



## **Drug-Free Schools Notification**

The United States Department of Education has issued regulations for the implementation of the provisions of the “Drug-Free Schools and Communities Act Amendments of 1989” (Public Law 101-226). These regulations require Iḷisaġvik College to distribute annually to each student and employee information regarding the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on College property or as part of its on-campus or off-campus activities.

### **Policies – Drugs and Alcohol**

#### ***Drugs and Alcohol***

It is the policy of Iḷisaġvik College to provide an alcohol and drug free environment to benefit all students, faculty and staff. In accordance with state and federal guidelines, Iḷisaġvik College supports and maintains a drug-free living and learning environment and workplace for its students, faculty and staff. The College recognizes and supports the need to take a firm stand on drug and alcohol abuse prevention and education. The College has implemented a drug and alcohol prevention program and provides information to students, staff, and faculty to prevent drug and alcohol abuse.

The following behaviors will not be tolerated while a student is on College premises, or attending activities or functions conducted by or under the supervision of Iḷisaġvik College, whether on or off campus:

- Possession of alcohol or illegal drugs, including marijuana and unauthorized prescription drugs.
- Manufacturing of alcohol or illegal drugs.
- Consumption or use of alcohol or illegal drugs.
- Furnishing, selling, soliciting or purchasing alcohol or illegal drugs.
- Being under the influence of alcoholic beverages, marijuana or illegal drugs on campus property or at activities or functions conducted by or under the supervision of Iḷisaġvik College.

In addition, students are expected to comply with all local, state and federal laws. Although possession and use of marijuana by adults is no longer a crime in the State of Alaska, the possession and use of marijuana remains illegal under federal law. Consistent with federal law, including the Controlled Substance Act and the Drug-Free Schools and Communities Act, the use and/or possession of marijuana is prohibited on Iḷisaġvik College property, or at any activity or function by or under the supervision of Iḷisaġvik College.

#### ***Drug-Free Workplace***

Iḷisaġvik College is committed to providing a drug and alcohol-free workplace. The use and misuse of alcohol, marijuana and other drugs pose a threat to Iḷisaġvik College, its employees, and its students. Employees may not engage in the use, distribution, dispensation, possession, or manufacture of a controlled substance, and may not be under the influence of alcoholic beverages, marijuana, inhalants, intoxicants or illegal drugs, while on College premises, or operating College equipment or vehicles. Employees are to conduct themselves in a professional manner and may not be impaired by alcohol, marijuana or drug use while traveling on College business. Employees may not report to work under the influence of a controlled substance used unlawfully. The misuse of any legal drugs to include marijuana that may impair an employee during work time is prohibited. Employees are required to promptly notify their supervisor if they are taking any substance that may affect their ability to perform their job

duties. Employees shall not consume any alcoholic beverage or use drugs including marijuana in the workplace or during work hours, and may not report to work under the influence of alcohol, marijuana or drugs. Employees shall immediately notify their supervisor or the Human Resources Executive Director upon discovery of any suspicious substance-related activities or items, and must also avoid touching these items. (BP 6.14)

## Definitions

- *Illegal Drugs*: the non-medical use and/or possession of drugs that are prohibited by state or federal law.
- *Drug Abuse*: the misuse of prescription and/or illegal drugs.
- *Alcohol Abuse*: substantial impairment resulting from the drinking of alcohol.
- *Under the Influence*: state of impairment or intoxication from the effects of alcohol or drug consumption.

## Sanctions

As an academic community, Iñisaġvik College is committed to providing an environment in which learning and scholarship can flourish. The possession or use of illegal drugs, or the abuse of those which may otherwise be legally possessed, seriously affects the College environment, as well as the individual potential of our students and staff. The abuse of alcohol and other drugs by students, regardless of age and of location (on-campus or off-campus), is prohibited by the Student Code of Social Conduct. The College can, and will, impose disciplinary sanctions for violations. Students are also subject to city ordinances and state and federal laws. A separate policy addresses violations by college staff and faculty.

The College strongly encourages students and staff members to voluntarily obtain assistance for dependency or abuse problem before such behavior results in an arrest and/or disciplinary referral which might result in their separation from the institution. Help is available within the community for students and staff members who are dependent on, or who abuse the use of alcohol or other drugs.

### *Student Sanctions*

Violations of the Code of Social Conduct carry serious consequences. Students who violate the College's policy or federal, state and local laws regarding alcohol, marijuana and illegal drugs are subject to disciplinary action, up to and including expulsion from Iñisaġvik College and Iñisaġvik College housing, and may be subject to arrest and criminal prosecution. Students receiving Title IV funds who are convicted of a criminal drug offense during the period of enrollment for which the funds were awarded will lose eligibility for all Title IV funds.

The following procedures for violation of this policy are in place for the protection of all students and members of the Iñisaġvik College community. The College reserves the right to take a more serious level of action depending on the nature and severity of the offense.

- Students who are found to be in violation of this policy will meet with the departmental director or his/her designee within 72 hours of the reported violation.
- The first violation of this policy will result in a letter of warning from the Dean of Students and the student will be placed on behavioral contract.
- A second violation of this policy will result in the expulsion of the student from Iñisaġvik College housing. Documentation of Removal from Residential Center will be placed in permanent student files in the Student Success Center.
- A third violation of this policy will result in suspension from the student's academic program for a specified length of time. The student will not be eligible for student housing the following semester. The student may re-apply for residential housing for subsequent semesters.



- The North Slope Borough Police will be called in the event it is determined an intoxicated student is under the legal drinking age of 21.
- The North Slope Borough Police will be called in the event it is determined or suspected that a student is selling, buying or in possession of alcohol, marijuana or illegal drugs on the Iḷisaḡvik campus.
- Students enrolled in certain vocational programs, especially those involving the operation of equipment, may be subject to alcohol and drug testing.
- The student is subject to immediate expulsion from Iḷisaḡvik College housing and/or separation from the College if it is determined the student in fact bought, sold or possessed alcohol, marijuana or illegal drugs.

***Parent/Legal Guardian Notification***

In accordance with FERPA (Family Educational Rights and Privacy Act), Iḷisaḡvik College reserves the right to contact the parent(s) or guardian(s) of students involved in violations of College controlled substances policies or in the event of a life threatening situation.

***Employee Sanctions***

Drug Testing | Iḷisaḡvik College conducts drug testing of employees and prospective employees, at the College’s expense, and consistent with the College’s business purpose and the terms of this policy. Employees whose job descriptions require a Commercial Driver License or who operate heavy equipment in the course of employment are also subject to the terms of state and federal Department of Transportation (DOT) drug testing regulations. Iḷisaḡvik College may test employees and prospective employees for the presence of the following drugs or their metabolites: amphetamines, cocaine, marijuana, opiates, and methamphetamine. An employee’s consent to submit to testing is required as a condition of employment. Employees and prospective employees may be tested in the following circumstances:

- After an offer of employment has been made, but before a new employee actually starts working (pre-employment testing) for safety-sensitive and other designated positions.
- After an accident or serious injury at work.
- With reasonable suspicion that the employee has violated this policy.
- Random testing for safety-sensitive positions or other designated positions.

Release from Duty or Testing on Reasonable Suspicion of Impairment | Employees may be released from duty and sent home, or tested for drugs upon reasonable suspicion that the employee may be impaired by the use of drugs or alcohol and that the use may adversely affect the employee’s job performance or the work environment. A determination that reasonable suspicion exists is based on a reasonable belief that the individual is under the influence of drugs or alcohol based on direct observation of specific, contemporaneous, physical, behavioral or performance indicators of probable use. Third party observation and reports do not constitute reasonable cause and are thus not the sole basis for testing.

Consequences of Refusal to Participate in Testing | Refusal to comply with the testing requirements of this policy is considered as a positive test result, as well as insubordination. An employee who refuses to submit to testing according to this policy shall be removed from duty immediately, pending further disciplinary action. A prospective employee who refuses to comply with the testing requirements of this policy shall not be hired for the position for which that person applied. A single instance of failing to provide an adequate sample for pre-employment testing will typically not be considered “refusal.” Refusal to comply with this testing policy includes: failure to participate in testing; failure to sign a consent to testing form; failure to remain available for post-accident testing; submitting fake or altered samples, and engaging in conduct that obstructs the testing process, including refusal to comply with testing directions and/or procedures.

Violation of Policy | A prospective employee who renders a positive drug test result will not be employed in the position for which the individual applied and received an offer. A positive drug test result does not bar a prospective



employee from submitting an application for future vacancies. A violation of this policy by a current employee is grounds for immediate disciplinary action, up to and including termination of employment. In the College's discretion, other appropriate action may be taken or offered to the employee. Where the employee has been terminated under this policy, rehire may be conditioned upon the employee providing evidence that the employee has completed drug or alcohol treatment, and is continuing with appropriate aftercare.

Treatment in Lieu of Disciplinary Action | As an alternative to disciplinary action for a violation of this policy, with the written authorization of the President, the employee may be placed on unpaid leave for a specific period, in order to complete a substance abuse/alcohol treatment program, at the employee's expense. Prior to return to work, the employee must submit a certificate of successful completion of the program to the Human Resources Executive Director. The employee's return to work will be conditioned upon not violating this policy in the future. The employee may be required to participate in continuing treatment or a testing program as a condition of return. The costs of participating in the program may or may not be covered by the College's health plan or policies.

***State of Alaska Legal Sanctions***

In addition to disciplinary sanctions imposed by the College, all students, faculty, and staff should be aware that federal and state laws consider illegal use, possession, sale, distribution, or manufacture of drugs or alcohol as serious crimes that can lead to imprisonment and fines.

Schedules A.S. Title 11	Substances
IA	Opium, Codeine, Heroin, Methadone, Morphine, Dilaudid, Percodan, Demerol
IIA	Cocaine, Amphetamines, LSD, Mescaline, Peyote, PCP, Methaqualone, Phenobarbital, Psilocybine
IIIA	Hashish, Barbiturates
IVA	Valium, Librium, Darvon
VA	Small amounts of Codeine or Opium in non-narcotic mixtures
VIA	Marijuana

Controlled Substances, AS 11.71	Offense	Penalty
First-degree Misconduct Involving a Controlled Substance	Delivering any amount of a schedule IA, IIA, or IIIA drug to someone who is under 19 and at least three years younger, or engaging in an organized drug enterprise	Unclassified felony \$0-\$500,000   0-99 years
Second-degree Misconduct Involving a Controlled Substance	Manufacturing, delivering, or possessing with intent to manufacture or deliver: ≥1 g or ≥25 tablets of schedule IA drug, or ≥2.5 g or ≥50 tablets of a schedule IIA or IIIA drug; or Possessing any amount of a schedule IA or IIA drug near a school; or Manufacturing or possessing methamphetamine-related materials	Class B felony \$0-\$100,000   0-10 years



Third-degree Misconduct Involving a Controlled Substance	Manufacturing, delivering, or possessing with intent to manufacture or deliver any amount of a schedule IVA or VA drug; or Possessing any amount of a schedule IIA, IVA, VA, or VIA drug near a school; or Obtaining a controlled substance by misrepresentation, fraud, forgery, deception, or subterfuge; or manufacturing, delivering, or possessing with the intent to manufacture or deliver any amount of a schedule IA, IIA or IIIA drug	Class C felony \$0-\$50,000   0-5 years
Fourth-degree Misconduct Involving a Controlled Substance	Under circumstances not otherwise proscribed, possessing any amount of a schedule IA, IIA, IIIA, IVA, VA, or VIA drug.	Class A Misdemeanor \$25,000   + 0-1 year

Marijuana (A.S. 17.38)   Offense	Penalty
----------------------------------	---------

A person under 21 years old possessing, using, displaying, purchasing, or transporting marijuana.	Class B Misdemeanor \$1,000 (max)
A person 21 or over possessing, growing, processing more than 6 plants, or a household of individuals 21 or over possessing, processing more than 12 plants	\$750
It is unlawful for any person to publicly consume marijuana	\$100
A person under 21 presenting or offering to a marijuana establishment a false age for the purpose of purchasing or procuring marijuana products	\$400
When legally cultivated, marijuana plants shall be cultivated in an area where they are not subject to public view; and A person who cultivates marijuana must take reasonable precautions to secure the plants from unauthorized access	\$750
It is unlawful for persons under 21 to manufacture, possess, purchase, or distribute marijuana accessories.	Violation

Alcoholic Beverages (A.S. 4.16)   Offense	Penalty
---	---------

Manufacture, sell, barter, or offer or possess for sale without license or permit	\$10,000 + 0-1 year
Knowingly enter or remain on licensed premises without appropriate companion or consent if under 21	Violation + \$500
Knowingly consume or possess if under 21 (First Offense)	Violation + \$500
Purchase or solicit another to purchase or induce another to provide if under 21	\$25,000 + 30 days
Purchase or solicit another to purchase or induce another to provide if under 21 (Repeat Offense)	\$50,000 + 0-5 years
Purchase or solicit another to purchase or induce another to provide in under 21 and minor causes injury or death to another	Class C Felony \$50,000 + 0-5 years



**Federal Sanctions**

Drug	Quantity	Penalties	Quantity	Penalties
Cocaine (Schedule II)	500-4999 gms mixture	<p>First Offense: Not less than 5 years, and not more than 40 yrs. If death or serious injury, not less than 20 or more than life. Fine of not more than \$5 million if an individual, \$25 million if not an individual.</p> <p>Second Offense: Not less than 10 years, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$8 million if an individual, \$50 million if not an individual.</p>	5 kgs or more mixture	<p>First Offense: Not less than 10 years, and not more than life. If death or serious injury, not less than 20 or more than life. Fine of not more than \$10 million if an individual, \$50 million if not an individual.</p> <p>Second Offense: Not less than 20 years, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.</p> <p>Two or More Prior Offenses: Life imprisonment.</p>
Cocaine Base (Schedule II)	28-279 gms mixture		280 gms or more mixture	
Fentanyl (Schedule II)	40-399 gms mixture		400 gms or more mixture	
Fentanyl Analogue (Schedule I)	10-99 gms mixture		100 gms or more mixture	
Heroin (Schedule I)	100-999 gms mixture		1 kg or more mixture	
LSD (Schedule I)	1-9 gms mixture		10 gms or more mixture	
Methamphetamine (Schedule II)	5-49 gms pure or 50-499 gms mixture		50 gms or more pure or 500 gms or more mixture	
PCP (Schedule II)	10-99 gms pure or 100-999 gms mixture	100 gms or more pure or 1 kg or more mixture		
*Source: <a href="http://www.dea.gov/druginfo">www.dea.gov/druginfo</a>				

Drug	Quantity	1 <sup>st</sup> Offense	2 <sup>nd</sup> Offense
Marijuana (Schedule I)	1,000 kg or more mixture; or 1,000 or more plants	<ul style="list-style-type: none"> <li>• Not less than 10 years, not more than life</li> <li>• If death or serious injury, not less than 20 years, not more than life</li> <li>• Fine not more than \$4 million if an individual, \$10 million if other than an individual</li> </ul>	<ul style="list-style-type: none"> <li>• Not less than 20 years, not more than life</li> <li>• If death or serious injury, mandatory life</li> <li>• Fine not more than \$8 million if an individual, \$20 million if other than an individual</li> </ul>
Marijuana (Schedule I)	100 kg to 999 kg mixture; or 100 to 999 plants	<ul style="list-style-type: none"> <li>• Not less than 5 years, not more than 40 years.</li> <li>• If death or serious injury, not less than 20 years, not more than life</li> </ul>	<ul style="list-style-type: none"> <li>• Not less than 10 years, not more than life</li> <li>• If death or serious injury, mandatory life</li> </ul>



		<ul style="list-style-type: none"> <li>• Fine not more than \$2 million if an individual, \$5 million if other than an individual</li> </ul>	<ul style="list-style-type: none"> <li>• Fine not more than \$4 million if an individual, \$10 million if other than an individual</li> </ul>
Marijuana (Schedule I)	<p>More than 10 kg hashish; 50 to 99 kg mixture</p> <p>More than 1 kg of hashish oil; 50 to 99 plants</p>	<ul style="list-style-type: none"> <li>• Not more than 20 yrs.</li> <li>• If death or serious injury, not less than 20 years, not more than life</li> <li>• Fine \$1 million if an individual, \$5 million if other than an individual</li> </ul>	<ul style="list-style-type: none"> <li>• Not more than 30 years.</li> <li>• If death or serious injury, mandatory life</li> <li>• Fine \$2 million if an individual, \$10 million if other than an individual</li> </ul>
Marijuana (Schedule I)	1 to 49 plants; less than 50kg mixture	<ul style="list-style-type: none"> <li>• Not more than 5 years.</li> </ul>	<ul style="list-style-type: none"> <li>• Not more than 10 years.</li> </ul>
Hashish (Schedule I)	10 kg or less	<ul style="list-style-type: none"> <li>• Fine not more than \$250,000, \$1 million other than individual</li> </ul>	<ul style="list-style-type: none"> <li>• Fine not more than \$500,000 if individual, \$2 million other than individual</li> </ul>
Hashish Oil (Schedule I)	1 kg or less		

\*Source: [www.dea.gov/druginfo](http://www.dea.gov/druginfo)

## Health Risks

### *Alcohol*

#### Short-Term Health Risks

Excessive alcohol use has immediate effects that increase the risk of many harmful health conditions. These are most often the result of binge drinking and include the following:

- Injuries, such as motor vehicle crashes, falls, drownings, and burns.
- Violence, including homicide, suicide, sexual assault, and intimate partner violence.
- Alcohol poisoning, a medical emergency that results from high blood alcohol levels.
- Risky sexual behaviors, including unprotected sex or sex with multiple partners. These behaviors can result in unintended pregnancy or sexually transmitted diseases, including HIV.<sup>12,13</sup>
- Miscarriage and stillbirth or fetal alcohol spectrum disorders (FASDs) among pregnant women.

#### Long-Term Health Risks

Over time, excessive alcohol use can lead to the development of chronic diseases and other serious problems including:

- High blood pressure, heart disease, stroke, liver disease, and digestive problems.
- Cancer of the breast, mouth, throat, esophagus, liver, and colon.
- Learning and memory problems, including dementia and poor school performance.
- Mental health problems, including depression and anxiety.
- Social problems, including lost productivity, family problems, and unemployment.
- Alcohol dependence, or alcoholism.

Source: <https://www.cdc.gov/alcohol/fact-sheets/alcohol-use.htm>

## Drugs

Drug use can have a wide range of short- and long-term, direct and indirect effects. These effects often depend on the specific drug or drugs used, how they are taken, how much is taken, the person's health, and other factors.

Short-term health risks can range from changes in appetite, wakefulness, heart rate, blood pressure, and/or mood to heart attack, stroke, psychosis, overdose, and even death. These health effects may occur after just one use.

Longer-term health risks can include heart or lung disease, cancer, mental illness, HIV/AIDS, hepatitis, and others. Long-term drug use can also lead to addiction. Drug addiction is a brain disorder. Not everyone who uses drugs will become addicted, but for some, drug use can change how certain brain circuits work. These brain changes interfere with how people experience normal pleasures in life such as food and sex, their ability to control their stress level, their decision-making, their ability to learn and remember, etc. These changes make it much more difficult for someone to stop taking the drug even when it's having negative effects on their life and they want to quit.

Source: <https://www.drugabuse.gov/related-topics/health-consequences-drug-misuse>

## Resources | Information

Iḷisaġvik College maintains a drug-free awareness program to inform employees about the dangers of drug and alcohol abuse in the workplace, the College's Drug-Free Workplace policy, and the availability of substance abuse counseling, rehabilitation, and employee assistance programs.

Students experiencing substance abuse-related issues are strongly encouraged to seek counseling and treatment services. Anyone seeking additional information about treatment related to alcohol and drug problems can contact the Dean of Students office. Requests for assistance will be kept in confidentiality and will be provided on a need to know basis only.

Local	State	National
<b>North Slope Borough Behavioral Health Services</b>  Ph: (907) 852-0366  5200 Karluk Street, Barrow, AK 99723	<b>Alcoholics Anonymous   Alaska</b>  Ph: (907) 272-2312  <a href="http://www.area02alaska.org/">www.area02alaska.org/</a>	<b>The National Institute on Drug Abuse Hotline</b>  Ph: (800) 662-HELP
<b>Arctic Slope Native Association</b>  Ph: (907) 852-4611  1295 Agvik Street, Barrow, AK 99723	<b>Narcotic Anonymous   Alaska</b>  Ph: (907) 277-5483	
	<b>Intervention Helpline</b>  Ph: (907) 272-1174  <a href="http://www.interventionhelpline.org">www.interventionhelpline.org</a>	