



5.2 Drug and Alcohol Prevention Policy

Category: Public Safety

Name of Responsible Office: Public Safety; Academic and Student Affairs

Title of Responsible Executive: Provost and Vice President, Academic and Student Affairs

Date Established: March 7, 2016

Date Last Approved: October 6, 2020

Policy Statement

Monroe Community College is committed to the development and maintenance of a drug- and alcohol-free educational environment in compliance with the requirements of the Drug-Free Schools and Campuses Act of 1989.

Policy

Monroe Community College 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. 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, during classes and at activities officially sponsored by the College. Students, faculty and staff 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 College President or designee.

Monroe Community College supports all federal, state and local ordinances pertaining to alcohol and drugs and will fully cooperate with law enforcement authorities to protect the students, staff and faculty of the College from the illegal possession, purchase, sale, and manufacture of controlled substances and alcohol. The College will refer offenders to the proper 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 policy or College Conduct Regulations. All students, faculty and staff should be familiar with the Drug and Alcohol Prevention Policy and abide by it. In addition, all College faculty, staff and student employees must be in compliance with the [Monroe Community College Drug-Free Workplace Policy](#).

Background

Legal Sanctions Related to Alcohol Offenses

The State of New York sets 21 as the minimum age to purchase or possess any alcoholic beverage. Specific ordinances regarding violations of alcohol laws including driving while intoxicated are available from the Public Safety Department or the Office of Human Resources and Organizational Development. Effective January 1, 1990, the package of new state laws was passed regarding alcohol. The new law included the following:

- Persons under 21 found possessing alcohol may be given a maximum fine not exceeding fifty dollars and/or completion of an alcohol awareness program established pursuant to section 19.25 of the mental hygiene law and/or an appropriate amount of community service not to exceed thirty hours.
- Anyone convicted of fraudulently using a driver's license to buy or to attempt to buy alcohol may have his driver's license suspended, fined, or be criminally charged.

- For persons convicted of buying alcohol through fraudulent means as a first violation, the court may order payment of a fine of not more than one hundred dollars and/or an appropriate amount of community service not to exceed thirty hours. In addition, the court may order completion of an alcohol awareness program. Subsequent violations may result in additional sanctions as described under [New York Alcoholic Beverage Control Law – ABC § 65-b](#).
- A violation of any law regarding alcohol is also a violation of the Monroe Community College Conduct Regulations and will be treated as a separate disciplinary matter by the College.

Behavior that disrupts the educational environment, causes public inconvenience, annoyance or alarm, or recklessly creates a risk to people and/or property even though motivated by alcohol is a violation of law and college Conduct Regulations.

Legal Sanctions Related to Controlled Substance Offenses

Criminal possession, sale or use of drugs is covered in articles 220 and 221 of the New York State Penal Law. The seriousness of the offense and penalty imposed upon conviction depend upon the individual drug and amount held or sold ranging from a maximum of 15 days and \$250 fine for a violation to a maximum of \$100,000 fine and life imprisonment for a Class A felony. It is important to be aware that under the Penal Law, a gift of drugs is treated as a sale.

Federal law also contains sanctions for the improper use, possession, sale or distribution of controlled substances. These sanctions can be found on the [US Drug Enforcement Administration \(DEA\) website](#).

A violation of any law regarding drugs is also a violation of the Monroe Community College Conduct Regulations and will be treated as a separate disciplinary matter by the College.

Health Risks

As part of the effort to create a drug-free campus, Monroe Community College believes that the college community should be educated about the physical and emotional health hazards the misuse of drugs and alcohol presents. MCC provides information and educational programs on substance abuse throughout the year to students, faculty and staff. 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.)

Substance	Known Health Risks
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, 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.

Substance	Known Health Risks
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.

Please contact the Health Services Department for additional information on the risks involved with the misuse of drugs and alcohol.

Counseling, Treatment and Rehabilitation

Monroe Community College has an experienced and highly-qualified staff in the Counseling Center and Health Services who can provide information, confidential referrals and assistance to those persons with problems stemming from use or abuse of drugs or alcohol. Employees are encouraged to utilize the Employees' Assistance Program (EAP) when necessary. Information pertaining to the EAP is available in the Office of Human Resources and Organizational Development.

The New York State Division of Substance Abuse Services supports and monitors a state-wide network of prevention and treatment programs. Persons concerned about substance abuse problems are invited to call toll-free, 1-800-522-5353 for information and assistance.

College Sanctions

In addition to legal sanctions, the College will take disciplinary action for violations of law, College Policy or Conduct Regulations, up to and including expulsion or termination of employment. For faculty and staff members who are found to violate this policy, all disciplinary sanctions will be imposed in accordance with any applicable collective bargaining agreement.

Applicability

Any individual who conducts business for the organization, is applying for a position or is conducting business on the organization's property is covered by our drug-free policy. Our policy includes, but is not limited to full-time employees, part-time employees, and students who are registered for at least one course for any type of credit with the exception of continuing education credits.

Our drug-free workplace policy is intended to apply whenever anyone is representing or conducting business for the organization. Therefore, this policy applies to all student-sponsored social activities or professional meetings or activities attended by employees that are authorized, sponsored, or sanctioned by the College and/or use any campus resources. This includes on campus and off campus activities sponsored, sanctioned, or authorized by the College.

Responsibility

The responsibility for compliance with this policy is the Provost and Vice President of Academic and Student Affairs, in collaboration with the Department of Public Safety, the Office of Human Resources and Organizational Development, and the Office of Student Rights and Responsibilities. Each individual is also responsible for ensuring their compliance with this policy and will be subject to any and all applicable consequences if found to violate the policy.

Related Information

College Documents

- 4.3 Drug-Free Workplace Policy
- 4.3P Drug-Free Workplace Procedure
- Request to Serve Alcohol on Campus Protocol
- 6.1 Student Conduct Policy
- 6.1P Student Conduct Procedure
- [Student Code of Conduct](#)
- [Discrimination and Sexual Harassment Complaint Form](#)

Other Related Documents

- [Complying with the Drug-Free Schools and Campuses Regulations, SUNY](#)
- Drug-Free Schools and Communities Act Amendments of 1989, 20 U.S.C. Section 1011 and 34 C.F.R. 86.100
- [United States Drug Enforcement Administration \(DEA\) Drug Information](#)
- [Alcohol and Public Health, CDC](#)
- [National Institute on Drug Abuse](#)