

COMMUNITY COLLEGES OF SPOKANE

Drug and Alcohol Abuse Prevention Program (DAAPP) Annual Information

Introduction

Community Colleges of Spokane (CCS) complies with the Federal Drug-Free Workplace Act of 1988, Drug-Free Schools and Communities Act of 1989, U.S. Department of Transportation regulations implementing the Federal Omnibus Transportation Employee Testing Act of 1991, Washington Administrative Code (WAC) 132Q-04-032 (2) & (3), and Board Policy 2.30.03. The Federal Drug-Free Workplace Act of 1988, Part of the Omnibus Drug Act (P.L. 100-690) requires CCS, as a recipient of federal grants and contracts, to implement a drug free workplace program and take other specific steps to avoid suspension or termination of funding.

CCS recognizes drug dependency to be an illness and a major health problem. In the interest of providing a healthy, safe, and secure educational and work environment, and in order to meet the requirement of this legislation, it is the policy of CCS to maintain a drug-free workplace for our employees and students. This notice will provide information covering the following areas:

- Standards of conduct related to drugs and alcohol for students and employees,
- Disciplinary and legal sanctions for students and employees who violate policy,
- A description of the health risks associated with the abuse of alcohol or use of illicit drugs, and
- A list of drug and alcohol programs/resources that are available to students and employees.

CCS Board Policy 2.30.03 Drug Free Workplace states “the unlawful manufacture, distribution, dispensing, possession or use of a controlled substance in all facilities, grounds, events or activities directly or indirectly under the control of Community Colleges of Spokane shall not be tolerated and, pursuant to this policy, shall be prohibited. Employees or students engaging in prohibited activities shall be subject to disciplinary action, pursuant to applicable rules, regulations and employment contracts, which may result in suspension or termination.”

The CCS Human Resources Office provides overall coordination of the Drug Free Workplace Act while the Student Services/Affairs Offices at each college provide overall coordination of the Drug Free Schools Program.

All resource phone numbers and web links listed in this document were correct at the time of publication.

Standards of Conduct

CCS will impose disciplinary sanctions on students for violations of the standards of conduct up to and including expulsion and they may be referred for prosecution as appropriate. CCS will impose disciplinary sanctions up to and including suspension or termination on employees who violate Board policy, and they may be referred for prosecution as appropriate.

Student Conduct

Being under the influence of, possessing, manufacturing, using or selling drugs or alcohol, as well as underage drinking/drug use is prohibited by CCS. According to the [Revised Code of Washington \(RCW\) 66.44.270](#), it is unlawful for any person under the age of 21 to possess, consume, or otherwise acquire any liquor. While Washington State law permits the recreational use of marijuana, federal law prohibits such use on college premises and in connection with college activities. Being observably under the influence of marijuana or the psychoactive compounds found in marijuana, or otherwise using, possessing, selling or delivering any product containing marijuana or the psychoactive compounds found in marijuana and intended for human consumption, regardless of form, is prohibited at CCS and is a violation of the [Standards of Conduct for Students](#) per [WAC 132Q-10-228](#).

Being observably under the influence of any legend drug, narcotic drug or controlled substance or otherwise using, possessing, delivering, manufacturing, or seeking any such drug or substance, except in accordance with a lawful prescription for that student by a licensed health care professional or as otherwise expressly permitted by federal, state, or local law, is prohibited. Use, possession and distribution of drug paraphernalia for the drugs and substances identified in this program is prohibited.

For students, a violation of any federal or state law regarding alcohol/drug use is also a violation of CCS's Standards of Conduct for Students and is treated as a separate incident from any off-campus investigations or proceedings. Per [WAC 132Q-10-125](#), CCS cooperates with law enforcement and other agencies in the enforcement of criminal law on campus and in the conditions imposed by criminal courts for the rehabilitation of student violators provided that the conditions do not conflict with college rules or sanctions. Disciplinary sanctions for these types of violations can include education, referral, suspension or expulsion depending upon the nature and severity of the violation ([WAC 132Q-10-400](#)).

Employee Conduct

All employees and volunteers are given a copy of CCS's Administrative Procedure 2.30.03-A Drug-Free Workplace and must abide by the policy as a condition of employment.

Pursuant to [RCW 28B.50.140](#), the CCS Board of Trustees is empowered to adopt rules and policies regarding the operation of CCS. Board Policy [2.30.03 Drug Free Workplace](#) states "The unlawful manufacture, distribution, dispensing, possession or use of a controlled substance in all facilities, grounds, events or activities directly or indirectly under the control of CCS shall not be tolerated and, pursuant to this policy, shall be prohibited. Employees engaging in such activities shall be subject to disciplinary actions, pursuant to applicable rules, regulations and employment contracts, which may result in suspension or termination."

Any employee committing a criminal act or participating in the unlawful use of drugs or alcohol on any property under the control of CCS or participating in any sponsored activity shall immediately be subject to the rules and regulations concerning such acts and, in certain situations, local law enforcement authorities may be contacted as appropriate. Employees who voluntarily seek assistance with substance abuse will be referred to the Employee Assistance Program.

Legal Sanctions

The following list of Washington State and federal drug laws and penalties are those in effect and current as of November 14, 2023. Please refer to the associated links for specific prohibitions and information regarding penalties.

***State of Washington Uniform Controlled Substances Act* ([69.50 RCW](#))**

- State of Washington Penalties for Consuming Alcohol or Cannabis and Driving Under the Age 21 ([RCW 46.61.503](#))
- State of Washington Physical Control of Vehicle While Under the Influence ([RCW 46.61.504](#))
- State of Washington Possession of Useable Cannabis, Cannabis Concentrates, or Cannabis-infused Products ([RCW 69.50.4013](#)) (Please note: CCS enforces federal drug laws)
- State of Washington Statutory Provisions for Illegal Drugs Manufacture or Delivery of a Controlled Substance ([RCW 69.50.401](#))
- State of Washington Statutory Provisions for Sale, Delivery, or Possession of Legend Drug without Prescription or Order Prohibited ([RCW 69.41.030](#))

***Federal Drug Laws* ([21 USC Controlled Substances Act](#))**

The possession, use, or distribution of illicit drugs is prohibited by federal law. Strict penalties are enforced for drug convictions, including mandatory prison terms for many offenses. The following information is an overview of federal penalties for first convictions.

***Forfeiture of Personal Property and Real Estate* ([21 USC 853](#))**

Any person convicted of a federal drug offense punishable by more than one year in prison shall forfeit to the United States any tangible and intangible personal or real property related to the violation.

***Federal Drug Trafficking Penalties* ([21 USC 841](#))**

Penalties for federal drug trafficking convictions vary according to the quantity of the controlled substance involved in the transaction. The following list is a sample of the range and severity of federal penalties imposed for first convictions. Penalties for subsequent convictions may be twice as severe.

- If death or serious bodily injury result from the use of a controlled substance which has been illegally distributed, the person convicted on federal charges of distributing the substance faces not less than 20 years to life sentence and fines ranging up to \$10 million.
- Persons convicted on federal charges of drug trafficking within 1,000 feet of a college ([21 USC 860](#)) face penalties of prison terms twice as high and fines up to twice as high as the maximum penalties for the offense, with a mandatory prison sentence of at least one year.

***Federal Drug Possession Penalties* ([21 USC 844](#))**

- Persons convicted on federal charges of possessing any controlled substance for the first time face penalties of not more than one year in prison, and shall be fined a minimum of \$1,000, or both. Second convictions are punishable by not less than 15 days but not more than two years in prison and a minimum fine of \$2,500. Subsequent convictions are punishable by not less than 90 days but not more than three years in prison and a minimum fine of \$5,000.
- Civil penalties of up to \$10,000 for each violation may also be imposed for possession of small amounts of controlled substances, whether or not criminal prosecution is pursued ([21 USC 844a](#)).

The Drug Enforcement Administration (DEA) outlines detailed information on federal drug trafficking penalties on their [Drug Information](#) page.

Health Risks

According to the [National Institute of Drug Abuse](#), depending on the specific drug or drugs used, how they are taken, how much is taken, the person's health and other factors, drug use can have a wide range of short- and long-term, direct and indirect health effects. Short-term effects can range from changes in appetite, wakefulness, heart rate, blood pressure, and/or mood to heart attack, stroke, psychosis, overdose and even death. Long-term effects can range from heart and lung disease, cancer, mental illness and addiction.

Cocaine is a powerfully addictive stimulant drug that causes rapid physical and psychological changes. In some instances, cocaine may cause violent and erratic behavior, seizure, stroke, heart attack or even sudden death upon first use. Long-term use may lead to loss of sense of smell, nosebleeds, nasal damage and trouble swallowing, infection and death of bowel tissue from decreased blood flow, as well as weight loss due to poor nutrition and lung damage. Withdrawal symptoms include depression, insomnia, slowed thinking and movement and increased appetite.

Methamphetamine is another extremely addictive stimulant drug that causes increased wakefulness and physical activity, decreased appetite and increased breathing, heart rate, blood pressure and body temperature. Long-term use may lead to anxiety, confusion, insomnia, mood problems, violent behavior, paranoia, hallucinations, delusions, weight loss, severe dental problems and intense itching leading to skin sores from scratching.

Marijuana produces a psychoactive high with short-term effects that may include altered senses, changes in mood, impaired body movement, difficulty with thinking and problem-solving, and impaired memory. Regular, long-term marijuana use can lead to some people developing Cannabinoid Hyperemesis Syndrome. This causes users to experience regular cycles of severe nausea, vomiting, and dehydration, sometimes requiring emergency medical attention. Additionally, long-term use has been linked to mental illness.

Central nervous system (CNS) depressants are drugs that include sedatives, tranquilizers, and hypnotics such as barbiturates and benzodiazepines. These drugs can cause drowsiness, slurred speech, poor concentration, confusion, headache, dizziness, problems with movement and memory, lowered blood pressure, and slowed breathing. Long-term abuse of these drugs can cause serious withdrawal symptoms, including hallucinations and seizures.

Psychedelic and dissociative drugs such as LSD, mescaline, and PCP temporarily alter thought patterns, mood and perceptions of reality. Use of these drugs impairs thought processes and perception that can cause unusual and sometimes dangerous behavior. This may lead to injuries and other safety issues. Short-term side effects include headache, abdominal pain, nausea or vomiting, high blood pressure, rapid heartbeat, trembling and diarrhea. Some psychedelic and dissociative drugs have been associated with specific long-term health problems.

Opioids such as heroin, morphine, codeine and fentanyl can cause euphoria, drowsiness, constipation, respiratory depression, constricted pupils, confusion and nausea. Overdose of opioids can cause slow

and shallow breathing, clammy skin, convulsions, sedation/loss of consciousness and possible death. Prescription drugs, used improperly, can cause tiredness or hyperactivity, impaired reflexes, brain damage, dangerous slowing of heart rate and breathing, and in some instances, addiction or death.

Alcohol overdose symptoms include mental confusion, difficulty remaining conscious, vomiting, seizure, trouble breathing, slow heart rate, clammy skin, dulled responses and extremely low body temperature. Alcohol overdose can lead to permanent brain damage or death. Prolonged use of alcohol may cause liver and heart disease, immune system suppression, cancer, psychological, learning and memory problems and dependency in the form of alcoholism. Alcohol is one of the leading preventable causes of death in the United States.

More information on commonly abused drugs is available on the [National Institute on Drug Abuse website](#).

Drug and Alcohol Programs

Students

Mental health counselors are available to assist students with drug and alcohol abuse issues and can refer students to off-campus services as appropriate. Students can reach the SCC Counseling Center by calling 509-533-8400 and the SFCC Counseling Center by calling 509-533-3525. Students at both campuses can make an appointment with the Student Health Clinic located on the SCC campus by calling (509) 533-8611.

A list of drug and alcohol abuse/prevention resources for students is posted online and includes materials on [alcohol awareness](#), [marijuana myths and facts](#), [alcohol and drugs FAQs](#), and [other drug and health effects](#). Links to the [CDC's Facts Sheets on Alcohol](#), the [Washington State Department of Social and Health Services Behavioral Health Administration](#), and the [Substance Abuse and Mental Health Services Administration](#) are also provided. Information about these or similar resources are displayed on campus in the Student Health Clinic and Counseling Center at SCC, the Student Union Building and Counseling Center at SFCC and the rural and Spokane centers. Employees have access to a CCS-provided Employee Assistance Program, with trained specialists available to assist both employees and family members.

Additional resources include the following:

- Substance Abuse and Addiction Helpline 1-844-289-0879
- Crisis Connections (866) 427-4747
- Washington State Department Social and Health Services (DSHS) [Mental Health and Addiction Services](#)
- Substance Abuse and Mental Health Services (SAMHSA) National Helpline (800) 662-4357
- Teen Link (866) 833-6546
- Washington Poison Control (800) 222-1222
- [Washington Recovery Helpline](#) (866) 789-1511

Employees

Employees who need assistance are encouraged to use resources available through the various state health insurance plans and seek advice from the [Washington State Employee Assistance Program](#) (EAP) at (877) 313-4455.

The State of Washington's EAP is a confidential voluntary service available to CCS employees and their adult family members that provides resources to resolve personal or work-related problems and assists employees in maintaining their health and well-being. The EAP offers assistance on a broad range of issues including marital and family discord, distress, alcohol and drug abuse, legal issues and other concerns. Supervisors may refer employees with job performance issues due to substance abuse to the EAP. EAP services are free of charge. The EAP newsletter often includes information on drug and alcohol abuse prevention and resources for help.

More drug and alcohol abuse prevention resources are available on the [CCS Right to Know webpage](#).

Supervisors

Supervisors should refer to the [Recognizing Drug and Alcohol Abuse in the Workplace](#) guidelines for more information.

Disciplinary Sanctions

Students

For students, a violation of any federal or state law regarding alcohol/drug use is also a violation of CCS's Standards of Conduct for Students and is treated as a separate incident from any off-campus investigations or proceedings. Disciplinary sanctions include warning, reprimand, probation, ineligibility to hold office in a student organization or any elected or appointed office, ineligibility to represent the college outside the college community, loss of privileges, loss of recognition, hold on transcript or registration, restitution or compensation (e.g., for loss, damage or injury), education, fines, assessment by a certified professional, revocation of admission or degree, withholding of degree, no trespass order, suspension or expulsion. More than one of the sanctions listed above may be imposed for any single violation ([WAC 132Q-10-400](#)).

Employees

In accordance with federal law, CCS requires that an employee who is convicted under criminal drug statute for any violation occurring in the workplace, or while conducting CCS business, must report such conviction to their supervisor, no later than five days after the conviction. If the person is employed under a federally sponsored grant or contract, CCS shall notify the sponsoring agency within ten days of receiving notice that the employee has been convicted of a drug statute violation in the workplace.

For any employee who is convicted of violation of a criminal drug statute in the workplace, CCS will require satisfactory participation in a state-certified drug abuse assistance or rehabilitation program, or will take disciplinary action. Disciplinary action, in accordance with Higher Education Personnel Board rules, collective bargaining agreements, tenure laws, or other policies of the institution, may result in suspension or termination of employment or other appropriate personnel actions.

Disciplinary action may be taken for a violation of any provision of CCS's [Administrative Procedure 2.30.03-A Drug Free Workplace](#). All CCS employees shall:

- Not report to work while their ability to perform job duties is impaired due to on- or off-duty controlled substance use.
- Not possess or use controlled substances during working hours or at any time while on district property or using district vehicles or equipment.

- Not directly or through a third party sell or provide controlled substances to any person, while on- or off-duty.
- Provide as soon as practical, but no later than 72 hours after request, a bona fide verification of a current valid prescription for any potentially impairing drug or medication. The prescription must be in the employee's name.

Annual Notification of the DAAPP

Annual Student Notification

All SCC and SFCC students are sent an email each quarter outlining the student code of conduct, penalties for drug violations, legal sanctions, health effects and available resources.

SCC and SFCC make this information available in the online New Student Orientation. At SCC, students are also informed of the "Guide to Campus Resources" and "Guide to College Policies" and the information is distributed electronically to faculty and staff to share with students.

Annual Employee Notification

All CCS employees are annually mailed an employment information booklet that includes a section titled *Drug-Free Workplace: The Policy and You*. This section outlines related board policies and procedures, rules of conduct, penalties for drug violations, legal sanctions, health effects and available resources. This material is sent to the employee's home mailing address on file with CCS. This information is also emailed to employees in the spring. Every new employee, including part-time employees and volunteers, is sent an onboarding email including the Drug Free Workplace Acknowledgement Form. Drug and alcohol awareness training is offered every year by the Human Resources Office and employees are emailed a newsletter every quarter from the Office of Campus Security that includes information outlining smoking, tobacco, marijuana and alcohol prohibitions.