



DRUG & ALCOHOL ABUSE PREVENTION 2024

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PURPOSES—The Drug-Free Workplace Act which was passed by Congress in 1988 requires federal contractors and grantees to certify the contracting agency that they will provide a drug-free workplace. The Drug-Free Schools and Communities Act Amendment of 1989 (Public Law 101-226) requires institutions of higher education to adopt and implement a program to prevent the use of illicit drugs and the abuse of alcohol by students and employees. This policy is to amend the Policy Declaring a Drug-Free Workplace, adopted by the Northern Oklahoma College Board of Regents July 13, 1989, in order to comply with the statutory directive, Section 1213. This policy will be reviewed on a biannual bases to determine its effectiveness and implement changes as needed.

DEFINITIONS

Controlled Substance - (per Controlled Substance Act, Section 202, I-V, 21 U.S.C. 812) cocaine, marijuana, opiates, amphetamines and any other controlled substance defined in the Act. Note: Use of alcohol in the workplace, and penalties for such, are covered in employment policies.

Workplace and Campus - Northern Oklahoma College or controlled property or the site for performance of work or instruction.

Prohibited Workplace and Campus Actions - Unlawful manufacture, distribution, dispensation, possession or use of defined controlled substance.

Student - Any person enrolled at Northern Oklahoma College, including seminars, workshops and camps.

Employee - Any person receiving pay through the College payroll system or any volunteer.

Criminal Drug Statute - A federal or nonfederal criminal statute involving the manufacture, distribution, dispensation, use or possession of any controlled substance.

Conviction - A finding of guilt (including a plea of nolo contendere) or imposition of sentence, or both, by a judicial body determining violations of federal or state criminal drug statutes.

Vice President or Director - Supervisor, Division Chair, Financial Aid Director or Vice President for Student Affairs. Visitor - any person unaffiliated with the College, such as a vendor or community member.

POLICY--As set forth in local, state, and federal laws, and the rules and regulations of the College, Northern Oklahoma College prohibits the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees in buildings, facilities, grounds or other property owned and/or controlled by the College or as part of College activities. Northern Oklahoma College will conduct biennial reviews of this policy/program to evaluate its effectiveness. The College will implement changes if needed to ensure that disciplinary sanctions are consistently enforced.

INTERNAL SANCTIONS--Any student or employee of the College who has violated this prohibition shall be subject to disciplinary action including, but not limited to, suspension, expulsion, termination of employment, referral for prosecution and/or completion, at the individual's expense, of an appropriate rehabilitation program. Any disciplinary action shall be taken in accordance with applicable policies of the College.

EXTERNAL SANCTIONS--Local, state, and federal laws provide for a variety of legal sanctions for the unlawful possession and distribution of illicit drugs and alcohol. These sanctions include, but are not

limited to, incarceration and monetary fines. Federal law provides rather severe penalties for distributing or dispensing, or possessing with the intent to distribute or dispense, a controlled substance and penalties of a less severe nature for simple possession of a controlled substance.

The type and quantity of the drug, whether the convicted person has any prior convictions, and whether death or previous injury resulted from use of the drug in question (this, however, is not a factor in a case of simple possession) all affect the sentence. For example, if less than 50 kilograms of marijuana are involved and it is your first offense (no prior convictions), then you are subject to imprisonment of not more than 5 years, a fine of

\$250,000, or both. If, however, 50-100 kilograms of marijuana are involved instead of less than 50, and all other factors are the same as in the preceding example, you are subject to imprisonment of not more than 20 years, unless death or serious injury results from the marijuana use, then you are subject to not less than 20 years or life, a fine of \$1,000,000, or both. While the penalties for simple possession are less severe, the first conviction still carries a sentence of up to a year imprisonment, a fine of at least \$1,000 but not more than \$100,000, or both. With regard to simple possession, the number of convictions makes both the minimum period of imprisonment and fines greater. Under special provisions for possession of crack, a person may be sentenced to a mandatory term of at least 5 years in prison and not more than 20 years, a fine of \$250,000, or both. Starting July 1, 2000, conviction under federal or state law involving the possession or sale of a controlled substance shall make a student ineligible to receive any grant, loan, or work assistance beginning with the date of conviction and ending as follows: (1) conviction for possession of a controlled substance: first offense - 1 year; second offense - 2 years; third offense - indefinite; (2) sale of a controlled substance: first offense - 2 years; second offense - indefinite. Students may regain eligibility earlier than specified by satisfactorily completing a rehabilitation program or other requirement as specified in the regulations. State law provides similar penalties with regard to the simple possession, distribution, or possession with the intent to distribute a controlled dangerous substance. Simple possession of marijuana is a misdemeanor and carries a punishment of up to 1 year in the county jail. A second or subsequent conviction for simple possession of marijuana carries 2-10 years in the state penitentiary. Possession of marijuana with the intent to distribute is a felony and carries a punishment of 2 years to life in the penitentiary and a fine of up to \$20,000 for the first conviction. A second or subsequent conviction carries a punishment of 4 years to life in prison and a fine of up to \$40,000. Depending upon the quantity involved, a convicted individual could be sentenced under the Oklahoma "Trafficking in Illegal Drugs Act" which provides for much harsher penalties. In addition, the state law, Prevention of Youth Access to Alcohol, became effective July 1, 2006. Minors Consuming and/or In Possession of alcohol or 3.2 beer, the following penalties apply:

- First violation: fines up to \$300 and/or community service not to exceed 30 hours, and mandatory revocation of driver's license for 6 months;
- Second violation: fines up to \$600 and/or community service not to exceed 60 hours, and mandatory revocation of driver's license for 1 year;
- Third violation: fines up to \$900 and/or community service not to exceed 90 hours, and mandatory revocation of driver's license for 2 years;
- All minors who violate this law are subject to drug and alcohol assessment;
- Minors who have not yet received a driver's license will not be allowed to obtain a license for the same amount of time as the license would have been revoked. There are also municipal laws similar to those described above. If drugs are involved the city will, most likely, defer to the state or federal authorities

because their penalties are more severe. If alcohol is involved, you may be convicted of violating both local and state law and punished according to both laws. Courts do not excuse individuals convicted of these offenses from a prison sentence to go to college or work. A conviction for such an offense is a serious blemish on your record which could prevent you from entering many careers or obtaining certain jobs. Further information regarding these local, state, and federal laws may be found in the Campus Security Office and the Office of Student Affairs where copies are available to students and employees. Students and employees are encouraged to review this information. The above-referenced examples of penalties and sanctions are based on the relevant laws at the time of adoption of this policy statement. Such laws are, of course, subject to revision or amendment by way of the legislative process.

HEALTH RISKS

Alcohol and other drug use represent serious threats to health and quality of life. Alcohol and other drug use increase the risk of accidents, birth defects, HIV/AIDS and other diseases. Combining drugs may lead to unpredictable effects and many prescription and nonprescription drugs are potentially addictive and dangerous. Major categories of drugs and probable effects follow.

Alcohol is a depressant drug that impairs judgment and coordination, and in many persons causes a greater likelihood of aggressive and/or violent behavior. Even short-term use may cause respiratory depression and when consumed by pregnant women, may cause irreversible physical and mental abnormalities in newborns (fetal alcohol syndrome) or even death. Long term use may lead to irreversible physical and mental impairment, including liver disease, heart disease, cancer, ulcers, gastritis, delirium tremens and pancreatitis. Alcohol interacts negatively with more than 150 medications. Driving while under the influence of alcohol is particularly dangerous and is a major cause of traffic-related deaths.

Cocaine/Crack are powerful central nervous system stimulants that constrict blood vessels, dilate pupils, increase blood pressure, and elevate heart rate. Cocaine use may induce restlessness, irritability, anxiety, paranoia, seizures, cardiac arrest, respiratory failure and death. Cocaine is extremely addictive, both psychologically and physically. Great risk exists whether cocaine is ingested by inhalation (snorting), injection or smoking. Compulsive cocaine use may develop even more rapidly if the substance is smoked and smoking crack cocaine can produce particularly aggressive paranoid behavior in users.

Date Rape Drugs (Rohypnol, rophies, roofies, GHB, Ketamine, etc.) may incapacitate a person, particularly when used with alcohol. Rohypnol and GHB (gamma-hydroxybutyrate) are characterized as “date rape” drugs because they incapacitate victims, thereby increasing vulnerability to sexual assault and other crime. Sedation, relaxation, and amnesia are associated with Rohypnol use. Rohypnol may be psychologically and physically addictive and can cause death if mixed with alcohol or other depressants. GHB usage may result in coma and seizures and when combined with methamphetamine, appears to cause an increased risk of seizure. Combining use with other drugs such as alcohol can result in nausea and difficulty in breathing. GHB may also produce withdrawal effects, including insomnia, anxiety, tremors and sweating. Ketamine may induce feelings of near-death experiences.

Ecstasy (X, Adam, MDMA, XTC, etc.) has amphetamine-like and hallucinogenic properties. Its chemical structure is similar to other synthetic drugs known to cause brain damage. Ecstasy use may cause psychological difficulties, including confusion, depression, sleep problems, drug craving, severe anxiety, paranoia and even psychotic episodes. Similar difficulties may occur weeks after taking MDMA. Physical symptoms such as increases in heart rate and blood pressure may result from use of such substances.

Other physical symptoms include muscle tension, blurred vision, nausea, rapid eyes movement and involuntary teeth clenching.

Hallucinogens (acid, PCP, LSD, psilocybin [mushrooms]) are the most potent mood-changing chemicals and may produce unpredictable effects that may impair coordination, perception, and cognition. Some LSD users experience flashbacks, often without warning, without the user having taken the drug again. Violence, paranoia, delusions, hallucinations, convulsions, coma, cardiac arrest, and respiratory failure may result from hallucinogen use. Marijuana (pot, grass, hash, cannabis sativa, etc.) impairs memory, attention, coordination and learning. Long-term effects of smoking marijuana include problems with memory, learning, distorted perception, difficulty in thinking and problem solving, loss of coordination, increased heart rate, anxiety and panic attacks. Persons who smoke marijuana regularly may have many of the same respiratory problems as tobacco smokers, including daily cough and phlegm, chronic bronchitis and more frequent chest colds. Because users of marijuana deeply inhale and hold marijuana smoke in their lungs, they incur a higher risk of getting lung cancer.

Narcotics (heroin, opium, morphine, codeine, pain medication [Demerol, Percodan, Lortab, etc.]) may produce temporary euphoria followed by depression, drowsiness, cognitive impairment and vomiting. Narcotic use may cause convulsions, coma, and death. Tolerance and dependence tend to develop rapidly. Using contaminated syringes to inject drugs may result in contracting HIV and other infectious diseases such as hepatitis.

Nicotine (tobacco, cigarettes, cigars, chewing tobacco, nicotine chewing gum and patches) is highly addictive and, according to the Surgeon General, a major cause of stroke and is the third leading cause of death in the United States. Over time, higher levels of nicotine must be consumed in order to achieve the same effect. Nicotine consumption results in central nervous system sedation and, after initial activation, may cause drowsiness and depression. If women smoke cigarettes and also take oral contraceptives, they are more prone to cardiovascular and cerebrovascular diseases than other smokers. Pregnant women who smoke cigarettes run an increased risk of having stillborn or premature infants or infants with low birth weight.

Sedative-hypnotics (depressants, Quaaludes, Valium, Xanax, etc.) depress central nervous, cardiovascular, and respiratory functions. Sedative-hypnotic use may lower blood pressure, slow reactions and distort reality. Convulsions, coma, and death are outcomes associated with sedative-hypnotic use. Consuming sedative-hypnotics with alcohol or 3.2 beer is especially dangerous.

Steroids (anabolic-androgenic) may permanently damage liver, cardiovascular, and reproductive systems. Possible side effects include liver tumors, cancer, jaundice, fluid retention and hypertension. In men, steroids may cause shrinking of testicles, reduced sperm count, infertility, baldness, breast development and increased risk for prostate cancer. In women, steroid use may cause growth of facial hair, male-pattern baldness, menstrual changes, enlarged clitoris and deepened voice.

Stimulants (amphetamine, methamphetamine, speed, crystal, crank, Ritalin, caffeine, various over-the-counter stimulants and diet aids) are powerful central nervous system stimulants that may increase agitation, physical activity, and anxiety. Stimulants may decrease appetite, dilate pupils and cause sleeplessness. Dizziness, higher blood pressure, paranoia, mood disturbance, hallucination, dependence, convulsions and death due to stroke or heart failure may also result from use. Reference: National Institute on Drug Abuse, National Institutes of Health Additional information about health risks associated with alcohol and other drug use may be available from the following sources.

Note: In June 2018, State Question 788 became law in Oklahoma. This state question was an initiative to legalize medical marijuana. Despite passage of State Question 788, the use, possession, sale, or distribution of marijuana (including medical marijuana, edibles, and products containing marijuana) on any college-owned or controlled property or at any college event remains illegal pursuant to the Controlled Substances Act, the Drug Free Schools and Communities Act, and the Drug Free Workplace Act, and against Northern Oklahoma College policy. You may not bring marijuana on any college property or to any college event, or smoke or consume marijuana or any product containing marijuana on any college property or at any college event, and you may not come to class or work under the influence of any illegal substance, including marijuana. Even though medical marijuana is now legal under Oklahoma law, it remains illegal under federal law. As a recipient of federal funding, Northern Oklahoma College must abide by federal law, which prohibits the unlawful manufacture, distribution, possession, and use of illegal drugs, including medical marijuana. Regardless of having a license for medical marijuana, its use on campus or at college events is strictly prohibited and violation of Northern Oklahoma College policy regarding controlled substances such as marijuana may result in disciplinary action.

COUNSELING & REHABILITATION SERVICES

Outside sources available to Northern Oklahoma College students are as follows: The Office of Student Affairs may be contacted for preliminary counsel and advice regarding chemical dependency problems and referral to approved chemical dependence treatment agencies. Students will be referred to appropriate agencies. Appointments are confidential. Northern Oklahoma College students that attend Stillwater have access to Oklahoma State University Counseling Services.

Reach Out Hotline (800) 522-9054 Statewide (Oklahoma)

Area drug and alcohol programs may be available at the following locations:

Grand Mental Health

Hours: All sites are open 8 am to 5 pm Monday-Friday. Hours may vary in smaller centers. 844.458.2100

Kay County

Administrative Office, Outpatient Clinic, Systems of Care 1500 N. 6th St., Ponca City, OK 74601; 580.762.7651

Garfield County

Chisholm Trail Systems of Care, 702 N. Grand, PO Box 152, Enid, OK 73072; 580.234.3791

Grant County

Systems of Care, 158 E. Sunset, Medford, OK 73759; 580.395.3142

Noble County Systems of Care, 102 E. Fir, Perry, OK 73077; 580.336.5200

Osage County

Outpatient Clinic, Systems of Care, 124 E. 6th St, Pawhuska, OK 74056; 918.287.1175

Payne

Outpatient Clinic, Systems of Care, 800 E. 6th St., Suite B, Stillwater, OK 74074; 405.372.1250

Other agencies available for reference/inpatient/outpatient care and treatment:

Bridgeway, 620 W. Grand, Ponca City, OK 74601; 580.762.1462; Toll Free 877.762.1462 Fax 580.765.7299

Community Alcoholism Services, 600 Denver St., Pawnee, OK 74058; 918.762.3686

Integris Bass Behavioral Health 2216 S. Van Buren, Enid, OK 73703 580.234.2220

Turning Point Alcohol and Drug Center, 622 SE Frank Phillips Blvd., Bartlesville, OK 74003; 918.336.1188

Wheatland Mental Health Center, 702 N. Grand, Enid, OK 73701; 580.242.3638

DISCIPLINARY REGULATIONS

The following constitute the disciplinary regulations of Northern Oklahoma College and the related administrative procedures. Students who are enrolled in the College are subject to the rules and regulations of the institution. The aim of education is the intellectual, personal, social and ethical development of the individual. The educational process is ideally conducted in an environment that encourages reasoned discourse, intellectual honesty, openness to constructive change and a respect for the rights of all individuals.

Violators of the student code of conduct may be accountable to both civil and criminal authorities and to the College for acts of misconduct. At the discretion of College officials, disciplinary action at the College may proceed before, during, or after other proceedings. Sanctions may be imposed for acts of misconduct that occur on College property, or at any College-sponsored activity. As further outlined in these rules, off-grounds conduct may also be subject to discipline. With respect to student organizations, and their members, College jurisdiction extends to premises used or controlled by the organizations on- or off campus.

COMMITTEE ON STUDENT CONDUCT

Students and/or student organizations alleged to have violated the Student Code of Conduct for which a finding of “responsible” could result in suspension or expulsion from the College are normally accorded a hearing with the College’s Committee on Student Conduct.

The Committee will be composed of six (6) members: two (2) students, and three (3) faculty or staff members. The Dean of Students is designated the chairperson and presides over the hearing.

HEARING PROCEDURE

During the hearing, only the Dean of Students and the student are allowed to speak in regard to the charges, present evidence or examine and cross-examine witnesses. The hearing is private and is open only to the student; the student’s chosen advisor (at the discretion of the student), any witnesses, and college officials. The accused student’s advisor may counsel the student but may not speak on behalf of the student or address the panel. If a student chooses to have an advisor present, the student must notify the Dean in writing of the name, address and telephone number of the advisor three (3) days prior to the scheduled date of the hearing. The committee hearing will use the following procedure:

- Opening statement by the College.

- Opening statement by the student.
- Presentation of witnesses and evidence by the College.
- Presentation of witnesses and evidence by the student.
- Rebuttal evidence, if any.
- Closing statement by the College.
- Closing statement by the student.

At the conclusion of the hearing, the Hearing Committee will deliberate in private. It will determine, by majority vote, whether or not the evidence as presented proved by a preponderance of the evidence that a violation(s) of the Code by the accused student did occur and, if so, a recommendation for appropriate disciplinary sanction(s). The Committee's findings and recommendations will be presented to the Vice President for Student Affairs.

Upon receipt of the recommendation for the Committee, the Vice President for Student Affairs will review and render a final decision. The student will be informed in writing of the decision within three (3) working days from the receipt of the recommendation from the Committee.

No student or advisor has the right to speak or behave discourteously or disrespectfully to any person involved in the hearing. Breaches of common courtesy or respect by a party in a hearing may result in limitation of the offending party's right to any further involvement in the hearing and disposition of the case.

TEMPORARY SUSPENSION

When a student's actions are judged by the Vice President for Student Affairs or the Dean of Students to represent a danger to the student or others, or when the student's actions or conduct disrupts the academic environment or threatens to prevent the college from fulfilling its academic mission, a student may be temporarily suspended pending a formal hearing.

BURDEN OF PROOF

A preponderance of the evidence is used in the evaluation of student disciplinary cases. The criminal law burden of "beyond a reasonable doubt" is not applicable to the designated procedures. Should charges against the student also constitute violations of criminal law, the findings of a disciplinary panel of the College should not be viewed as meeting the standards.

PENALTIES

The Dean of Students will serve as the College's primary disciplinary officers. Penalties for violation of College regulations may include one or a combination of the following:

Formal (written) or informal (oral) warning and reprimands.

Citation System: Certain minor violations may, at the discretion of the Dean of Students, be removed from the formal hearing process and handled via a citation/fine system. However, the Dean of Students reserves the right to take administrative action in cases of major violations which may result in the suspension or expulsion of a student. In such cases, the Dean will make a recommendation to the Vice

President for Academic Affairs or Vice President for Student Affairs for a formal hearing with the Committee on Student Conduct. The following list represents prohibited conducts and corresponding fines:

Alcohol violation	\$100 and probation- 1 st offense \$200 and possible removal from housing- 2 nd offense
Drug Violation	\$100 and removal from housing - 1 st offense referral to law enforcement

Subsequent offenses will result in doubling and tripling of the fine. Some offenses warrant removal from the campus on the first offense.

All students will be required to complete online alcohol and drug abuse training who violate this policy.

Conduct probation. When a student is placed on conduct probation, the Vice President for Academic Affairs is notified. A second violation means that disciplinary action will be based on both charges. A student who is on indefinite conduct probation may petition to be removed from probation status no sooner than one (1) calendar year from the date placed on probation. Record of conduct probation is kept in the student's personal folder.

Suspension. A student may be suspended for a definite or indefinite period. Readmission to the college can be granted only by action of the Committee on Student Conduct or by special intervention of the President. A student who is suspended for reasons of conduct may apply for readmission no sooner than six (6) months from the date of suspension. Suspension is recorded on the transcript. Short-term suspensions of one (1) to five (5) academic days may be imposed by the Vice President for Student Affairs pending further investigation and/or a decision about an appropriate penalty to assess.

Expulsion. When a student is expelled, a record of this action is made a part of the student's permanent record in the Office of the Registrar. A student who is expelled will normally not be allowed to reenter the College.

PROGRAMING

Northern Oklahoma College recognizes its responsibility to promote a productive and healthy environment. This responsibility demands implementation of programs and services to facilitate that effort. The college is committed to a program to prevent the abuse of alcohol and the illegal use of drugs and alcohol by its students and employees. In order to meet these obligations, Northern Oklahoma College:

- Requires all students and employees to abide by the terms of this policy as a condition of an initial and continued enrollment or employment.
- Provides online alcohol and drug abuse training to students in freshman orientation.
- Provides students residing in campus housing with information about college drug and alcohol policies as part of the schools back to school days.
- Provides student-athletes with specific information about the drug and alcohol policy in the Student Athlete Handbook. The college also conducts random drug tests for student-athletes.
- Recognizes that the illegal use of drugs and alcohol is in direct violation of local, state and federal laws as well as college policies set forth within this policy, the employee handbook, and

the Student Code of Conduct. Northern Oklahoma College policy strictly prohibits the illegal use, possession, manufacture, dispensing, or distribution of alcohol, drugs or controlled substances in the workplace, on its premises, or as a part of any college-sponsored activities.

- Provides students with the opportunity to participate in student activities outside the classroom during times of higher consumption of drugs and alcohol occur.