

Monroe College
Drug and Alcohol Abuse Prevention Policy
(DAAPP)

Annual Information 2014

The Drug Free Schools and Campuses Regulations (34 CFR Part 86) of the Drug-Free Schools and Communities Act (DFSCA) require an institution of higher education (IHE) such as Monroe College to certify it has implemented programs to prevent the abuse of alcohol and use or distribution of illicit drugs both by Monroe students and employees both on its premises and as a part of any of its activities. At a minimum each institution of higher education must annually distribute the following in writing to all students and employees:

- Standards of conduct that clearly prohibit the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees;
- A description of the legal sanctions under local, state, or federal law for the unlawful possession or distribution of illicit drugs and alcohol;
- A description of any drug or alcohol counseling, treatment, or rehabilitation or reentry programs that are available to employees or students; and
- A clear statement that the institution will impose sanctions on students and employees 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.

The law further requires that the institution conduct a biennial review of its program with the following objectives:

- Determining the effectiveness of the policy and implementing changes to the alcohol and other drug programs if they are needed; and
- To ensure that the sanctions developed are enforced consistently.

The biennial review must also include a determination as to:

- The number of drug- and alcohol-related violations and fatalities occurring on the campus or as part of their activities that are reported to campus officials; and
- The number and types of sanctions the IHEs impose on students or employees as a result of such violations or fatalities.

Standards of Conduct for Employees and Currently Enrolled Students

Monroe College seeks to foster a positive environment by maintaining a drug and alcohol free campus by implementing policies that are in compliance with local, state, and federal law. The unlawful possession, use and/or distribution of any controlled substance and the unauthorized and/or illegal use of alcohol by students, employees, and guests are prohibited within the confines of the properties owned or leased by Monroe and at all activities sponsored by the College. The following information is provided in compliance with the Drug-Free Workplace Act of 1988 (Public Law 100-690 Title V Subtitle D) and the Drug-Free Schools and Communities Act Amendments of 1989 (Public Law 101-226).

Students

The Student Code of Conduct further clarifies and details disciplinary procedures:

“Violations of Monroe College community standards, this Code of Conduct, regulations, and laws are subject to appropriate disciplinary action, including expulsion, and if necessary, to notify civil authorities.

The following behaviors are explicitly prohibited:

- Falsification of information to the College through forgery, alteration, or intentional misuse of college documents, records or identification;
- Theft of, or damage to, property;
- Gambling in any form;
- Attendance in any class, or college-sponsored function, under the influence of alcoholic beverages, or narcotics and illegal drugs, or the unauthorized possession and/or sale of alcoholic beverages, narcotics or illegal drugs on the College campus;
- Smoking in any college facility
- Physical or verbal abuse of any other member of the College community or campus guest
- Failure to show proper I.D. to College employees acting in the performance of their duties;
- Failure to comply with reasonable requests or instructions from faculty or administrative personnel, even if the student disagrees with them.

Penalties:

Any student in violation of any aspect of the Code of Conduct or Monroe community standards is subject to any or all of the following penalties depending on the seriousness of the offense:

1. Probation
2. Suspension
3. Expulsion

Employees

The College maintains a Drug and Alcohol Abuse Prevention Program as defined by federal regulations. The unlawful possession, use or distribution of illicit drugs and alcohol by all students and employees is prohibited at all times on College property, in College vehicles, or as part of any College activities. Any violation of this program will subject the violating student or employee to disciplinary actions up to and including suspension, expulsion or termination of employment and referral to the authorities for prosecution. The College reserves the right to implement a formal drug testing program for applicants and employees of the College. The College’s policy statement on compliance with Drug-Free Workplace and is part of the staff and faculty handbook.

Legal Sanctions

Local and State Law

https://www.monroecollege.edu/uploadedFiles/_Site_Assets/PDF/drug-alcohol-policy-new-york.pdf

Federal Laws and Penalties for Illegal Possession of a Controlled Substance

Federal law provides criminal and civil penalties for unlawful possession or distribution of a controlled substance. Under the Controlled Substance Act, as well as other related federal laws, the penalties for controlled substance violations include, but are not limited to, incarceration, fines, potential for the forfeiture of property used in possession or to facilitate possession of a controlled substance (which may include homes, vehicles, boats, aircrafts and any other personal or real property), ineligibility to possess a firearm, and potential ineligibility to receive federal benefits (such as student loans and grants).

Federal Sanctions

https://www.monroecollege.edu/uploadedFiles/_Site_Assets/PDF/Federal_penalties_DAPP_ftp_chart1.pdf

Drug Convictions and Student Financial Aid

The Higher Education Act of 1965 as amended (HEA) suspends aid eligibility for students who have been convicted under federal or state law of the sale or possession of drugs, if the offense occurred during a period of enrollment for which the student was receiving federal student aid (grants, loans, and/or work-study). (<http://studentaid.ed.gov>).

Health Risks

According to the National Institute of Drug Abuse (NIDA), the following are risks associated with drugs and alcohol abuse.¹¹

¹ Information regarding health risks associated with drug abuse was obtained from the National Institute of Drug Abuse (NIDA) website at:

<http://www.drugabuse.gov/drugs-abuse/commonly-abused-drugs/commonly-abused-drugs-chart> (website last visited on 9/24/14)

A. Drug Abuse

The following is a list of the most frequently used drugs and the risks associated with their use.

1. **Cannabinoids** (marijuana & hashish)

Known risks are “cough, frequent respiratory infections, possible mental health decline, and addiction.”

2. **Opioids** (heroin & opium)

Known risks are “constipation, endocarditis, hepatitis, HIV, addiction, and fatal overdose.”

3. **Stimulants** (cocaine, amphetamine & methamphetamine)

Known risks are “weight loss, insomnia, cardiac or cardiovascular complications, stroke, seizures, and addiction.” Specific risks associated with cocaine use include “nasal damage from snorting.” Specific risks associated with methamphetamine use include “severe dental problems.”

4. **Club Drugs** (MDMA-methylene-dioxy-methamph-etamine [also known as: Ecstasy, Adam, clarity, Eve, lover's speed, peace, uppers]; Flunitrazepam [also known as: *Rohypnol*: forget-me pill, Mexican Valium, R2, roach, Roche, roofies, roofinol,

rope, rophies]; GHB [also known as: *Gamma-hydroxybutyrate*: G, Georgia home boy, grievous bodily harm, liquid ecstasy, soap, scoop, goop, liquid X])

Known risks are “sleep disturbances, depression, impaired memory, hyperthermia, addiction.” Risks specific to GHB are “unconsciousness, seizures, and coma.”

5. **Dissociative Drugs** (Ketamine [also known as: *Ketalar SV*: cat Valium, K, Special K, vitamin K]; PCP and analogs [also known as: *Phencyclidine*: angel dust, boat, hog, love boat, peace pill]; Salvia divinorum [also known as:

Salvia, Shepherdess's Herb, Maria Pastora, magic mint, Sally-D]; Dextrometh- orphan (DXM) [also known as: cough and cold medications: Robotripping, Robo, Triple C]).

Known risks are “anxiety, tremors, numbness, memory loss, and nausea.”

6. **Hallucinogens** (LSD [also known as: *Lysergic acid diethylamide*: acid, blotter, cubes, microdot yellow sunshine, blue heaven]; Mescaline [also known as: buttons, cactus, mesc, peyote]; Psilocybin [also known as: Magic mushrooms, purple passion, shrooms, little smoke])

Known risks are “flashbacks and Hallucinogen Persisting Perception Disorder.”

7. **Other Compounds** (Anabolic steroids [also known as: *Anadrol, Oxandrin, Durabolin, Depo-Testosterone, Equipoise*: roids, juice, gym candy, pumpers]; Inhalants [also known as: Solvents (paint thinners, gasoline, glues); gases (*butane, propane, aerosol propellants, nitrous oxide*); nitrites (*isoamyl, isobutyl, cyclohexyl*): laughing gas, poppers, snappers, whippets])

Known risks for anabolic steroids are “hypertension, blood clotting and cholesterol changes, liver cysts, hostility and aggression, acne, (in adolescents) premature stoppage of growth, (in males) prostate cancer,

reduced sperm production, shrunken testicles, breast enlargement, (in females) menstrual irregularities, and development of beard and other masculine characteristics.” For inhalants, the known risks are “cramps, muscle

weakness, depression, and memory impairment, damage to cardiovascular and nervous systems, unconsciousness, and sudden death.”

B. Prescription Drug Abuse

Commonly abused classes of prescription drugs include opioids (for pain), central nervous system (CNS) depressants (for anxiety and sleep disorders), and stimulants (for ADHD and narcolepsy).

C. Nicotine Abuse

Nicotine can be found in cigarettes, cigars, bidis, and smokeless tobacco (snuff, spit tobacco, chew).

Known health risks include 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, and addiction.

D. Alcohol Abuse

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. Moreover, it is illegal to drive while under the influence of alcohol. An individual under the influence may be more likely to engage in acts of aggression, including spousal 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. Low term consumption of large quantities of alcohol, particularly when combined with poor nutrition, can also lead to permanent damage to vital organs such as the brain and the liver.

Mothers who drink alcohol during pregnancy may give birth to infants with fetal alcohol syndrome these infants have irreversible physical abnormalities and mental retardation. In addition, research indicates that children of alcoholic parents are at greater risk than other youngsters of becoming alcoholics.

Drug and Alcohol Program

Part of drug and alcohol abuse prevention is being aware of how drugs affect our health. Monroe College recommends students become informed. The College provides drug-free awareness and prevention literature published by the National Institute on Drug Abuse and other organizations and offer prevention programs for students through the Student Services office and for employees through the Human Resources office.

The College has adopted and implemented programs to prevent the abuse of alcohol and use or distribution of illicit drugs both by students and employees both on its premises and as a part of any of the college's activities. Monroe has a written policy on alcohol and other drugs and distributes this to students during orientation and information sessions, through access to the online at [https://www.monroecollege.edu/About/Right-to-Know/ under drug free workplace](https://www.monroecollege.edu/About/Right-to-Know/under-drug-free-workplace)), through campus signage and through various handouts throughout the academic year. The Staff and Faculty Handbook also contains the Drug and Alcohol Abuse Prevention Policy. The written materials annually distributed contain the following:

- Standards of conduct that prohibit unlawful possession, use or distribution of illicit drugs and alcohol on its property or as a part of its activities;
- A description of the health risks associated with the use of illicit drugs and abuse of alcohol;
- A description of applicable legal sanctions under local, state or federal law;
- A description of counseling or treatment programs.
- A clear statement and description of the disciplinary sanctions the institution will impose on students and employees.

Drug Free Workplace Policy

Monroe College is committed to providing students, faculty, staff, and visitors a safe campus and workplace. The college recognizes the health risks associated with controlled substance use and alcohol misuse and is committed to supporting students and employees who seek treatment for these conditions. The college also recognizes that controlled substance use and alcohol misuse diminish workplace and campus safety and undermine the college's ability to fulfill its mission of providing quality education for all students in an atmosphere that promotes intellectual pursuit, spiritual growth, and social and personal responsibility. Compliance with this policy is considered a condition of employment and attendance at Monroe College and is monitored by the **Human Resources Department and Office of Residential Life for students**. All employees and students have been notified of this policy by print publication and electronic delivery.

Any student or employee must notify the institution of any criminal drug and alcohol statute conviction for a violation occurring in the learning environment no later than five days after such conviction in compliance with the Drug Free Workplace Act of 1988, the institution "workplace" consists of the following locations:

Monroe College, 2501 Jerome Avenue, the Bronx, NY 10468

Monroe College, 434 Main Street, New Rochelle, NY 10801 or any teaching site, or any "off-site" location (i.e. field trips, job placement, luncheons, meetings, etc.) where the activities are in any way related to the institution.

Disciplinary Procedures

Consistent with federal, state, and local laws, Monroe College will impose sanctions on students and employees for violation of the policies and standards of conduct of Monroe College, up to and including expulsion, termination, and referral for prosecution. Possible sanctions are described in more detail below.

Disciplinary Sanctions

Sanctions are administered on a case by case basis, taking into consideration the unique facts and/or mitigating or aggravating circumstances presented. The ultimate goal of the sanctions is to reinforce Monroe's commitment to a positive and safe learning environment consistent with acceptable social standards, Monroe's Community Standards, and in accordance with federal, state and local laws. To achieve this goal, one or more of the sanctions listed below, may be assigned.

The student or employee may be placed on a warning and or disciplinary probation status for enrollment and or employment, as applicable

Referral to an alcohol and drug education program. The student or employee would be required to actively participate in a drug or alcohol abuse assistance or rehabilitation program by federal, state or local health, law enforcement or other appropriate agency.

Requirement to participate in counseling services

The student or employee may be placed on disciplinary suspension status for enrollment and or employment, as applicable

The student or employment may be expelled from Monroe as a student and an employee may be terminated from employment.

Furthermore, when applicable, the Office of Public Safety works closely with the New York City and New Rochelle police departments when a student or employee has violated the law. New York City and New Rochelle police departments, as applicable, will seek prosecution of drug and alcohol related offenses that occur on Monroe's campuses or its facilities that involve current employees and currently enrolled students as warranted.

Intervention:

Monroe College has several options available for students and staff members who need to address alcohol and other drug abuse issues.

Monroe College employees may call Cigna at 800-244-6224 for information on the assistance programs available to them.

Students and employees who seek or are advised to pursue counseling are referred to a local facility that can offer them the assistance they need. The following are the services that each campus refers students to for counseling:

Success Counseling (Outpatient): 718-538-6112

New Directions Recovery Center at Montefiore: 917-564-8780
2058 Jerome Avenue, Third Floor
Bronx, NY 10453
(917) 564-8780

Substance Treatment and Research: 212-923-3031
600 West 168th Street, #2
Bronx, NY 10032

Bronx-Lebanon Life Recovery Center: 718-590-1800
1650 Grand Concourse
Bronx, NY 10457
or
1276 Fulton Avenue
Bronx, NY 10456

*Additional listings are available in the Office of Student Services

Oversight and Responsibility

The Vice President – New Rochelle Campus, David Dimond serve as the main contacts that will have oversight and responsibility of the DAAAP including, but not limited to: updates, coordination of information required in the DAAPP, and coordination of the annual notification to employees and students and the biennial review. Upon request the results of the review as well as the data and methods supporting its conclusions may be requested from David Dimond.

Monroe College reviews all documented infractions of the student conduct policy, that include the Alcohol-Drug Possession, Usage, and Distribution Policy infractions, biennially, Summer and Winter quarters. The assessment includes reviewing the incident(s) and the outcome(s) to insure that Monroe College's policy was followed and to evaluate the effectiveness and implement changes to the program if needed.