



The Community College of Baltimore County

Drug-Free Schools and Communities Act and Drug-Free Workplace Acts Policy Notification to Students, Faculty, and Staff

The Community College of Baltimore County is concerned about the adverse effects that drugs and alcohol can have upon society, families, and education. To that end, the college is committed to establishing and promoting campus environments free from the unlawful use and abuse of illicit drugs and alcohol. The college can accomplish drug-free campuses through the distribution of policy statements, development of awareness and educational programs, and the establishment of counseling and referral programs for their campus members.

The Community College of Baltimore County subscribes to the Network of Drug-Free Colleges and Universities Statement of Standards (1988) that states, "American society is harmed in many ways by alcohol abuse and drug use – decreased productivity, serious health problems, breakdown of the family structure, and strained societal resources. Problems of abuse have a pervasive impact upon many segments of society – all socioeconomic groups, all age levels and even the unborn. Education and learning are especially impaired by drug use and alcohol abuse. Abuse among college students inhibits their educational development and is a growing concern among our nation's institutions of higher education."

As institutions concerned with drug use and alcohol abuse and as institutions receiving federal funds, the college has established a drug and alcohol policy and support and will enforce both the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act Amendments of 1989. These laws require the college to notify their campus members about such items as policies, legal and disciplinary sanctions, health risks, and available sources of counseling, treatment, or rehabilitation.

The Community College of Baltimore County substance use policy declares that the college will not tolerate the manufacture, possession, use, distribution, dispensation, or sale of controlled, dangerous substances, illegal drugs of any kind, or associated paraphernalia on any of its locations, within any of its facilities, or at any college-sponsored or supervised activity on or off campus. Students, faculty, or staff who violate this policy may be suspended and subject to dismissal, criminal prosecution under local, state, or federal law and/or participation in a drug education/rehabilitation program. Irresponsible or illegal use or distribution of alcohol will be subject to penalties set forth in individual campus policy. The usual penalty for drug distribution, manufacture, and dispensing will be dismissal, while use or possession may incur a lesser penalty, including successful completion of an approved drug education/counseling component. Punishment could be up to 30 years in jail and \$25,000 fine or both, under federal law for manufacture, distribution, dispensation and/or sale. Maryland law states that a felony conviction for manufacture, distribution, dispensation, or possession of a controlled, dangerous substance is punishable by a prison sentence up to 20 years or a fine up to \$25,000, or both. Under the Drug-Free Workplace Act of 1988, should an employee be convicted of a criminal drug statute violation occurring in the workplace, it is that employee's obligation to notify the appropriate dean no later than five (5) days after such conviction. While it could be assumed, because of the size and organizational structure of the college, that the college administration may be aware of the conviction, it does not relieve the employee of his/her responsibility to meet the five-day notification requirement. It is the college's responsibility to notify the appropriate federal agency within ten (10) days after receipt of such notice from the employee. Within 30 days of receipt, it is the college's responsibility to take appropriate personnel action.

The college provides referral and resource services for those confronted with problems of drug and/or alcohol abuse. Anyone who might be experiencing a drug or alcohol-related problem is encouraged to contact the appropriate college office – human resources, counseling, student life, athletics, or dean.

As required by the Drug-Free Workplace Act and the Drug-Free Schools and Communities Act amendments of 1989 and as a condition of employment and/or enrollment at The Community College of Baltimore County, each student, faculty, and staff member is required to abide by the terms of this policy.

The Community College of Baltimore County will continue to make a good faith effort to maintain a pleasant working and learning environment. We ask that you do your part to help to make our campuses drug-free.