

**NORTH GEORGIA
COLLEGE & STATE UNIVERSITY
POLICY AND PROCEDURE MANUAL**

SUBJECT: DRUG-FREE WORK PLACE POLICY

As a recipient of federal funds, North Georgia College & State University supports and complies with provisions of the Omnibus Anti-Drug Act of 1988. The College expects faculty and staff to meet appropriate standards of performance, to observe basic rules of good conduct, and to comply with Institutional Personnel Policies and Procedures. In the discharge of its responsibilities as an employer, North Georgia College & State University aggressively promotes and requires a drug-free work place among its faculty and staff. The unlawful manufacture, distribution, dispensation, possession or use of illegal drugs by College employees is prohibited by institutional policy. Violations of this policy, including felony and/or misdemeanor drug convictions during the course of employment with North Georgia College & State University may result in appropriate disciplinary penalties being imposed by the College.

North Georgia College & State University actively encourages employees who feel they have a potential substance abuse problem to utilize the confidential counseling and referral services available through their local family doctor.

Each employee engaged in the performance of a federal contract or grant will be provided with a copy of this policy. Institutional Personnel Policies pertaining to faculty and staff personnel are amended to incorporate this policy. The policy shall be communicated to new faculty by appropriate Department Chairs and to classified staff by the Personnel Officer.

North Georgia College & State University Alcoholic Beverage and Drug Policy

- REFERENCE:
1. Public Law #100-690 (1988)
The Drug-Free Work Place Act of 1988
 2. Regulations for Drug-Free Schools and Campuses Federal Register- August 16, 1990
Department of Education VOL 55 No. 159
 3. President's Policy Statement of March 30, 1989

I. Philosophy

North Georgia College & State University condemns the abuse of alcoholic beverages and prohibits the possession or use of illegal drugs and drug paraphernalia by members of its community and/or their visitors. NGCSU also condemns inappropriate behavior resulting from alcohol beverages' and drug use or abuse by the same. Alcohol and drug abuse is characterized by uncontrollable behavior which infringes upon the rights of others, potential danger to self or others, or use of alcohol outside the

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parameters of state and/or College policy. NGCSU neither encourages or discourages the use of alcoholic beverages in general but does prohibit its possession and consumption in the work place. The institution recognizes the rights of each member of the NGCSU community to make appropriate, sensible, and responsible decisions about its use within the parameters of state and College policy. The possession or use of illegal drugs and/or controlled drugs without valid medical prescription is prohibited on campus.

NGCSU states, as part of its purpose, “to provide for and encourage the total development of the individual.” In so doing, it recognizes its role in promoting appropriate decision-making behavior regarding the responsible use or non-use of alcoholic beverages through education programs and appropriate guidelines.

II. The Law

- A. It is illegal for persons under 21 years of age to possess, consume or purchase alcoholic beverages.
- B. It is illegal for any person to furnish alcoholic beverages to persons under 21 years of age.
- C. It is illegal to furnish, sell, or provide alcoholic beverages to a person who is in a state of Noticeable intoxication.
- D. It is illegal to charge admission to events where alcohol is provided unless a license for sale of alcoholic beverages has been obtained.
- E. It is illegal for persons under the age of 21 to misrepresent (fake ID) themselves for the purpose of obtaining an alcoholic beverage illegally.
- F. It is illegal in the City of Dahlonega to carry an open container of an alcoholic beverage.

III. Penalties for Alcohol- Georgia

- A. Alcohol possession and selling violations
 - 1. 30 days imprisonment
 - 2. \$300 fine
- B. Driving under the influence
 - 1. One day to one year’s imprisonment
 - 2. \$100 to \$1,000 fine
 - 3. Suspension of license
- C. Open container- Dahlonega
 - 1. \$250 fine
- D. Underage drinking- Dahlonega
 - 1. \$55 to \$250 fine
 - 2. Public service work

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IV. Penalties for Possession of Marijuana and Other Illegal Drugs- Georgia

A. Possession of Marijuana- one ounce or less (misdemeanor)

1. Imprisonment not to exceed 12 months
2. or fine not to exceed \$1,000
3. or both

B. Possession of Marijuana- more than one ounce (felony)

1. Imprisonment for not less than one year nor more than 10 years

C. Other Illegal Drugs

1. Imprisonment up to 30 years
2. Imprisonment from one to 10 years to possess, manufacture, deliver, sell, etc., a counterfeit of such drugs

FEDERAL LAWS ALSO PROVIDE STIFF PENALTIES FOR VIOLATIONS OF ALCOHOL AND DRUG LAWS.

V. Civil Liability

Persons who furnish alcohol or drugs in violation of Georgia law may be held liable to Compensate third parties for injuries caused by the intoxicated user.

VI. College Regulations

A. The possession or consumption of alcoholic beverages on campus, or at open events sponsored by the College is prohibited.

B. Each employee is complete liable for his/her actions at all times, regardless of his/her mental state, even if altered by alcoholic beverages.

C. An employee of North Georgia College & State University (faculty or staff) may be dismissed for any of the following reasons, after the College complies with procedural process:

1. Unlawful manufacture, distribution, sale, use or possession of marijuana, a controlled substance, or other illegal or dangerous drugs, as defined by Georgia law.
2. Teaching or working under the influence of alcohol, which interferes with the member's performance of duty or his/her responsibilities to the institution or to his/her profession.
3. Conviction or admission of guilt in a court proceeding of any criminal drug offense.

VII. General Health Risks of Drug and Alcohol

*Increased risk of heart disease and heart attack

*Increased risk of cancer

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- *Impaired lung, reproduction, and brain function
- *Loss of motivation, interest, alertness, speed of reaction
- *Violent behavior
- *Loss of coordination leading to accidents
- *Associated with accidental deaths, suicide
- *Hallucinations
- *Damage of fetus
- *Chronic Mental or physical deterioration
- *Changes in blood pressure
- *Brain and liver damage
- *Change in personality
- *Acute or prolonged psychosis
- *Severe mental disturbance
- *Depression
- *Flashbacks or reoccurrence of experience
- *"Bad trips"
- *Damage to nervous system, kidneys, blood and bone marrow, liver
- *Shock
- *AIDS and hepatitis infection due to dirty needles
- *Acute panic
- *Confusion
- *Ruptured blood vessels in the brain
- *SUDDEN DEATH
- OVERDOSE
 - *panic reaction
 - *toxic psychosis
 - *loss of consciousness
 - *convulsions
 - *respiratory collapse
 - *heart attack
- *DEATH

IX. Treatment

Services available through Personnel Services (864-1440)

1. Personal counseling
2. Referral to community AA, ACOA, AlaNon, NA groups
3. Referral to community, local, and state treatment centers

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P & P NO 860.0

EFFECTIVE
DATE _____

REVISED
DATE July 1, 2004

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X. Student policy may be found in the North Georgia College & State University Student Handbook, 1990-91, pages 31-32.