

**2021-2022
Annual Notification**

**ALCOHOL AND OTHER DRUG
INFORMATION**

for students and employees



Linn-Benton
Community College

To request this information in an accessible alternative format, please contact
formata@linnbenton.edu.

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INTRODUCTION

Linn-Benton Community College is legally required and ethically committed to the prevention of illegal drug use and the abuse of alcohol by both students and employees. Drug and alcohol abuse is a significant public health problem, affecting our level of general health, performance, and productivity. In addition, the use of drugs can adversely affect an organization's level of safety as well as its public confidence and trust. And lastly, with reference to *The Drug-Free Schools and Communities Act Amendment of 1989* (Public Law 101-226),

"...No institution of higher education shall be eligible to receive funds or any other form of financial assistance under any Federal program, including participation in any federally funded or guaranteed student loan program, unless it certifies to the Secretary that it has adopted and has implemented a program to prevent the use of illicit drugs and the abuse of alcohol by students and employees..."

In brief, this document has been developed by LBCC to comply with the current federal law and to educate and inform its students and employees of the health risks, counseling and treatment resources, and sanctions for noncompliance. Linn-Benton will biennially review this program to determine its effectiveness and implement changes if needed and to ensure the sanctions required are consistently enforced.

PROGRAMS AVAILABLE TO ASSIST STUDENTS AND EMPLOYEES

Prevention and Education Programs

SafeColleges. The primary way that LBCC educates students and employees about alcohol and other drugs is via SafeColleges. Specifically, LBCC offers Personal Empowerment Through Self Awareness (PETSA), an online educational offering that educates about healthy interpersonal relationships, institutional expectations regarding sexual violence, consent, bystander intervention strategies, and the role that alcohol and drug use can play in intersections with other high-risk behavior in order to reduce risk and increase campus safety.

Alcohol-Free Campus Events. LBCC offers a variety of alcohol-free educational and social campus events for students and staff. Visit [Student Life Campus Events](#), [Student Leadership Council](#), and [Clubs & Programs](#) for more information.

As mandated by the Drug-Free Schools and Communities Act, this policy is distributed to all students, staff and faculty on an annual basis, and during every even year, a biennial review of the comprehensive alcohol and other drug program is conducted. For more information concerning current programs, interventions and policies, contact Jill Childress, Manager, Student Conduct and Retention (childrj@linnbenton.edu), or Scott Rolen, Director, Human Resources (rolens@linnbenton.edu).

Counseling and Treatment Programs

Students

Advising Center. Students may obtain a list of alcohol and other drug support and referrals for counseling are available on campus to students through the [LBCC Advising Center](#) (541-917-4780). Students may be referred through the Advising Center to other treatment programs for more intensive treatment.

Annually Renewable Employees

Employee Assistance Program (EAP). LBCC provides an Employee Assistance Program (EAP), [Reliant Behavioral Health](#), available to all contracted employees. All contact with EAP is confidential. Each contracted employee and their dependents are allowed five visits per year at no cost for appraisal, limited counseling and/or referral. 24 hours emergency counseling is available by phone. Call 1-866-750-1327.

Health Insurance Coverage for Treatment. For questions or assistance about benefits, contact Diana Ward in Human Resources at wardd@linnbenton.edu or at x4424.

Time off Work. Treatment Program: Employees seeking treatment for substance abuse may be eligible for time off from work through the Federal Family and Medical Leave Act (FMLA). Contact Human Resources at 541-917-4420 for more information.

12-Step Programs. LBCC acknowledges the value of 12-step programs in attaining and maintaining a drug-free lifestyle. Schedules of meetings for Alcoholics Anonymous, Narcotics Anonymous, Cocaine Anonymous, Al-anon, and other 12-step groups can be obtained from the Benton County Health Department, 530 NW 27th St., 541-766-6835. For Linn County contact 541-967-4252.

ADDITIONAL RESOURCES FOR STUDENTS AND EMPLOYEES

Within Linn and Benton Counties, the following substance abuse counseling agencies exist. These agencies provide a variety of services which may include intake and evaluation, detoxification, in-patient and out-patient treatment programs, DUI evaluations, and remedial education, among others. Interested individuals are encouraged to contact each agency for additional information regarding specific services and costs.

Non-Campus Programs

Al-Anon (Linn and Benton Counties) | 541-967-6262

Website: <https://www.oregonal-anon.org/district-16>

Alcoholics Anonymous (Mid-Willamette Valley) | 541-967-4252

Website: <https://aaoregon-district21.org/>

Benton County Alcohol and Drug Treatment Program | 541-766-3540

Website: <https://www.co.benton.or.us/health/page/addictionsubstance-use-treatment>

Benton County Mental Health (weekdays) | 541-766-6835

Community Outreach | 541-758-3000

Website: <https://communityoutreachinc.org/treatment/a-d-treatment/>

Emergence Addiction and Mental Health Services

Website: www.4emergence.com

Albany: 541-967-6597

Linn County Alcohol, Other Drugs, and Problem Gambling Program

Website: <https://www.linncountyhealth.org/adg>

Albany/Corvallis: 541-967-3819

Lebanon: 541-451-5932

Sweet Home: 541-967-3888

Other Treatment Facilities

ACME Counseling | 541-286-4010

Website: <https://acmecounseling.com/services/addiction-services.html>

Discovery Counseling Inc | 541-752-2703

Website: <http://www.discoverycounseling.co/>

Milestones Family Recovery Program | 541-738-6832

Website: <http://www.milestonesrecovery.com/>

New Beginnings | 541-766-3540

Website: <https://betteraddictioncare.com/centers/oregon/corvallis-or/new-beginnings/>

Serenity Lane | 541-928-9681

Website: <https://serenitylane.org/location/albany-or/>

Teen Challenge, Inc. of Oregon (Willamette Valley) | 541-491-1002

Website: <https://teenchallengepnw.com/locations/willamette-valley-campus/>

Non-Campus Hotlines

Drug and Alcohol Abuse Hotline | 1-800-621-1646

Narcotics Anonymous Help Line | 1-877-233-4287

Crisis/Suicide Prevention ABH Crisis Line

Benton County Mental Health 1-888-232-7192

Linn County Northwest Human Services Crisis Line 967-3866

(Weekdays) or 1-800-560-5535 (Nights/Weekends) or 1-800-304-7468

Linn County Mental Health | 1-800-304-7468 or 541-967-3866 (Crisis Line)

Website: <https://www.linncountyhealth.org/mh>

Community Outreach Crisis Hotline | 541-758-3000

USA National Suicide Hotlines

1-800-(SUICIDE) OR 1-800-784-2433

1-800-273-(TALK) OR 1-800-273-8255

HEALTH RISKS ASSOCIATED WITH THE USE OF ILLEGAL DRUGS

| Drug/Commercial and Street Names | Intoxication Effects and Potential Health Risks |
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| Nicotine – Found in cigarettes, cigars, bidis, and smokeless tobacco (snuff, spit tobacco, chew) | Acute Effects: Increased blood pressure and heart rate Health Risks: Chronic lung disease; cardiovascular disease; stroke; cancers of the mouth, pharynx, larynx, esophagus, stomach, pancreas, cervix, kidney, bladder, and acute myeloid leukemia; adverse pregnancy outcomes; addiction. |
| Marijuana and Hashish – Blunt, dope, ganja, sinsemilla, skunk, pot, reefer, grass, THC, joint, weed, Mary Jane, hash, hash oil, boom, chronic, gangster, hemp | Effects: Euphoria, slowed thinking and reaction time, confusion, impaired balance and coordination. Health risks: cough, frequent respiratory infections, impaired memory and learning, increased heart rate, anxiety, panic attacks, tolerance, and addiction. |
| Barbiturates – Amytal, Nembutal, Seconal, Phenobarbital (Barbs, reds, red birds, phennies, tooies, yellows, yellow jackets) | Effects: Reduced anxiety, feeling of well-being, lowered inhibitions, slowed pulse and breathing, lowered blood pressure, poor concentration, drowsiness, sedation. Health risks: fatigue, confusion, impaired coordination, memory, judgment, addiction, respiratory depression and arrest, death. |
| Benzodiazepines – Ativan, Halcion, Librium, Valium, Xanax (Candy, downers, sleeping pills, tranks) | Effects: Same as Barbiturates. Health risks: depression, unusual excitement, fever, irritability, poor judgment, slurred speech, dizziness, life-threatening withdrawal. |
| Flunitrazepam – Rohypnol (forget-me-pill, Mexican Valium, R2, Roche, roofies, roofinol, rope, rophies) | Effects: Same as Barbiturates. Health risks: visual and gastrointestinal disturbances, urinary retention, memory loss. |
| GHB – gamma-hydroxybutyrate (G, Georgia home boy, liquid ecstasy) | Effects: Same as Barbiturates. Health risks: nausea, vomiting, headache, loss of consciousness, loss of reflexes, seizures, coma, death. |
| Methaqualone – Quaalude, Sopor, Parest (ludes, mandrex, quad, quay) | Same as Barbiturates. In addition, euphoria. Health risks: depression, poor reflexes, slurred speech, coma. |
| Ketamine – Ketalar SV (cat Valiums, K, Special K, vitamin K) | Effects: increased heart rate and blood pressure impaired motor function. |

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| | Health risks: memory loss, numbness, nausea/vomiting, delirium, depression, respiratory depression and arrest. |
| Cocaine – (Coke, snow, blow, bump, C, candy, Charlie, crack, flake, rock, toot) | Effects: Increased blood pressure, heart rate, breathing rate, body temperature, metabolism, feelings of exhilaration, energy, increased mental alertness. Health risks: chest pain, respiratory failure, nausea, abdominal pain, strokes, seizures, headaches, malnutrition, panic attacks. Crack cocaine is a very rapidly addictive form of cocaine, with more and stronger cocaine getting to the brain quicker, increasing risks of cocaine use. |
| Amphetamines – (Uppers, speed, bennies, black beauties, crosses, hearts, LA turnaround. truck drivers) | Effects: Increases heart rate, breathing rate, blood pressure, metabolism, feelings of exhilaration, energy, increased mental alertness. Health risks: decreased appetite, insomnia, heart failure, loss of coordination, irritability, anxiousness, delirium, panic, paranoia, impulsive behavior, aggressiveness, tolerance, addiction, psychosis. |
| Methamphetamine – (chalk, crank, crystal, fire, glass, go fast, ice, meth, speed) | Effects: increased heart rate, blood pressure, metabolism, feelings of exhilaration, energy, increased mental alertness. Health risks: aggression, violence, psychotic behavior, memory loss, cardiac and neurological damage, impaired memory and learning, tolerance, addiction. |
| PCP – Phencyclidine (angel dust, boat, hog, love boat, peace pill) | Effects: possible decrease in blood pressure and heart rate, panic, aggression, violence. Health risks: loss of appetite, depression. |
| Heroin, codeine, fentanyl, morphine, opium, oxycodone, hydrocodone (brown sugar, dope, H, horse, junk, skag, skunk, smack, white horse, Captain Cody, schoolboy, doors & fours, loads, pancakes and syrup, apache, china girl, china white, dance fever, friend, goodfella, jackpot, murder 8, TNT, Tango and Cash, Miss Emma, monkey, white stuff, big O, black stuff, block, gum, hop, Oxy, O.C., killer, Vike) | Effects: pain relief, euphoria, drowsiness. Health risks: nausea, constipation, confusion, sedation, respiratory depression and arrest, tolerance, addiction, unconsciousness, coma, death, staggering gait. |

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| <p>Hallucinogens – LSD , mescaline, psilocybin – (acid, blotter, boomers, cubes, microdot, yellow sunshines, buttons, cactus, mesc, peyote, magic mushrooms, purple passion, shrooms)</p> | <p>Effects: altered states of perception and feeling. Health risks: nausea, flashbacks, increased body temperature, increased blood pressure, rapid heartbeat, muscular weakness, nervousness, paranoia, sleeplessness, loss of appetite, numbness, tremors, persistent mental disorders.</p> |
| <p>Designer Drugs -- MDMA, Adam, Eve, lover’s speed, peace, STP, X, XTC, Ecstasy</p> | <p>Effects: mild hallucinogenic effects, increased tactile sensitivity, empathic feelings. Health risks: impaired memory and learning, hypothermia, cardiac toxicity, renal failure, liver toxicity.</p> |
| <p>Alcohol -- Booze, juice, brew, vino, sauce</p> | <p>Effects: Depression, aggression, shallow respiration, disinhibition, increased talkativeness, impaired judgment, puffiness of face, red eyes, loss of coordination, staggering, slurred speech, dilated pupils, disorientation, nausea, cold and clammy skin. Health risks: Frequent use can lead to increased risk of injuries, vitamin deficiencies, violence, fetal damage (in pregnant women), neurologic deficits, hypertension, liver and heart disease, addiction, , nerve damage, risk of heart attack, fatal overdose</p> |
| <p>Anabolic Steroids -- Roids</p> | <p>Effects: used for muscle-building. Health risks: stunted growth, sexual function problems, severe acne, rashes, behavioral changes, aggressiveness (roid rages), women developing masculine traits (increased body hair growth and weight gain). Can lead to cholesterol increases, heart disease, liver tumors, cancer, cataracts and death.</p> |
| <p>Inhalants -- Common household products including adhesives, aerosols, solvents and gases, cleaning agents, cooking spray, room deodorizers</p> | <p>Effects and health risks: personality changes, memory impairment, hearing loss, limb spasms, learning disabilities, loss of coordination, hallucinations, and permanent brain damage. Spots or sores around mouth, red or runny eyes or nose, paint or stains on body or clothing, chemical breath odor, drunk, dazed or dizzy appearance, slurred speech, tremors and uncontrollable shaking, nausea, loss of appetite, anxiety, excitability, irritability. Repeated use causes damage to bone marrow, lungs, liver and kidneys. All inhalants can result in Sudden Sniffing Death Syndrome.</p> |

STANDARDS OF CONDUCT

Students

The *LBCC Students' Rights, Responsibilities and Conduct Code* (AR 7030-01) prohibits the following behaviors under the standards of student conduct:

Alcohol. Unlawful use, possession or distribution of alcoholic beverages. Public intoxication, possession or use while on College property or at events except as expressly permitted by College policies. Disruptive behavior or other Code violations due to alcohol intoxication.

Drugs. Unlawful possession or distribution of unlawful drugs, or narcotics to those for whom they are not prescribed, except as expressly permitted by College policy. The unlawful underage use of any substance and/or the non-prescription use of a prescription substance is not permitted. Being impaired by the use of any non-prescribed substance is not permitted. Impairment shall be evidenced by inappropriate behavior.

Marijuana. Marijuana possession and/or use on campus is prohibited in all locations.

Smoking and Tobacco Use. Smoking, vaping, chewing tobacco, or the use of other inhalants or tobacco products in any unauthorized location or by any person under the age of 21. Authorized locations are the smoking/vaping shelters only. Any attempts to purchase or distribute smoking or inhalant products that are unlawful (example, distribution to persons under 21). See [Administrative Rule 5045-02](#).

In addition, no student regardless of age may use, possess or distribute alcoholic beverages or controlled substances when traveling with LBCC to any college-sponsored trip, activity, or other event, during the entire course of travel.

Participating in some programs may require a criminal background check or drug/alcohol testing. LBCC and its partners reserve the right to perform criminal background checks and/or drug/alcohol tests for programs that involve placement contact with vulnerable populations or when mandated by external agencies in accordance with employers and in accordance with state and federal law. Examples may include, but are not limited, to cooperative education, service learning and childcare.

Employees

The Board of Education seeks to ensure compliance with the Drug Free Workplace Act of 1988 and the Drug Free Schools and Communities Act Amendments of 1989 (Public Law 101-226). It is also the goal of the board that the college intentionally

promotes the highest quality educational experience for students by utilizing a workforce whose performance is not impeded by the use of drugs or alcohol.

LBCC specifically prohibits the use, distribution or possession of alcohol, illegal drugs or other unauthorized controlled substances while engaged in work duties on campus (including parking areas and grounds). This prohibition includes the use of such substances during non-work time (such as personal meal/break time) or while otherwise performing their work duties away from college premises, if such use may result in job impairment.

This prohibition also applies to employees traveling overnight for college related functions who may be called upon or responsible for student related services, as impairment may inhibit service quality and may cause potential liability under the college's liability and workers' compensation insurance policies. Included within this prohibition are lawful controlled substances which have been illegally or improperly obtained.

Drugs and alcohol are not allowed on campus or at college-related functions except as they relate to the teaching/learning process, or as specifically allowed and sanctioned by Administrative Rule 5045-01- Use of College Facilities and Food/Conference Services.

All employees and/or sponsors of any on-campus or College-sponsored activity or social event at which alcoholic beverages are served must abide by all applicable laws and college Administrative Rules that may apply. Sponsors must obtain and follow applicable procedures.

LBCC SANCTIONS

Students

The *Students' Rights, Responsibilities and Conduct Code* outlines the procedures the college will follow for students who violate either the drug or alcohol policies. These procedures provide for due process for students. Those found responsible for misconduct may be subject to the following disciplinary actions:

- *disciplinary warning* (notice that a student's conduct in a specific instance does not meet college standards and that continued misconduct may result in more serious disciplinary action);
- *disciplinary probation* (written notice that the student found in violation of the college standards may continue to be enrolled under stated conditions);
- other *educational activities* sanctions to provide opportunities for students to learn about alcohol and other drugs and reflect on their own behavior;
- *temporary exclusion* (exclusion from classes or activities for up to two class meetings or longer);
- *suspension* (suspension for a fixed period of time which may include forfeiture of the right to enter the campus, exclusion from one or more classes, or exclusion from classes and/or activities; and
- *expulsion* (termination of student status as set forth in the Notice of Expulsion by the College President).

Further supplemental sanctions may be imposed which clearly address the issues involved in the misconduct.

Employees

The College encourages employees who use illegal drugs or who abuse alcohol to seek appropriate assistance. Employees and/or dependents enrolled in any LBCC sponsored group health plan receive benefits for treatment of drug and alcohol abuse as mandated by Oregon statutes.

As outlined in [Administrative Rule 6135-01, Drug Free Workplace](#), the college reserves the right to request drug or alcohol testing if there is reasonable suspicion that an employee may be either using or under the influence of drugs and/or alcohol while on the job. In addition, any employee involved in or otherwise causing a job-related accident which causes personal injury to the employee, students, staff or others, that requires medical treatment by a physician or by hospital/clinic medical personnel, and whose behavior may have caused or contributed to the accident, may be required to take an alcohol and/or drug test immediately following the accident or at the time of initial treatment by a medical care facility. Any employee involved in or otherwise causing an accident resulting in what LBCC deems substantial damage to LBCC property or to another's property while the employee is conducting College business may be required to take an alcohol and/or drug test. Also, "near miss" incidents, where there is no personal or physical

damage or injuries may be evaluated and LBCC will decide as to whether or not to test for drugs or alcohol for any or all employees involved.

Based on the facts leading to the discovery of a violation of this administrative rule, employees may be referred to the Employee Assistance Program for further evaluation and treatment and/or may face disciplinary action up to and including suspension (without pay) or discharge. The nature and severity of the violation will determine the level of corrective action. As required by federal law, the College reserves the right to refer employees for prosecution depending on the severity of the violation.

Linn-Benton Community College responds to cases of alcohol abuse and illegal drug activity by employees or students on a case-by-case basis. Details of each case are taken into consideration along with the outcome of any legal action against the individual. Employees and students found to be in violation of the College's Drug Free Workplace Policy and or Administrative Rule may be subject to conduct or disciplinary sanctions consistent with Linn-Benton Community College Administrative Rules and the *Students' Rights, Responsibilities and Conduct Code* document.

Sanctions imposed by the College can range from a warning or disciplinary action up to and including termination of employment or suspension from school. Other potential sanctions may include employment or academic probation, restrictions, attendance in an educational program, or referral to counseling or treatment.

LBCC employees and students who violate drug laws are subject to prosecution in the courts. Additionally, the law requires the College to report to the United States Department of Education any recipient of federal financial aid (e.g., Pell Grants, etc.) who is convicted of a drug-related crime on college property or at college events.

APPLICABLE LEGAL SANCTIONS UNDER LOCAL, STATE AND FEDERAL LAW FOR UNLAWFUL POSSESSION, USE, OR DISTRIBUTION OF ILLEGAL DRUGS AND ALCOHOL.

The following chart lists the penalties in general for possession of key drugs according to the Federal Drug Schedules:

Federal Trafficking Penalties for Schedules I, II, III, IV, and V (except Marijuana)

For the substances/schedules and amounts:

- **Cocaine (Schedule II):** 500-4999 g mixture
- **Cocaine Base (Schedule II):** 28-279 g mixture
- **Fentanyl (Schedule IV):** 40-399 g mixture
- **Fentanyl Analogue (Schedule I):** 10-99 g mixture
- **Heroin (Schedule I):** 100-999 g mixture
- **LSD (Schedule I):** 1-9 g mixture
- **Methamphetamine (Schedule II):** 5-49 g pure or 50-499 g mixture
- **PCP (Schedule II):** 10-99 g pure or 100-999 gm mixture

The penalties are:

- **First Offense:** Not less than 5 years, and not more than 40 years. If death or serious injury, not less than 20 years or more than life. Fine of not more than \$5 million if an individual, \$25 million if not an individual.
- **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.

For the substances/schedules and larger amounts:

- **Cocaine (Schedule II):** 5 kgs or more mixture
- **Cocaine Base (Schedule II):** 280 g or more mixture
- **Fentanyl (Schedule IV):** 400 g or more mixture
- **Fentanyl Analogue (Schedule I):** 100 g or more mixture
- **Heroin (Schedule I):** 1 kg or more mixture
- **LSD (Schedule I):** 10 g or more mixture
- **Methamphetamine (Schedule II):** 50 g more pure or 500 g or more mixture
- **PCP (Schedule II):** 100 g or more pure or 1 kg or more mixture

The penalties are:

- **First Offense:** Not less than 10 years, and not more than life. If death or serious injury, not less than 20 years, or more than life. Fine of not more than \$10 million if an individual, \$50 million if not an individual
- **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.
- **2 or More Prior Offenses:** Life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.

For the substances/schedules and amounts:

- **Other Schedule I and II Substances** (and any substance product containing Gamma Hydroxybutyric Acid): any amount
- **Flunitrazepam (Schedule I):** 1 g

The penalties are:

- **First Offense:** Not more than 20 years. If death or serious injury, not less than 20 years, or more than life. Fine \$1 million if an individual, \$5 million if not an individual.
- **Second Offense:** Not more than 30 years. If death or serious injury, not less than life. Fine \$2 million if an individual, \$10 million if not an individual.

For **Other Schedule III Substances** in any amount, the penalties are:

- **First Offense:** Not more than 10 years. If death or serious bodily injury, not more than 15 years. Fine not more than \$500,000 if an individual, \$2.5 million if not an individual.
- **Second Offense:** Not more than 20 years. If death or serious bodily injury, not more than 30 years. Fine not more than \$1 million if an individual, \$5 million if not an individual.

For **Other Schedule IV Substances** (except for 1 g or more of Flunitrazepam) in any amount, the penalties are:

- **First Offense:** Not more than 5 years. Fine not more than \$250,000 if an individual, \$1 million if not an individual.
- **Second Offense:** Not more than 10 years. Fine not more than \$500,000 if an individual, \$2 million if not an individual.

For **All Schedule V Substances** in any amount, the penalties are:

- **First Offense:** Not more than 1 year. Fine not more than \$100,000 if an individual, \$250,000 if not an individual.
- **Second Offense:** Not more than 4 years. Fine not more than \$200,000 if an individual, \$500,000 if not an individual.

Marijuana Penalties

Marijuana is a controlled substance and may not be used or possessed on college property. LBCC Administrative Rule 6135-01, states that "based on the facts leading to the discovery of a violation of this administrative rule, employees may be referred to the Employee Assistance Program for further evaluation and treatment and/or may face disciplinary action up to and including suspension or discharge. The nature and severity of the violation will determine the level of corrective action. As required by federal law, the College reserves the right to refer employees for prosecution depending on the severity of the violation. In addition to any disciplinary action that may be taken against individuals, any College-sponsored or College-supported groups that condone or encourage violations of this policy may be subject to discipline and possibly dissolution."

Alcohol Penalties

Alcohol is an illegal drug for those under 21 years of age. For drivers under 18, ANY detectable amount of alcohol is grounds for losing their license until they are 18. Misrepresenting one's age for the purpose of obtaining alcoholic beverages is a Class C Misdemeanor. There are many more laws pertaining to alcohol and other drugs. A criminal conviction may bar a student from their chosen career path or an employee from successful employment with the college.