

# **Fond du Lac Tribal and Community College**

## **Drug and Alcohol-Free Campus Policy for Students and Employees**

### **Part 1. Scope of Policy**

The Fond du Lac Tribal and Community College Drug-and Alcohol-Free Campus Policy is for Students and Employees of the College and includes all campus locations. The possession, use and sale of alcohol and enforcement of State underage drinking laws shall be enforced. The possession, use and sale of illegal drugs shall be enforced through Federal and State laws.

### **Part 2. Purpose**

Fond du Lac Tribal and Community College, along with the entire Minnesota State system, is committed to ensuring an educational and employment environment where students and employees can work, learn, and develop to their full potential. Because the use and abuse of alcohol and controlled substances negatively impacts the ability of students and employees to work, learn and develop to their full potential, and to comply with federal and state laws, Fond du Lac Tribal and Community College has adopted and will implement the following drug-and alcohol-free campus policy. The college conducts a biennial review of this policy to determine the effectiveness of this policy and to ensure that disciplinary sanctions for violating standards of conduct are enforced consistently.

### **Part 3. Drugs, Alcohol Prohibited**

The unlawful manufacture, growing, possession, use, dispensation, sale or distribution of controlled substances and the manufacture, use, sale, distribution, or possession of alcoholic beverages by Fond du Lac Tribal and Community College students and employees is strictly prohibited:

1. On Fond du Lac Tribal and Community College property,
2. While participating in a student activity, activities sponsored by officially recognized student organizations, or an event or activity sponsored or sanctioned by Fond du Lac Tribal and Community College or Minnesota State system, including off-site activities; and
3. While performing work, including overtime work and rest breaks.

#### **Subpart A. Exceptions**

The use of alcoholic beverages may be permitted only:

1. For Fond du Lac Tribal and Community College or Minnesota State system educational/awareness programs; or
2. For a specific event or circumstance authorized by the Minnesota State system or Fond du Lac Tribal and Community College

**However, in no case may students or employees violate Liquor Laws.**

## **Subpart B. Employees**

No Fond du Lac Tribal and Community College employee may:

1. Report to work under the influence of alcohol, controlled substances or other drugs which affect her/his alertness, coordination, reaction, response, judgment, decision-making or safety; or
2. Operate, use or drive any or Minnesota State system equipment, machinery or vehicle while under the influence of alcohol, controlled substances or mind-altering drugs.

An employee who is under the influence of alcohol, controlled substances or other mind-altering drugs, or who is taking medically authorized drugs or other substances which may affect job performance, has an affirmative duty to immediately notify the appropriate supervisor that the employee's mental or physical condition precludes her/his ability to operate, use or drive or Minnesota State system equipment.

Employees are discouraged from consuming alcoholic beverages off-site during lunch or dinner meals when returning to perform work. In any situation subsequent to the intake of alcohol, an employee whose behavior or condition adversely affects her/his performance is subject to discipline. Since engaging in off-duty sale, purchase, transfer, use or possession of controlled substances may have a negative effect on an employee's ability to perform his/her work, an employee involved in such circumstances is subject to discipline.

Employees working on federal grants or contracts who are convicted of a criminal drug statute violation occurring in the workplace are required to notify Fond du Lac Tribal and Community College or Minnesota State system within five (5) working days of such a conviction.

## **Part 4. Penalties for Policy Violations**

Fond du Lac Tribal and Community College employees and students who violate this policy are subject to Fond du Lac Tribal and Community College and Minnesota State system sanctions and may be subject to legal sanctions under local, state or federal law.

Fond du Lac Tribal and Community College students will be disciplined according to the Student Code of Conduct. Disciplinary sanctions include, but are not limited to, warning, confiscation, restitution, dismissal, suspension, expulsion and referral for prosecution.

Fond du Lac Tribal and Community College employees covered by a Collective Bargaining Agreement will be disciplined according to the process delineated in the appropriate agreement. Other employees will be disciplined according to the Excluded Administrators Plan or the Commissioner's Plan.

Discipline may include, but is not limited to, oral or written reprimand, suspension, termination, and referral for prosecution.

## **Part 5. Legal Sanctions:**

Federal and state sanctions for illegal possession of controlled substances range from up to one year imprisonment and up to \$100,000 in fines for a first offense, to three years imprisonment and \$250,000 in fines for repeat offenders. Additional penalties include forfeiture of personal property and the denial of federal student aid benefits. Under federal laws, trafficking in drugs such as heroin or cocaine may result in sanctions up to and including life imprisonment for a first offense involving 100 gm or more. Fines for such an offense can reach \$8 million. First offenses involving lesser amounts, 10-99 gm, may result in sanctions up to and including 20 years imprisonment and fines of up to \$4 million. A first offense for trafficking in marijuana may result in up to five years imprisonment and fines up to \$500,000 for an offense involving less than 50 kg, and up to life imprisonment and fines up to \$8 million for an offense involving 1,000 kg or more.

The State of Minnesota may impose a wide range of sanctions for alcohol-related violations. For example, driving while intoxicated may result in a \$700 fine, 90 days in jail, and/or revocation of driver's license for 30 days. Possession of alcohol under age 21 or use of false identification to purchase alcohol results in \$100 fine. Furnishing alcohol to persons under 21 is punishable by up to a \$3,000 fine and/or one year imprisonment.

Although the Minnesota Cannabis Law has changed, the possession and use of marijuana remains illegal under federal law, including the Drug-Free Schools and Communities Act, the Controlled Substances Act, the Campus Security Act, and Board Policy 5.18 Alcoholic Beverages or Controlled Substances on Campus. Therefore, the use, possession, production, manufacture, and distribution of marijuana continues to be prohibited while a student is on college or university owned or controlled property or any function authorized or controlled by the college or university.

## **Part 6. Health risks associated with the abuse of alcohol and illicit drugs.**

**Alcohol**—Alcohol consumption causes a number of changes in behavior and physiology. Even low doses significantly impair judgment, coordination, and abstract mental functioning. Statistics show that alcohol use is involved in a majority of violent behaviors on college campuses, including acquaintance rape, vandalism, fights, and incidents of drinking and driving. Continued abuse may lead to dependency, which often causes permanent damage to vital organs and deterioration of a healthy lifestyle.

**Amphetamines**—Amphetamines can cause a rapid or irregular heartbeat, headaches, depression, damage to the brain and lungs, tremors, loss of coordination, collapse, and death. Heavy users are prone to irrational acts.

**Cocaine/Crack**—Cocaine users often have a stuffy, runny nose and may have a perforated nasal septum. The immediate effects of cocaine use include dilated pupils and elevated blood pressure, heart rate,

respiratory rate, and body temperature, paranoia and depression. Cocaine is extremely addictive and can cause delirium, hallucinations, blurred vision, severe chest pain, muscle spasms, psychosis, convulsions, stroke and even death.

Hallucinogens—Lysergic Acid Diethylamide (LSD) causes illusions and hallucinations. The user may experience panic, confusion, suspicion, anxiety, and loss of control. Delayed effects, or flashbacks, can occur even when use has ceased. Phencyclidine (PCP) affects the section of the brain that controls the intellect and keeps instincts in check. Hallucinogens can cause liver damage, convulsion, coma and even death.

Marijuana—Marijuana may impair or reduce short-term memory and comprehension, alter sense of time, and reduce coordination and energy level. Users often have a lowered immune system and an increased risk of lung cancer. Users also experience interference with psychological maturation and temporary loss of fertility. The active ingredient in marijuana, THC, is stored in the fatty tissues of the brain and reproductive system for a minimum of 28 to 30 days.

Methamphetamine—Methamphetamines, known as speed, meth, ice, glass, etc., have a high potential for abuse and dependence. Taking even small amounts may produce irritability, insomnia, confusion, tremors, convulsions, anxiety, paranoia, and aggressiveness. Over time, methamphetamine users may experience symptoms similar to Parkinson's disease, a severe movement disorder.

Narcotics—Narcotics such as codeine, heroin or other opiate drugs cause the body to have diminished pain reactions. The use of heroin can result in coma or death due to a reduction in heart rate.

Steroids—Steroid users experience a sudden increase in muscle and weight and an increase in aggression and combativeness. Steroids can cause high blood pressure, liver and kidney damage, heart disease, sterility and prostate cancer.

Additional information can be found at: [www.nida.nih.gov](http://www.nida.nih.gov).

## **Part 6. Information**

Fond du Lac Tribal and Community College provides voluntary educational programs designed to inform students and staff about the health risks associated with drug and alcohol use, community resources available to provide assistance to individuals dealing with drug and/or alcohol abuse issues, the legal ramifications associated with illegal use of drugs and/or alcohol, and penalties for policy violations under Minnesota Law.

## **Part 7. Drug and Alcohol Abuse Education Programs**

Fond du Lac Tribal and Community College has developed programs to prevent the illicit use of drugs and the abuse of alcohol by students and employees. The program provides services related to drug use and abuse including dissemination of informational materials, educational programs, counseling services, referrals and college disciplinary actions.

Areas of Fond du Lac Tribal and Community College that provide Drug Education include:

- Alcohol and Drug Education: College Student Services, Employee Assistance Program for college staff and students
- College Nursing Program Faculty, and connect with local organizations/resources
- Referral Services: Student Counselors, College Nursing Program Faculty, Employee Assistance Program and connect with local organizations/resources
- College Disciplinary Actions: Faculty/Student Judicial Review Committee, Vice President of Student Services and Enrollment Management

### Campus Resources

Lori Driscoll, Executive Human Resources Officer, W110, 218-879-0879

Ashley Tegels, Resource Navigator, Room W118, 218-879-0898

Barbara McLean, Counselor, Room 135, 218-879-0819

### Community Resources

<p><b>Carlton County Public Health and Human Services</b>          14 N. 11th St.          Cloquet, MN 55720          218-879-4583          Contact to set up a Rule-25</p>	<p><b>Fond du Lac Human Services</b>          Tagwii          61 Marigold Lane          Cloquet, MN 55720          218-878-3858</p>
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### Inpatient recovery centers

<p><b>Mash-Ka-Wisen Treatment Center</b>          1150 Mission RD          Sawyer, MN 55780          Inpatient recovery center for American Indians</p>	<p><b>Pioneer Recovery Center</b>          241 HWY 33          Cloquet, MN 55720          Dual diagnosis programming for women</p>
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### Outpatient recovery center

<p><b>The Haven in Cloquet</b>          1003 Cloquet Ave.           Suite 117          Cloquet, MN 55720          218-879-5545          Adult day and evening treatment programs</p>	<p><b>Tagwii Recovery Center</b>          61 Marigold Lane          Cloquet, MN 55720          Must be eligible for services at Fond du lac Human Services</p>
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## Support Groups

<p><b>Cloquet Alano Club</b> 103 10th St. Cloquet, MN 55720 218-879-9884 12 Step Recovery Meetings every day of the week</p>	<p><b>Holy Angels Catholic Church</b> 60 Hartman Drive Moose Lake, MN 55767 AA Open Speaker Meeting every Friday at 6 pm</p>
<p><b>Our Savior Lutheran Church</b> 615 12th St. Cloquet, MN 55720 NA Meeting every Monday at 7 pm</p>	<p><b>Solway Town Hall</b> 4029 Munger Shaw RD Cloquet, MN 55720 218-729-5134 AA Meeting every Sunday at 7 pm</p>
<p><b>Cloquet Community Center</b> 1720 Big Lake RD Cloquet, MN 55720 218-878-3868 2nd Wednesday of the month from 5:00pm-8:00 pm</p>	<p><b>Duluth Sobriety Feast</b> Central Hillside Community Center and Park 12 E. Fourth St. Duluth, MN 55805 Every last Friday of the month at 6:00pm</p>

### **Additional substance abuse treatment centers can be found at:**

Substance Abuse & Mental Health Services Administration Website (<http://www.samhsa.gov/>).

Updated 8/6/2024