 525-3178 [www.aa.org](http://www.aa.org)
- Narcotics Anonymous 1-818-773-9999 [www.na.org](http://www.na.org)

Some outside agencies offering rehabilitation and treatment programs include the following:

<b>A T L A N T A</b>			
Anchor Behavioral Hospital	5454 Yorktowne Dr.	Atlanta, GA 30349	(770) 991-6044
Peachford Hospital	2151 Peachford Rd.	Atlanta, GA 30338	(770) 455-3200
Metro Atlanta Recovery Residences	2801 Clearview Pl.	Doraville, GA 30340	(770) 457-1222
Ridgeview Institute	3995 S. Cobb Dr., SE	Smyrna, GA 30080	(770) 434-4567

<b>G E O R G I A B A P T I S T M I N I S T R I E S</b>			
Penfield Christian Home (Recovery for Men)	Rev. Bryant Miller Program Director		(706) 453-7929 FAX (706) 453-9857
Heart Ministries (Recovery for Women)	Jane Sheldon Program Director		(706) 356-3434 FAX (706) 356-0211
Nelson Price Treatment Center	Victoria Jones Clinical Director		(770) 514-8255 FAX (770) 514-1747

<b>M A C O N</b>			
Coliseum Psychiatric Hospital	340 Hospital Dr.	Macon, GA 31201	(478) 741-1355
River Edge Behavioral Health Center	175 Emery Hwy.	Macon, GA 31201	(478) 751-4519
Substance Abuse Outpatient & Day Patient & Methadone Clinic	175 Emery Hwy.	Macon, GA 31201	(478) 751-4559
River Edge Recovery Center	3575 Fulton Mill Rd.	Macon, GA 31206	(478) 471-5390
Detox Program In-Patient	3575 Fulton Mill Rd.	Macon, GA 31206	(478) 471-5388
14—Day Alcohol & Drug Intensive Out-Patient Program with Resident Support	3575 Fulton Mill Rd.	Macon, GA 31206	(478) 471-5704

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<b>S A V A N N A H</b>			
Coastal Harbor	1150 Cornell Ave.	Savannah, GA 31406	(912) 354-3911
Georgia Regional Hospital	1915 Eisenhower Dr.	Savannah, GA 31416	(912) 356-2396

<b>S T A T E S B O R O</b>			
Pineland MH/MR/SA—John's Place	4 West Altman	Statesboro, GA 30459	(912) 764-6129
Willingway Hospital	311 Jones Mill Rd.	Statesboro, GA 30458	(912) 764-6236

**Review of Program**

In keeping with Federal law, this Program shall be reviewed at least biennially to determine its effectiveness, to make changes where necessary, and to ensure that sanctions are consistently enforced.

Contact for Interpretation: President

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This policy statement supersedes all previous  
policy statements on this subject.