

**WESTERN NEBRASKA COMMUNITY COLLEGE
POLICIES AND PROCEDURES**

SECTION: College Organization 200.0000.12
SUBSECTION: College Facilities 235.0000.16

Drug Free Schools and Communities
Policy Number: 235.0300.90

POLICY

The College affirms its responsibility and commitment to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on its property or as a part of any of its activities.

Pursuant to the Drug Free School and Communities Act Amendments of 1989, the College shall annually distribute in writing to each employee and each student who is taking one or more classes for any type of academic credit, except for continuing education units, regardless of the length of the student's program of study, a distribution in writing setting forth the following:

- 1) Standards of conduct that clearly prohibit the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on its property or as a part of any of its activities.
- 2) A description of applicable legal sanctions under local, state, or federal law.
- 3) A description of health risks associated with the use of illicit drugs and the abuse of alcohol.
- 4) A description of available drug or alcohol counseling, treatment, or rehabilitation or re-entry programs.
- 5) A clear statement of the disciplinary sanction that the College will impose on students and employees, which sanctions are set forth at length in the Manual of Policies, which may include expulsion or termination of employment and referral for prosecution for violations of the standard of conduct.

The College declares that any employee convicted of a criminal drug offense or alcohol abuse offense under the above conditions is subject to appropriate personnel action up to and including termination or satisfactory participation in a drug/alcohol rehabilitation program.

The College declares that any student convicted of criminal drug offense or alcohol abuse offense under the above conditions is subject to appropriate student discipline procedures as more specifically set forth in Policy 500.3700.79, Policy 500.3800.14, Policy 500.4000.79, Policy 500.4050.07, Policy 500.4100.79, and Policy 500.4200.79 of the Manual of Policies, which may result in expulsion from school or satisfactory participation in a drug/alcohol rehabilitation program.

The College does hereby establish a drug free and alcohol abuse awareness program to be implemented through the President to aid in preventing the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees. This program shall include not only the annual distribution in writing but also appropriate counseling programs. In addition, a bi-annual review shall be made to this program to:

- 1) Determine the effectiveness of the program and implement changes to the program if they are needed; and
- 2) Ensure that the disciplinary sanctions are consistently enforced.

DEFINITIONS

N/A

APPLICABILITY

N/A

Adoption Date: 1990

Revision Date (and Board of Governors' Minutes Item Number):

Prior Policy/Procedure Number:

Schedule for Review:

Divisions/Department Responsible for Review and Update:

Sponsoring Division/Department:

Rescinded Date:

Cross Reference:

Procedure(s) for Policy:

Related Policies/References: Drug Free School and Communities Act Amendments of 1989
Western Nebraska Community College Manual of Policies: Policy 500.3700.79,
Policy 500.3800.14, Policy 500.4000.79, Policy 500.4050.07, Policy 500.4100.79,
Policy 500.4200.79