



Drug and Alcohol Abuse Prevention Program

Columbia State Community College strictly prohibits the unlawful manufacture, distribution, possession, use, or abuse of alcohol and illicit drugs on all Columbia State campuses, any off-campus site, and at any College functions at off-campus locations. All employees and students are subject to applicable federal, state, and local laws related to this matter. Additionally, any violation of Columbia State's Drug-Free Workplace and Campus Policy will result in disciplinary actions as set forth in Columbia State student disciplinary rules in the Student Handbook and in Columbia State Policies and Procedures.

Legal Sanctions

Various federal, state, and local statutes make it unlawful to manufacture, distribute, dispense, deliver, sell, or possess with intent to manufacture, distribute, dispense, deliver, or sell controlled substances. The penalty imposed depends upon many factors, including the type and amount of the controlled substance involved, the number of prior offenses, if any, whether death or serious bodily injury resulted from the use of such substance, and whether any other crimes were committed in connection with the use of the controlled substance. Possible maximum penalties for a first-time violation include imprisonment for any period of time, up to a term of life imprisonment, a fine of up to \$4,000,000 if an individual supervised release, any combination of the above, or all three. These sanctions are doubled when the offense involves either:

- the distribution or possession at or near a school or college campus, or
- distribution to persons under 21 years of age.

Repeat offenders may be punished to a greater extent as provided by statute. Further, a civil penalty of up to \$10,000 may be assessed for simple possession of "personal use amounts" of certain specified substances under federal law. Under state law, the offense of possession or casual exchange is punishable as a Class A misdemeanor. If there is an exchange between a minor, the offense is classified as a felony as provided in T.C.A. 39-17-417, (21 U.S.C. 801, et. seq.; T.C.A. 39-17-417).

It is unlawful for any person under the age of twenty-one (21) to buy, possess, or transport alcoholic beverages for any purpose, unless it is in the course of employment. It is further an offense to provide alcoholic beverages to any person under the age of twenty-one (21). These offenses are classified as Class A misdemeanors (T.C.A. 39-15-404) and are punishable by imprisonment no greater than eleven (11) months and twenty-nine (29) days, or a fine not to exceed two thousand five hundred dollars (\$2,500), or both, unless otherwise provided by statute. The offense of public intoxication is a Class C misdemeanor punishable by imprisonment of not more than thirty (30) days or a fine of not more than \$50, or both (T.C.A. 39-17-310).

Institutional Sanctions

Columbia State will impose the appropriate sanction(s) on any employee or student who fails to comply with the Columbia State's Drug-Free Workplace and Campus Policy.

Employees - See Columbia State Policies [05:27:00 Drug-Free Workplace and Campus](#) and [05:22:00 Employee Conduct](#).

As a condition of continued employment, each employee, including student employees, must abide by the terms of Columbia State's Drug-Free Workplace and Campus Policy, and must notify their department head/supervisor of any criminal drug statute conviction for a violation occurring in the workplace no later than five (5) days after such conviction. A conviction includes a finding of guilt, a plea of nolo contendere, or imposition of a sentence by any state or federal judicial body. Any employee who fails to report a conviction will be subject to disciplinary sanctions. Possible disciplinary sanctions for failure to comply with this policy, including failure to notify of conviction, may include one or more of the following:

- termination
- suspension
- mandatory participation in and satisfactory completion of a drug/alcohol abuse program, or rehabilitation program
- recommendation for professional counseling
- referral for prosecution
- letter of warning; and/or
- probation

Students - See Columbia State Policy [05:27:00 Drug-Free Workplace and Campus](#) and [Student Handbook](#).

Possible disciplinary sanction for failure to comply with the terms of Columbia State's Drug-Free Workplace and Campus Policy, including failure to notify of conviction, may include one or more of the following:

- expulsion
- suspension
- mandatory participation and satisfactory completion of a drug/alcohol abuse program, or rehabilitation program
- recommendation for professional counseling
- referral for prosecution
- probation
- warning and/or
- reprimand

Health Risks Associated with the Use of Illicit Drugs and the Abuse of Alcohol

Alcohol

Alcoholism is a complex, progressive disease that interferes with health, social, and economic functioning. Untreated alcoholism results in physical incapacity, permanent mental damage, and/or premature death. Alcohol is involved in one-third of all suicides, one-half of all traffic accidents, and

one-fourth of all other accidents, and is involved in over 50% of all arrests. Alcohol is the third leading cause of birth defects involving mental retardation. Use during pregnancy may cause spontaneous abortion, various birth defects, or fetal alcohol syndrome.

Drinking is implicated in cancer, heart disease, gastrointestinal disease, and other illnesses. Alcoholism has been estimated to reduce life expectancy by twelve years. Beverage alcohol can damage all body organs, leading to liver, heart, and digestive problems, circulatory system interference, change in personality, reproductive problems, and central nervous system disorders such as poor vision, loss of coordination, memory loss, loss of sensation, mental and physical disturbances, and permanent brain damage. The physical and psychological changes that occur as a result of addiction to alcohol can pave the way for addiction to pharmacologically similar drugs.

Illicit Drugs

The use of illicit drugs results in many of the health risks that are involved with alcohol use. Illicit drug use increases the risk of mental deterioration, death from overdose, physical and mental dependence or addiction, hepatitis and skin infections from needle use, psychotic reactions, inducement to take stronger drugs, brain damage, danger of flashback phenomenon, hallucinations, unconsciousness, deep depression, distortion of time and space, permanent damage to lungs, brain, kidneys, and liver, death from suffocation or choking, anemia, amnesia, AIDS, and other infections. If used excessively, the use of alcohol and drugs singly, or in certain combinations, may cause death.

Available Drug and Alcohol Counseling, Treatment, Rehabilitation Programs and Employee Assistance Programs

Columbia State’s Counselor & Case Manager will assist students and/or employees by providing information concerning treatment resources in the surrounding area and in assisting individuals in making initial contact with treatment providers. The Counselor & Case Manager can be reached at 931.540.2572. The office is located in Jones Student Center, Room 142.

Health insurance plans available to employees provide varying levels of coverage for alcohol and substance abuse programs. For information on plan coverage, contact the Human Resources office.

Drug and Alcohol Resources

Agency	Website	Phone
<u>Alcoholics Anonymous</u>	www.aa.org	615.831.1050
<u>Buffalo Valley Inc. Hohenwald, TN</u>	www.buffalovalley.org	800.447.2766
<u>Centerstone Community Health Centers, Inc.</u>	www.centerstone.org	800.681.7444 (crisis line) 888.291.4357 (information and appointments)
<u>Cocaine Anonymous</u>	www.ca.org www.tennca.com	310.559.5833
<u>Employee Assistance Program</u>	www.Here4TN.com	855.437.3486
<u>Narcotics Anonymous</u>	www.nanashville.org	888.476.2482
<u>Place of Hope</u>	www.placeofhopetn.org	931-388-9406

Agency	Website	Phone
<u>Tennessee Department of Mental Health and Substance Abuse Services</u>	<u>https://www.tn.gov/behavioral-health</u>	855.CRISIS.1
<u>TN Crisis Center</u>	<u>https://www.tn.gov/behavioral-health/need-help.html</u>	855-274-7471
<u>Williamson County Anti-Drug Coalition.</u>	<u>https://wcadctn.org</u>	Tennessee Redline 1-800-889-9789