

DRUG-FREE SCHOOLS AND COMMUNITIES

I. Purpose

Western Dakota Technical College (WDTC) believes that the illegal use of drugs and alcohol presents a serious health and safety hazard to the College community and interferes with educational and occupational success. A person needs to feel secure to perform at a maximum level. Therefore, campus safety and security must be a concern of every student and employee at WDTC. Furthermore, drug use and alcohol abuse affect the entire campus community leading to an increase in drop-out rates, academic failure, disciplinary problems, and progression into addiction.

II. General Statement of Policy

- A. The College fully complies with the Drug Free School and Communities Act of 1989 to prohibit the illegal possession, consumption, and distribution of drugs and alcohol on College property, at College-controlled locations, during classes, and at activities officially sponsored by the College. Also, students and employees may not consume alcoholic beverages on College property, during classes, or in connection with activities officially sponsored by the College except by permission of the local board or designee, and only then, if of legal age to consume alcohol. The State of South Dakota sets 21 as the minimum age to purchase or possess any alcoholic beverage.

Furthermore, students and employees are prohibited from being on campus property while in an intoxicated state. Additionally, possession of empty alcohol beverage containers and drug paraphernalia is also prohibited. No student organization may sponsor any student-related activity at which alcoholic beverages are to be consumed.

WDTC supports all federal, state, and local ordinances pertaining to alcohol and drugs and will fully cooperate with law enforcement authorities to protect the students and employees of the College from the illegal possession, purchase, sale, and manufacture of controlled substances and alcohol.

For the purpose of this policy, drug includes all controlled substances, illegal or controlled mood-altering chemicals, all look-alike drugs, all chemicals that release toxic vapors, and any prescription or patent drugs except those medications prescribed by and under the supervision of a licensed physician in a manner consistent with WDTC policy.

Although some forms of marijuana may be legal at the state level, marijuana is

considered a Schedule I drug under federal law, even when recommended by a certified physician. Accordingly, students, employees, visitors, and guests, including those with a medical card, are prohibited from possessing, distributing, using, or being under the influence of marijuana on College property and in connection with its programs and activities off campus. Those caught in possession, using, or being under the influence of cannabis are subject to disciplinary action and possible legal action.

A violation of any law or WDTC policy/rule regarding alcohol or drugs while on College property, at College-controlled locations, during classes, or at activities officially sponsored by the College is a violation of this policy and will be treated as a disciplinary matter by the College. The College will also refer offenders to the proper civil authorities. Regardless of whether the legal action is pursued by the College or outside agencies, disciplinary action will be taken by the College for violations of the law, College policies/rules, or College conduct regulations. All students and employees should be familiar with the Drug Free Schools and Communities policy and abide by it.

Employees must notify WDTC's Director of Human Resources in writing within five days of a conviction for a violation of criminal drug statute that occurs in the workplace.

- B. Sanctions for Violation or Non-compliance – Violations of this policy by employees will result in disciplinary actions that may include a warning, temporary suspension from duties with or without pay, or termination of employment. Disciplinary actions will be pursued consistent with existing policies and agreements. The nature and extent of these actions depend on a variety of factors, including the severity of any work rule violations, the pattern and frequency of observed substance related problems, past work record, or any other consideration which may be considered relevant by the College. The need for disciplinary action and the appropriate penalty for employees will be handled accordingly by the Director of Human Resources and others as appropriate. Student drug and alcohol violations are addressed through the College's Student Code of Conduct Policy 4014 – located on the College's website at <https://www.wdt.edu/assets/docs/uploads/about/policies/4014.pdf> and the Student Resolution Policy 4015 - <https://www.wdt.edu/assets/docs/uploads/about/policies/4015.pdf>.
- C. Maintenance of Drug-Free Campus/Workplace – Good faith efforts on the part of WDTC to establish and maintain a drug-free campus/workplace will include providing ongoing drug awareness educational programs and dissemination of drug awareness information for all members of the College community as well as implementation and strict enforcement of this policy.

The Director of Human Resources and Student Success Center Staff or designees will coordinate ongoing drug education and awareness programs. Students and employees are expected to avail themselves of these programs and materials. Schedules and locations will be publicized in various College media and by individual notification.

- D. Known Health Risks – As part of the effort to create a drug-free campus/workplace, WDTC believes the College community should be educated about the physical and emotional health hazards the misuse of drugs and alcohol presents. WDTC provides information and educational programs on substance abuse throughout the year to students and employees. Listed below are some of the health risks associated with using/abusing alcohol and various drugs. (Please note that the dangers associated with substance abuse are not limited to only the conditions listed below.)
- Alcohol - Heart and liver damage; brain damage; death from overdose and accidents
 - Marijuana/Hashish - Impaired memory perception, interference with psychological maturation, possible damage to lungs and heart, psychological dependence
 - Cocaine - Intense psychological dependence, sleeplessness and anxiety, nasal passage damage, lung damage, heart damage/heart attack, and death from overdose
 - Stimulants - Loss of appetite, hallucinations, paranoia, convulsions, brain damage, cancers of the lung, throat, mouth, death from overdose
 - Depressants - Infection, addiction, loss of appetite, death from overdose, nausea, and has severe interaction with alcohol
 - Narcotics - Addiction with severe withdrawal symptoms, loss of appetite, death from overdose
 - Hallucinogens - Anxiety, depression, impaired memory, emotional breakdown, death from overdose
 - Inhalants - Drastic weight loss, brain damage, liver and bone marrow damage, high risk of sudden death
 - Opioids/Fentanyl – Intense, short term high with feelings of euphoria, slowed respiration, reduced blood pressure, nausea, fainting, & seizures. Overdose signs include changes in pupil size, cold/clammy skin, coma, and respiratory depression; do not touch the individual or substance.

Please contact the Human Resources Office or Student Success Center for additional information on the risks involved with the misuse of drugs and alcohol.

- E. Available Assistance – Employees are encouraged to utilize the confidential EAP when necessary. Information pertaining to the EAP is available in the Human Resources Office and posted in the distribution center.

Students are encouraged to contact the Student Success Coaches for assistance with drug and alcohol concerns. Community resources and confidential third-party counseling services are available.

The South Dakota Department of Social Services maintains a statewide list of prevention and treatment programs. The list is available at https://dss.sd.gov/docs/behavioralhealth/services/List_of_Treatment_agencies_and_services.pdf

III. Definitions – None

IV. Reporting Procedures

- A. Knowledge or having received notification of a violation of this policy by an employee shall immediately be reported to the Director of Human Resources.
- B. Knowledge or having received notification of a violation of this policy by a student shall immediately be reported to the Director of Student Success or VP for Institutional Effectiveness and Student Success.
- C. Application of the College's corrective discipline policy for violation of this policy and any other related questions should be referred to the Director of Human Resources for employees and to the Director of Student Success for students.

V. Dissemination of Policy and Training

- A. This policy shall appear on the WDTC website on the policy page.
- B. New employees receive a copy of the policy at the time of their new employee orientation. All employees are required to read the policy and take a Drug and Alcohol Abuse Prevention Program (DAAPP) quiz upon hire and annually thereafter. Students are informed of the policy through the DAAPP notification upon enrollment and annually thereafter.

Legal References:

Drug Free School and Communities Act of 1989
South Dakota Codified Law 35-9-2
South Dakota Codified Law Chapter 22-42

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