



Northampton Community College

***A Report to the Campus Community**

DRUGS and ALCOHOL

**Striving for a Drug-Free Environment
for Students and Employees at Northampton Community College**

The Drug-Free Workplace Act of 1988 (P.L. 100-690) and the Drug-Free Schools and Communities Act Amendments of 1989 (P.L. 101-206) require that each college and university receiving federal financial assistance provide annually the following information in writing to all students and employees:

- A. Standards of conduct that clearly prohibit, at a minimum, the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees on its property or as part of its activities.
- B. A description of the applicable legal sanctions under local, state, or federal law for the unlawful possession or distribution of illicit drugs and alcohol.
- C. A description of the health risks associated with the use of illicit drugs and the abuse of alcohol.
- D. A description of the four major areas to reduce prescription drug abuse.
- E. A description of any drug or alcohol counseling, treatment, or rehabilitation or re- entry programs that are available to employees or students.
- F. A clear statement that the institution will impose disciplinary sanctions on students and employees (consistent with local, state and federal law), and a description of those sanctions, up to and including expulsion or termination of employment and referral for prosecution, for violations of the standards of conduct. A disciplinary sanction may include the completion of an appropriate rehabilitation program.

In accordance with these laws, the following information is presented for your knowledge.

A. Standards of Conduct

1. Students: The unauthorized use, distribution, or possession of any controlled substance or illegal drug or alcohol in violation of Pennsylvania State Law on NCC premises or at activities sponsored by or affiliated with the College is in violation of the Student Code of Conduct.

2. Employees: The sale, purchase, transfer, use or possession of illegal drugs by employees on College premises or while on College business is prohibited. Further, the use of any legally

**This report is distributed annually to Northampton Community College faculty, staff and students in compliance with the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act Amendments of 1989.*

obtained drug, including alcohol, to the point where such use adversely affects the employee's job performance, is prohibited.

B. Criminal Sanctions Under Local, Pennsylvania, and Federal Law

The following description is a summary only and is not a substitute for legal advice. Anyone wishing legal advice should consult an attorney.

1. **City of Bethlehem, Bethlehem Township, City of Easton and Pocono Township:** Public consumption of alcoholic beverages and possession of open containers of alcoholic beverages in a public place or in an automobile is illegal and punishable by law. Punishment includes a \$100 fine or thirty days imprisonment (or both) for the first offense; a \$300 fine or sixty days imprisonment (or both) for the second offense; and a \$600 fine or ninety days imprisonment (or both) for the third and each subsequent offense.
2. **Commonwealth of Pennsylvania:** Alcohol: A person less than 21 years of age commits a summary offense if he or she attempts to purchase, consume, possess, or knowingly and intentionally transport any liquor or malt or brewed beverage. Violation of this law is punishable by fines up to \$500, imprisonment up to 90 days, and mandatory loss of driving privileges in the Commonwealth of Pennsylvania. Misrepresentation of age to purchase alcohol is also punishable by fines up to \$500, imprisonment up to one year and loss of driving privileges. Altering, selling, or manufacturing false identification is punishable by a fine of up to \$1,000 (first offense) and up to \$2,500 (second and subsequent offense) plus loss of driving privileges. Selling or furnishing alcoholic beverages to those under 21 is punishable by a mandatory fine of up to \$1,000 (first offense) and \$2,500 (second and each subsequent offense). All persons, while in the Commonwealth of Pennsylvania, are subject to the Pennsylvania Liquor Code and Crimes Code.

Pennsylvania law provides that a person with a blood alcohol content (BAC) of .08% or greater who operates a motor vehicle is considered driving under the influence and is subject to prosecution under Pennsylvania law.

A more complete summary of Pennsylvania laws and penalties related to alcohol may be found on the *Pennsylvania Liquor Control Board's* website at: http://www.lcb.state.pa.us/portal/server.pt/community/pennsylvania_liquor_control_board/17476

Drugs: *The Controlled Substance, Drug, Device and Cosmetic Act*, 35 Pa. C.S.A. 780-101 et seq., establishes five schedules of controlled substances based on dangerousness and medical uses. It prohibits the manufacture, distribution, sale or acquisition of controlled substances except in accordance with the Act as well as acquisition by misrepresentation or forgery or the knowing possession of controlled substances unlawfully acquired.

Penalties for first-time violators of the Act range from 30 days imprisonment, \$500 fine, or both for possession or distribution of a small amount of marijuana or hashish, not for sale, to 15 years or \$250,000 or both for the manufacture or delivery of a Schedule I or II narcotic. A person over eighteen years of age who is convicted for violating the Act, shall be sentenced to a minimum of at least one year total confinement if the delivery or possession with intent to deliver of the controlled substance was to a minor. If the offense is committed within 1,000 feet of the real property on which a college is located, the person shall be sentenced to an additional minimum sentence of at least two years total confinement.

The Pharmacy Act of 1961, 63 Pa. C.S.A. 390-8 makes it unlawful to procure or attempt to procure drugs by fraud, deceit, misrepresentation or subterfuge or by forgery or alteration of a prescription. The first offense is a misdemeanor, with a maximum penalty of one year's imprisonment, a \$5,000 fine, or both.

The Vehicle Code, 75 Pa. C.S.A. 3802 et seq., which was amended effective July 1, 1977, prohibits driving under the influence of alcohol or a controlled substance, or both, if the driver thereby is rendered incapable of safe driving. A police officer is empowered to arrest without a warrant any person whom he or she has probable cause to believe has committed a violation, even though the officer may not have been present when the violation was committed. A person so arrested is deemed to have consented to a test of breath or blood for the purpose of determining alcoholic content, and if a violation is found it carries the penalties of a misdemeanor of the second degree, which includes imprisonment for a maximum of 30 days.

3. **Federal:** The Federal drug laws, *The Controlled Substances Act*, 21 U.S.C. 801 et seq., are similar to the *Pennsylvania Controlled Substance, Drug, Device, and Cosmetic Act*, but contain, for the most part, more severe penalties. Schedules of controlled substance are established, and the law prohibits the knowing or intentional manufacture, distribution, dispensing, or possession with intent to distribute or dispense a controlled substance. If the quantity of controlled substance is large (e.g. 1,000 kg. of a mixture or substance containing marijuana), the maximum penalties are life imprisonment, a \$4,000,000 fine, or both.

Lesser quantities of controlled substance (e.g. 100 kg. of a mixture or substance containing marijuana) result in maximum penalties of life imprisonment, a \$2,000,000 fine, or both. The distribution of small amounts of marijuana for no remuneration or simple possession of a controlled substance carries a maximum of one year's imprisonment, a \$5,000 fine, or both, with the penalties for the second offense doubling. Double or triple penalties are imposed against persons 18 or older who distribute to persons under the age of 21. Double penalties also apply to the distribution or manufacture of a controlled substance in or on or within 1,000 feet of the property of a school or college.

Please see the *U.S. Drug Enforcement Administration* website at: <https://www.dea.gov/> for the most recent and complete information about Federal drug trafficking penalties.

Students who have been convicted under a state or federal law prohibiting the possession or sale of a controlled substance are ineligible for federal student aid for specific periods (ranging from one year to an indefinite period depending on the nature of the offense and whether the student is a repeat offender).

C. Health Risks

1. ALCOHOL:

The following information pertaining to alcohol is from *What Works: Schools Without Drugs*, U.S. Department of Education (1992): Alcohol consumption causes a number of marked changes in behavior. Even low doses significantly impair the judgment and coordination required to drive a car safely, increasing the likelihood that the driver will be involved in an accident. Low to moderate doses of alcohol also increase the incidence of a variety of aggressive acts, including partner and child abuse.

Moderate to high doses of alcohol cause marked impairments in higher mental functions, severely altering a person's ability to learn and remember information. Very high doses cause respiratory depression and death. If combined with other depressants of the central nervous system, much lower doses of alcohol will produce the effects just described.

Repeated use of alcohol can lead to dependence. Sudden cessation of alcohol intake is likely to produce withdrawal symptoms, including severe anxiety, tremors, hallucinations, and convulsions. Alcohol withdrawal can be life-threatening. Long-term consumption of large quantities of alcohol can also lead to permanent damage to vital organs, such as the brain and the liver.

Women who drink alcohol during pregnancy may give birth to infants with fetal alcohol syndrome. These infants may have irreversible physical abnormalities and mental retardation. In addition, research indicates that children of alcoholic parents are at greater risk than others of suffering health related problems.

2. PRESCRIPTION STIMULANT MEDICINES:

Short-term effects: Increased alertness, attention, energy; increased blood pressure and heart rate; narrowed blood vessels; increased blood sugar; opened-up breathing passages. In high doses: dangerously high body temperature and irregular heartbeat; heart failure; seizures.

Long-term effects: Heart problems, psychosis, anger, paranoia.

Examples: Commercial names: Adderall, Benzedrine, Concerta, Ritalin. Street names: Bennies, Black Beauties, Crosses, Hearts, LA Turnaround, Speed, Truck Drivers, Uppers, JIF, MPH, R-ball, Skippy, Vitamin R.

3. DEPRESSANTS

Short-term effects: Small amounts can produce calmness and relaxed muscles, while larger doses can cause slurred speech, staggering gait, and altered perception.

Long-term effects: Confusion; depression; loss of coordination; tolerance (physical and psychological); overdose may cause coma or death; can be lethal when combined with alcohol.

Examples: Alcohol, prescription drugs like Valium and Xanax, sleeping pills.

4. HALLUCINOGENS

Short-term effects: Unpredictable, depending upon dosage and user's personality, mood and expectations. Hallucinations; panic; irrational behaviors since drug blocks pain receptors (which can lead to increased risk of accidents and injuries); muscular condition worsens; senses dulled; speech blocked and incoherent.

Long-term effects: Flashbacks (certain aspects of LSD experience recur even though user is not taking drug); tolerance; overdose can lead to convulsions, coma and death.

Examples: LSD, PCP, DMT, STP, mescaline.

5. INHALANTS

Short-term effects: Act directly on central nervous system to produce mind-altering effect; slows down body functions; alcohol-like effects such as slurred speech, loss of coordination; euphoria, dizziness; hallucinations and delusions.

Long-term effects: Kidney abnormalities; liver damage; memory impairment; attention deficits; diminished non-verbal intelligence; death resulting from heart failure, asphyxiation, or aspiration; addiction.

Examples: Glue, lighter fluid, cleaning fluids, and paint products.

6. MARIJUANA

Short-term effects: Sensory distortion; Increase in heart rate with possible anxiety/panic; decreased reaction time; poor coordination of movement.

Long-term effects: Respiratory and lung problems; immune system suppression personality and mood changes; and lower levels of the sex hormone testosterone and an increase in abnormal sperm count in men.

7. NARCOTICS

Short-term effects: Initial feeling of euphoria followed by drowsiness, nausea, and vomiting; constricted pupils; watery eyes and itching.

Long-term effects: Malnutrition; collapsed veins; liver disease; use of contaminated syringes may result in diseases such as AIDS, endocarditis, and hepatitis; addiction; tolerance; overdose leading to convulsions, coma and death.

Examples: Heroin, opium, morphine, codeine and prescription pain pills like Percocet.

Heroin has become headline news. According to the Centers for Disease Control and Prevention (CDC), the number of heroin-related deaths rose nearly 300 percent in a recent ten year period. People who were not normally considered "at-risk" are falling victim to the drug, with some of the greatest increase of abuse occurring in women and those with higher income.

Opioids:

“Opioids” is a term for drugs that bind to opioid receptors in the body. They include everything from heroin and fentanyl to prescription pills like oxycodone (OxyContin®), hydrocodone (Vicodin®), codeine and morphine. It’s a huge bucket, since it covers illegal substances as well as drugs prescribed by doctors. Which, actually, is part of the issue: regular use of opioid drugs, even as prescribed by a doctor or medical professional, can lead to dependence.

Addiction isn’t limited to the people using just the illegal opioids, like heroin. Misuse of prescription opioids is a huge part of the epidemic. Misuse includes people with a prescription not taking it as prescribed. Taking too many pills at once, for example or people without a prescription taking pills they get from a family medicine cabinet, friends, random strangers at a party or drug dealers selling pills illegally.

Taking opioids at too high of a dose, or for too long a period of time, increases the risk of addiction, overdose, and death. The likelihood of using opioid painkillers long-term spikes after just five days of use. And because of this, a lot of people are dying. In 2016 more than 42,249 people died of opioid overdoses and more than 115 people die every day.

NCC has resources for individuals dealing with narcotics addiction. See section E. Drug and Alcohol Counseling Opportunities.

8. ILLICIT STIMULANTS

Short-term effects: Increase alertness, attention, and energy as well as elevate blood pressure, heart rate, and respiration. When taken non- medically can induce a feeling of euphoria and increase blood glucose.

Long-term effects: Non-medical cognitive enhancement poses potential health risks, including addiction, dangerously high body temperature and an irregular heartbeat, cardiovascular failure or seizures, feelings of hostility or paranoia and even psychosis.

Examples: Cocaine, crystal meth, speed, over the counter cold remedies, prescriptions such as Ritalin and diet drugs.

9. SYNTHETIC/DESIGNER DRUGS

Bath Salts:

Short-term effects: Increase in heart rate; elevated blood pressure; agitation; anxiety; hallucinations; extreme paranoia; delusions; agitation; suicidal thoughts; irregular heartbeat; chest pain; headaches; trouble sleeping; loss of appetite; depression; changes in personality; and disturbed speech or behavior.

Long-term effects: Not yet known; however, Bath Salts are believed to cause damage to neurotransmitters in the brain and cause mental health problems (including psychosis).

Common Street Name(s): “Bath salt” stimulant products are sold in powder form in small plastic or foil packages of 200 and 500 milligrams under various brand names including: Bliss, Blue Silk, Cloud Nine, Drone, Energy-1, Ivory Wave, Lunar Wave, Meow Meow, Ocean Burst, Pure Ivory, Purple Wave, Red Dove, Snow Leopard, Stardust, Vanilla Sky, White Dove, White Knight, and White Lightening.

Club Drugs:

Short-term effects: May interfere with body's ability to regulate temperature; many of same risks as users of stimulants and amphetamines, such as increases in heart rate and blood pressure; muscle tension, involuntary teeth clenching; nausea; blurred vision; faintness and chills or sweating.

Examples: MDMA (Ecstasy), GHB, GBL.

Smiles or 2C-I:

In July 2012, a synthetic drug often called, "Smiles" was added as a Schedule I substance under the Synthetic Drug Abuse Prevention Act of 2012, marking it as a dangerous and illegal substance.

Common Street Name(s): Isabel, Izzy

Much of the above information is drawn from the *U.S. Department of Justice's* website. For more detailed information about the street names, short-term effects, long-term effects, trafficking trends, treatment resources and other information pertaining to these and other illicit drugs, please refer to the website at: <http://www.justice.gov/dea/druginfo/factsheets.shtml> or <https://www.drugabuse.gov/drugs-abuse>

D. ABUSE OF PRESCRIPTION DRUGS

The Centers for Disease Control and Prevention has classified prescription drug abuse as an epidemic. The 2011 Prescription Drug Abuse Prevention Plan expands upon the Obama Administration's National Drug Control Strategy and includes action in four major areas to reduce prescription drug abuse:

- **Education.** A crucial first step in tackling the problem of prescription drug abuse is to educate parents, youth, and patients about the dangers of abusing prescription drugs, while requiring prescribers to receive education on the appropriate and safe use, and proper storage and disposal of prescription drugs.
- **Monitoring.** Implement prescription drug monitoring programs (PDMPs) in every state to reduce "doctor shopping" and diversion, and enhance PDMPs to make sure they can share data across states and are used by healthcare providers.
- **Proper Medication Disposal.** Develop convenient and environmentally responsible prescription drug disposal programs to help decrease the supply of unused prescription drugs in the home.
- **Enforcement.** Provide law enforcement with the tools necessary to eliminate improper prescribing practices and stop pill mills.

E. DRUG AND ALCOHOL COUNSELING OPPORTUNITIES

1. **Students:** College Counseling Services are located on the Bethlehem and Monroe campus locations. Services are offered free of charge for a wide range of issues revolving around substance abuse, misuse, dependency, and recovery. The staff provides services that span education/prevention, crisis intervention, and brief counseling. Help can be offered through individual and group meetings. Additional information about the services provided can be found at <https://www.northampton.edu/student-services/counseling-services.htm>

Any contact with the Counseling Services staff is held in the strictest confidence. No information is reported to anyone except with written permission or in rare circumstances such as when the student presents a clear and imminent danger to him/herself or others, when the counselor is mandated to report the abuse of a child or elder, or when the court has ordered disclosure. The services the office provides may be from one session to ongoing sessions throughout the year. Appointments are easy to make by calling the Bethlehem Campus at (610) 861-5342 or Monroe Campus at (570) 369-1842 or stopping by during office hours.

2. **Employees:** An Employee Assistance Program (EAP) has been established to provide professional counseling and rehabilitation programs for staff that are in need of these services due to substance abuse

Supervisors or managers who are faced with an employee substance abuse problem may consult with the Office of Human Resources to determine an appropriate course of action.

3. Other Resources:

Health and Wellness Center
College Center 1st floor
Bethlehem, PA 18020
Phone: 610-861-5365

Alcoholics Anonymous (AA) <http://www.aalv.org/>

Narcotics Anonymous: <http://www.na.org/>

Northampton County Drug & Alcohol 2801 Emrick Boulevard
Bethlehem, PA 18020
Phone: 610-829-4725 (non-emergency)
Phone: 610-252-9060 (emergency)
<https://www.northamptoncounty.org/HS/DRGALC/Pages/HowTreatment.aspx>

American Psychiatric Association: <http://healthyminds.org>

SMART Recovery: <http://smartrecovery.org/>

F. COLLEGE SANCTIONS

The College will impose appropriate sanctions on students or employees who violate the standards of conduct as set forth in Sections A.1 and A.2 above.

1. **Students:** Violations of the standards of student conduct in Section A.1 above will result in (a) disciplinary action as outlined in the Student Conduct section of the Student Handbook, and (b) legal action consistent

with local, state and federal laws. Possible disciplinary actions include warning, probation, suspension or expulsion, and other sanctions as deemed appropriate, including referral for prosecution. Please refer to Student Conduct & Academic Honesty section on the College web site for more information: <https://northampton.edu/campus-life/office-of-student-affairs-and-enrollment/student-conduct-and-academic-honesty.htm>

As permitted by the Family Educational Rights and Privacy Act (FERPA), the Office of Student Success will notify parents/guardians of a student who is under the age of 21 any time he or she is found responsible for violating the Colleges Code of Conduct relating to alcohol or drug offenses.

In addition, in all disciplinary cases involving drugs or alcohol in which the student is not suspended or expelled, the Student Judicial Officer will impose a mandatory interaction with Campus Counseling.

2. **Employees:** 2.26.13 Policy on the Drug-Free Workplace Act

In compliance with the Drug-Free Workplace Act of 1988, which requires prime federal contractors with contracts of \$25,000 or more and direct federal grantees to certify to the contracting and granting agencies that they maintain a drug-free workplace, Northampton Community College certifies that the requirements for providing a "drug-free workplace" have been established and will be enforced. The College prohibits the unlawful manufacture, distribution, dispensation, possession or use of a controlled substance, including alcohol, in the workplace. Additionally, while the College respects the privacy of its employees, it also recognizes that it has an obligation to maintain a drug/alcohol free workplace because substance abuse can have a harmful effect on the learning and work environment. Therefore, employees are expected to report for work physical and mentally able to safely and effectively perform their essential functions. Compliance with this requirement is considered to be an essential job qualification for all faculty and staff. Violation of this policy will result in disciplinary action up to and including discharge.

An Employee Assistance Program (EAP) has been established to provide professional counseling and rehabilitation programs for staff that are in need of these services due to substance abuse.

As a condition of employment/continuing employment, all staff must abide by the provisions of this policy. Staff employed under the terms of a grant must notify the College of any criminal drug statute conviction for a violation occurring in the workplace no later than five (5) days after such conviction. The College will notify the contracting or granting agency within ten (10) days after receiving notice from an employee or from an outside agency of an employee's criminal drug statute conviction for conduct in the workplace. Within thirty (30) days of receiving notification of an employee's drug statute conviction, the College will initiate appropriate personnel actions which may include imposing a sanction or requiring the satisfactory participation in a drug abuse assistance or rehabilitation program through the EAP or another approved agency.

The provisions of this policy will be disseminated to all staff members through the College Policy Manuals and will be published in the College news publications.

4.10 Drug Abuse Prevention Program

The College prohibits the use, possession, or distribution on college properties or at college sponsored or supervised functions of controlled or dangerous drugs or substances as defined by state and/or federal law, except as expressly permitted by law. Further, members of the College community (administrative official, faculty member, student or staff, or any employee) may not at any time be intoxicated on college property or at a college sponsored or supervised function.

Employees who are age 21 or above may consume alcohol when alcohol is served as part of an approved college sponsored or supervised event. However, all individuals, regardless of age, must abide by the laws of the Commonwealth of Pennsylvania.