
Health Risks

Abusing drugs/or alcohol can:

- make you feel sick
- be expensive
- cause dependency
- lower your job performance
- put you in prison
- cause mental illness
- kill you!

Alcohol abuse will:

- dull your senses
- impair coordination
- slur your speech
- cause mood changes
- depress brain functions
- damage liver, heart, and pancreas
- irritate your stomach
- cause physical damage to an unborn baby
- lead to irreversible brain damage

Illicit drug use will:

- increase your heart rate and blood pressure
- cause tremors and convulsions
- produce heart, liver, and kidney damage
- injure an unborn baby
- lower your resistance to disease
- HIV infection
- cause personality changes, confusion, depression
- lead to paranoia and hallucinations

Resources

MCCC recognizes that employees and students suffering from alcohol or drug dependence can be treated.

Employees may contact the College's Employee Assistance Program directly by calling 419-475-5338.

Employees and students may contact the Director of Human Resources at 734-384-4245 or designee for a referral service. Any such contact will be kept in strict confidence except insofar as may be required by law. We encourage any employee or student to seek professional care and counseling prior to any violation of this policy.

In addition, you may contact any of the following free resources for confidential help:

Alcoholics Anonymous

(734) 457-4777

Arrowhead Behavioral Health

1725 Timberline • Maumee, OH 43537

(419) 891-9333

Catholic Charities of Southeast Michigan

25 S. Monroe Street • Monroe, MI 48161

(734) 240-3850

Harbor Behavioral Health

4334 Secor Road • Toledo, OH 43623

(419) 475-4449

Monroe County Mental Health Authority

1001 S. Raisinville Rd • Monroe, MI 48161

(734) 243-7340

(800) 886-7340

ProMedica Monroe Regional Hospital,

Behavioral Health Department

718 N. Macomb Street • Monroe, MI 48162

(734) 240-8400

Salvation Army Harbor Light

3250 N. Monroe Street • Monroe, MI 48162

(734) 384-3402



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Drug & Alcohol Resource Guidelines & Policy

Drug & Alcohol Resource Guidelines

Monroe Community College Drug & Alcohol Policy

Monroe County Community College (MCCC) is concerned about the health and welfare of its employees and students. In compliance with the federal Drug-Free Schools and Campuses Regulations, as well as the federal Drug-Free Workplace Act, MCCC has adopted a policy that requires employees and students to assist in maintaining a campus environment free from the effects of drugs, alcohol, or other intoxicating substances. (See *MCCC Policies & Procedures 6.21.*)

Drugs and Alcoholic Beverages

Employees are prohibited from the following when reporting for work, while on the job, or performing job related functions regardless of the location, while attending any College-related activity, while on campus, or while in any vehicle used for College business.

Students are prohibited from the following when attending classes, attending any College-sponsored activity or program, regardless of the location, while on campus, or while in any vehicle used for College business:

- the unlawful use, possession, transportation, manufacture, sale or other distribution of an illegal or controlled substance or drug paraphernalia, or the misuse of or distribution to anyone other than the person to whom prescribed, of any prescription drug; or
- the unauthorized use, possession, transportation, manufacture, sale or other distribution of alcohol; or
- being impaired by alcohol regardless of blood alcohol level or having a blood alcohol level of legal limit, whether visibly impaired or not; or

- having a detectable amount of an illegal or controlled substance in the blood or urine (whether visibly impaired or not), or abuse of any controlled substance or prescription medication. In addition, no alcoholic beverages will be permitted on campus or sold or provided by the District at any college-sponsored event off campus, unless approved in writing by the College's President or the President's designee.

Violations

The College will impose disciplinary action up to and including the immediate termination of employment for violation of this drug and alcohol policy. Violations or suspected violations of this policy may also result in a referral to a law enforcement agency. Suspected violations by employees are to be reported to the Office of Human Resources as soon as possible.

Students whom the college determines have violated this drug and alcohol policy will be placed on disciplinary status up to and including dismissal or suspension from the College. These students may also be subject to losing financial aid. Violations or suspected violations of this policy may also result in a referral to a law enforcement agency.

Suspected violations are to be reported to the Office of the Vice President of Student and Information Services as soon as possible. (See *MCCC Policy 3.10, Due Process with regard to Discipline other than Academic.*)

Any employee, student or student assistant convicted under any criminal drug statute for a violation occurring while working for the college, while on campus, or while in any vehicle used for College business, or under any other circumstances which constitute a violation of this policy, must notify the College's Human Resources Office immediately after such a conviction. A conviction includes any finding of guilt, any guilty plea or plea of no contest and/or imposition of a fine, jail sentence or other penalty. The College will determine if College policies have been violated and what, if any, disciplinary action will be administered.

Reports of Violations

Reporting of violations shall be within the province of all people at MCCC because each person has a common responsibility in maintaining an orderly and efficient community for everyone's mutual benefit.

Federal and State Law

Under federal law it is unlawful to manufacture, distribute, dispense, deliver, sell or possess with intent to manufacture, distribute, dispense, deliver or sell controlled substances. Under federal law, a civil penalty of up to \$100,000 and imprisonment of up to one year may be imposed for a first offense simple possession of certain specified controlled substances; a second offense has penalties of up to \$250,000 and up to two years in prison. The penalty imposed depends upon many factors that include the type and amount of controlled substances involved; the number of prior offenses; whether death or serious bodily harm resulted from the use of such substances; and whether any other crimes were committed in connection with the use of the controlled substance.

Under Michigan law it is unlawful for any person under the age of 21 to buy, possess, transport (unless in the course of their employment) or consume alcoholic beverages. It is unlawful for any adult to buy alcoholic beverages for or furnish them for any purpose to anyone less than 21 years of age. If convicted of drunk or impaired driving, the court may order imprisonment, fines and costs, community service, alcohol treatment or education, or a combination of these penalties. For a first offense, penalties may include \$100 to \$500 fine and/or up to 93 days in jail. Under Michigan law, the offense of possession or casual exchange of a controlled substance (such as marijuana) is punishable up to 1 year and/or \$1,000. The penalties are more severe depending on the number of subsequent offenses and the type and weight of the controlled substance.