



MARTIN COMMUNITY COLLEGE

Building Better Futures

Drug and Alcohol Awareness

Drug and Alcohol Policy

Martin Community College recognizes that abuse and the use of drugs and alcohol are causes of immediate concern in our society. These issues are complex and are ones for which there are no easy solutions. Illicit drug use and the abuse of alcohol are dangerous to your health and may result in permanent damage or death. From a safety perspective, the users of drugs or alcohol may impair the well being of all employees, students, and the public at large.

Federal law as well as the code of conduct at Martin Community College prohibits the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance or alcohol while in the College's workplace, on college premises, or as part of any college-sponsored activity. Any employee or student violating this policy will be subject to disciplinary action up to and including termination or expulsion and referral for prosecution.

MCC Regulations

Martin Community College does not differentiate between drug users, drug pushers, or sellers. An employee or student who possesses, uses, sells,

distributes, or in any way transfers a controlled substance while in the workplace, on college premises, or as part of any college-sponsored activity will be subject to disciplinary action up to and including termination or expulsion.

The term "controlled substance" means any drug listed in 21 CFR Part 1308 and other federal regulations, as well as those listed in Article V, Chapter 90 of the NC General Statutes. Generally, these are drugs which have a high potential for abuse. Such drugs include, but are not limited to marijuana, heroin, cocaine, PCP, and crack cocaine. They also include legal drugs which are not prescribed by a licensed physician.

If an employee or student is convicted of violating any criminal drug statute while in the workplace, on college premises, or as part of any college-sponsored activity, he or she will be subject to disciplinary action. Alternatively, the College may require the employee or student to successfully finish a drug abuse program sponsored by an approved private or governmental institution as a precondition for continued employment or enrollment at the College.

Each employee or student is required by law to inform the College within five (5) days after he or she is convicted for a violation of any federal, state, or local criminal drug statute where such violation occurred while in the workplace, on the College's premises, or as part of any college-sponsored activity. A conviction means a finding of guilt (including a plea of no contest) or the imposition of a sentence by a judge or jury in any federal or state court.

Employees Working under Federal Grants

Convictions of employees working under federal grants, for violating drug laws in the workplace, on college premises, or as part of any college-sponsored activity, shall be reported to the appropriate federal agency. The President must notify the U.S. government agency, with which the grant was made within ten (10) days after receiving notice from the employee or otherwise receives actual notice of a violation of a criminal drug statute occurring in the workplace. The College shall take appropriate disciplinary action within 30 calendar days from receipt of notice. As a condition of further employment on any federal government grant, the law requires all employees to abide by this policy.

Substance Abuse Notification to the College Community

The Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act Amendments of 1989, mandate that the College notify all students of its policies, and of the sanctions which will be applied for violations of the policies.

Martin Community College is dedicated to heightening the awareness of faculty, staff, and students about the dangers of substance abuse in the college community. Our commitment to our students & staff is to take responsible action to prevent possession, use and /or distribution of illicit drugs and alcohol and to help those who need help with alcohol or drug issues overcome those problems in a healthy and constructive manner. Resources and referral information are available in the Counseling office.

The alcohol and drug policy is detailed in the Student Success Planner, the College Catalog, the Faculty/Staff Handbook, as well as on the MCC website. A copy is distributed annually. In addition, drug and alcohol statistics, specific to Martin Community College are included in the College's Crime Report, which is also distributed to faculty, staff, and students annually. The College reviews the policy and prevention program once every two years to determine its effectiveness and to identify any necessary changes.

****Note:**

Students employed under the Federal Work Study Program are considered to be employees of Martin Community College.

Signs of Potential Substance Abuse

Missing work or school
Change in work/school performance
Mood changes
Forgetfulness
Secretive behavior
Depression
Dramatic change in sleeping habits
Change in physical appearance or speech

These signs are common signs of potential substance abuse. Be aware that these may be signs of other unrelated issues as well. If you or someone you know demonstrate signs of substance abuse, please seek assistance immediately. Alcohol and drug dependence are illnesses that rarely get better without help.

The following resources are available locally to assist individuals who are seeking help for substance abuse.

Resources

Tideland Mental Health Center

1308 Highland Avenue
Washington, NC 27889
(252) 946-8061

OR

210 Liberty Street
Williamston, NC 27892
(252) 792-5151

Pitt County Mental Health

203 Government Circle
Greenville, NC 27834
(252) 902-2100

Walter B. Jones Alcohol & Drug Abuse Treatment Center
Pitt County
(252) 830-3426

Resources cont...

Martin County Health Department

Will provide referrals
(252) 791-3101

Pitt County Memorial Hospital

Behavioral Health Services
(252) 847-6895
Toll free: 1-877-718-1893

Big Wave Therapy, Inc.

Williamston, NC
(252) 717-9283

Haven Counseling Services

Williamston, NC
(252) 795-4230

Helpful Websites:

U.S. Department of Health & Human Services
<http://ncadi.samhsa.gov/>

National Institute on Drug Abuse
www.nida.nih.gov/

Federal Documents Regarding Sanctions

-33588 Federal Register/Vol. 55, No. 159
-21 U.S.C.844
-21 U.S.C.853 (a)(2) and 881 (a)(7)
-21 U.S.C. 881 (a)(4)
-21 U.S.C.844a
-21 U.S.C.853a
-18 U.S.C.922 (g)

***Note:** These are only Federal penalties & sanctions. Additional state penalties & sanctions may apply.