

# Blue Cliff Career College

## Drug & Alcohol Abuse Prevention Program & Policy

**ANNUAL NOTIFICATION** BCCC does and must notify all students and employees annually of certain information. The notification must include the following: (1) standards of conduct; (2) possible legal sanctions and penalties; (3) statements of the health risks associated with AOD abuse; (4) the BCCC's AOD programs available to students, staff, and faculty; and (5) disciplinary sanctions for violations of the standards of conduct. BCCC must and does make the notification in writing and in a manner that ensures all students and employees receive it.

The College has a drug & alcohol abuse prevention program. The prevention program is comprised of the following components:

- Education and information about the dangers of drug abuse in the workplace and on College property will be disseminated through College newsletters, bulletin boards, emails, special publications, and special programs to employees, faculty and students.
- This DAAPP program which address unlawfully controlled substance use, including personnel actions that may result from such violations, will be conducted and coordinated by the Education Department and included in the Employee Handbook (employees) or by the Academics Department (students).
- Self-referrals, as well as supervisory referrals, to drug counseling and rehabilitation programs are available to employees and faculty by contacting the Education Coordinator or the Director of Education.
- Blue Cliff Career College recognizes that employees and students of the college may, in accordance with the federal, state and local laws, choose to use alcohol on their own time. The College will actively work to educate employees and students about alcohol and drugs and make help available for those who need it.

### **Health Risks**

Using alcohol and other drugs carries risks. Alcohol and drugs impair your judgment, making you more likely to hurt yourself or others, to have trouble with the law, to do poorly at work and school, and to have relationship trouble. Alcohol and drugs also have specific health risks: they can damage major organs, increase your risk of cancers, and even cause death.

### **College Sanctions**

To ensure a safe and productive work & learning environment, the following is prohibited from happening on College property or as part of any College activity:

- Unlawfully manufacturing, distributing, dispensing, possessing, or using controlled substances, or misusing or abusing prescribed or over-the-counter drugs;
- Having present in his/her body detectable levels of illegal drugs or alcohol while executing job duties during normal working hours;
- Violating any federal or state law relating to drugs;

- Consuming alcoholic beverages on College premises or at a College-sponsored function unless so authorized by the campus President.

Anyone violating this policy regarding alcohol and illegal drugs and/or controlled substances will be subject to disciplinary action up to and including termination (employee) or suspension and/or expulsion (student) in addition to referral for prosecution by local and federal authorities. These sanctions will be imposed and will be subject to and implemented according to rules set forth in these policies, student policies and for employees, employee manual. BCCC president and/or a committee will determine the level of sanction after reviewing the specifics of the violations. This same committee shall strive to administer sanctions consistently.

## **External Sanctions**

Students and employees must be aware that there are significant criminal penalties, under federal and state law, for the unlawful possession or distribution of alcohol and illegal drugs. See below and the FACTS sheet on Legal Consequences available with this document or in the Education Office upon request.

**Alabama Law:** Alabama law provides that any person who violates the criminal statutes on controlled substances by possessing, offering for sale, distributing or manufacturing opiates and narcotics (such as cocaine and heroin) is guilty of a Class C felony. For a conviction of a Class C felony, the court may sentence a person to a term of imprisonment of a minimum of three to five years, a maximum of 10 to 20 years and a fine of up to \$15,000.

**Federal Law:** Conviction for the possession of illicit drugs results in 1 to 3 years imprisonment and a minimum fine of \$1,000, unless the offense involves cocaine base (crack) which may carry mandatory imprisonment for 5 to 20 years.

The range of penalties under state and federal law for unlawful distribution of illicit drugs is summarized in <http://www.dea.gov/druginfo/ftp3.shtml>.

The severity of the sanctions imposed for both possession and distribution offenses depend on the type of quality of drugs, prior conviction, and whether death or serious injury resulted. Sanctions may be increased for offenses, which involve distribution to minors or occur on or near University premises. In addition, other federal laws require or permit forfeiture of personal or real property used to illegally possess, facilitate possession, transport or conceal a controlled substance.

## **Counseling & Treatment**

The College encourages individuals with substance abuse problems to seek assistance. Employees and students at Blue Cliff Career College have available resources to help- some from of charge and some that require payment. (See list included with this document or ask for a copy at the Education Office. See below for local resources to assist people with these problems.

# Drug & Alcohol Rehab and Recovery Programs in our area.

## Free or Low Cost Programs

|                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                                           |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <i>Alcoholics Anonymous</i><br>600 Bel Air Blvd. Ste 224<br>Mobile, AL 36606<br>251-479-9994<br><a href="http://www.mobileaa.org">www.mobileaa.org</a>                                                                                                    | <i>Alcoholics Anonymous</i><br>600 Bel Air Blvd. Ste 224<br>Mobile, AL 36606<br>251-479-9994<br><a href="http://www.mobileaa.org">www.mobileaa.org</a>                                                                                                                                    |
| <i>Wings of Life</i><br>800 St. Louis St.<br>Mobile, AL 36602<br>251-432-5245<br><a href="http://www.wings-of-life.com">www.wings-of-life.com</a>                                                                                                         | <i>Home of Grace for Women</i><br>394 Aldock Rd.<br>Eightmile, AL 36613 251-456-7807<br><a href="http://www.homeofgraceforwomen.com">www.homeofgraceforwomen.com</a>                                                                                                                      |
| <i>Salvation Army Dauphin Way Lodge Residential<br/>Substance Abuse Treatment</i><br>1009 Dauphin Street<br>Mobile, AL – 36604 (251) 438-1625<br><a href="http://www.salvationarmyalma.org/coastalalabama/">www.salvationarmyalma.org/coastalalabama/</a> | <i>Free Crisis Hotline:</i> <a href="http://www.crisistextline.org">www.crisistextline.org</a><br><i>Free Counseling</i><br><i>Text “GO” to 741741</i><br><br><i>“The Recovery Village” at 877/463-1878</i><br><a href="http://www.therecoveryvillage.com">www.therecoveryvillage.com</a> |
| <i>Free Crisis Hotline:</i> <a href="http://www.crisistextline.org">www.crisistextline.org</a><br><i>Free Counseling</i><br><i>Text “GO” to 741741</i>                                                                                                    | <i>Altapoint Health Services</i><br>5750-A Southland Dr.<br>Mobile, AL 36693<br>251-450-2211<br>1-888-335-3044 – Carepoint<br><a href="http://www.altapoint.org">www.altapoint.org</a>                                                                                                    |

## Insurance or Out of Pocket Programs

|                                                                                                                            |                                                                                                                                                                                            |
|----------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <i>The Recovery Village” at 877/463-1878</i><br><a href="http://www.therecoveryvillage.com">www.therecoveryvillage.com</a> | <i>Bradford Health Services</i><br>1000 Hillcrest Rd. Ste. 304<br>Mobile, AL 36695<br>251-633-0900<br>1-800-333-0906<br><a href="http://www.bradfordhealth.com">www.bradfordhealth.com</a> |
|----------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

---

Print Name

---

Signature

---

Date

---

Class Code