Lansing Community College

The Drug Free Schools and Campuses Regulations (34 CFR Part 86) of the Drug-Free Schools and Communities Act (DFSCA) requires an institution of higher education such as Lansing Community College, to certify that it has implemented programs to prevent the abuse of alcohol and use and/or distribution of illicit drugs both by LCC students and employees both on its premises and as a part of any of its activities. At a minimum, an institute 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 the health risks associated with the use of illicit drugs and alcohol abuse;
- 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.

I. Standards of Conduct

A. Employees

The Lansing Community College Board of Trustees has adopted the “Drug Free Workplace Policy” (in accordance with the Drug Free Workplace Act of 1988) and "Standards of Conduct Policy" to ensure a safe environment for employees, contractors, and temporary workers. These policies are available here:

http://www.lcc.edu/policy/policies_4.aspx#DRUG_FREE_WORKPLACE

Employees are required to adhere to the requirements of these policies. Failure to adhere to these policies may result in disciplinary action as listed in Section V(A) below. The Executive Director of Human Resources is responsible for the administration of this policy.

B. Currently Enrolled Students

Currently enrolled students are required to abide by LCC’s Student Code of Conduct. The current Code of Conduct is available here:

http://www.lcc.edu/catalog/policies_procedures/studentrulesguidelines.aspx
Per Article III(B)(11) & (12), the following acts are considered violations under the Code. The code expressly states:

“Use, possession, manufacturing, distribution, or being under the influence of marijuana, heroin, narcotics, or other controlled substances except as expressly permitted by federal law. Possession of drug paraphernalia is also prohibited on campus.”

and

“Use, possession, manufacturing, distribution, or being under the influence of alcoholic beverages (except as expressly permitted by College regulations), or public intoxication. Alcoholic beverages may not, in any circumstance, be used by, possessed by or distributed to any person under twenty-one (21) years of age.”

Failure to abide by the Student Code of Conduct may result in sanctions listed in Section V(B) below.

II. Legal Sanctions

A. Federal

Federal law provides criminal and civil penalties for unlawful possession or distribution of a controlled substance. Under the Controlled Substance Act\(^1\) 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 property), ineligibility to possess a firearm, and potential ineligibility to receive federal benefits (such as student loans and grants).

B. State

Under current Michigan state law, “a person shall not knowingly or intentionally possess a controlled substance.”\(^2\) If an individual is found guilty of a violation of the state law, they may be subject to large fines and/or imprisonment.

A minor may not “purchase or attempt to purchase alcoholic liquor, consume or attempt to consume alcoholic liquor, possess or attempt to possess alcoholic liquor, or have any bodily alcohol content.”\(^3\) Violation of the law may subject a minor to fines, participation in a substance abuse program or treatment center, imprisonment, community service hours, and/or out of pocket expenses related

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\(^1\) 21 USC §801, *et seq.*

\(^2\) MCL 333.7403, *et seq.*

\(^3\) MCL 436.1703, *et seq.*
to required substance abuse screenings.\textsuperscript{4}

\textbf{C. Local}

The City of Lansing ordinances prohibits the “sale, consumption or possession of an alcoholic beverage in an open container.”\textsuperscript{5} Violations of the city ordinance may subject an individual to fines and costs, requirement to participate in alcohol and/or substance abuse treatment and may possibly result in a driver’s license suspension.

\section*{III. Health Risks}

\textbf{A. Drug Abuse}

The following sub-categories are the most frequently used drugs, listed with their associated risks, per the National Institute of Drug Abuse (NIDA).\textsuperscript{6}

\begin{enumerate}
\item \textbf{Cannabinoids} (marijuana & hashish)

Known short-term risks include (but are not limited to) slowed reaction time, balance and coordination issues, increased heart rate, anxiety, panic attacks, and problems with learning and memory. Long-term risks include “mental health problems, chronic cough, [and] frequent respiratory infections.”

Synthetic cannabinoids (K2/Spice) are associated with the following additional risks: vomiting, agitation, confusion, paranoia, and heart attack.

\item \textbf{Club Drugs} (MDMA [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, roofies]; GHB [also known as G, Georgia home boy, grievous bodily harm, liquid ecstasy, soap, scoop, goop, liquid X])

Known short-term risks of \textit{MDMA} (Ecstasy/Molly) include (but are not limited to) depression, sleep problems, increased heart rate and blood pressure, teeth clenching, chills or sweating, and “sharp rise in body temperature leading to liver, kidney, or heart failure and death.” Long-term risks include confusion, depression, memory and sleep problems, aggression, and reduced interest in sexual activity.

Known short-term risks of \textit{Flunitrazepam} include (but are not limited to) sedation, amnesia, impaired reaction time and coordination, impaired

\begin{footnotesize}
\textsuperscript{4} MCL 436.1703, \textit{et seq.}
\textsuperscript{5} Part 608.04, \textit{et seq.}
\textsuperscript{6} National Institute of Drug Abuse (NIDA) \textit{website} at https://www.drugabuse.gov/drugs-abuse/commonly-abused-drugs-charts: last visited on 09/21/2017
\end{footnotesize}
mental functioning, aggression, headache, and slowed breathing/heart rate.

Known short-term risks of GHB include (but are not limited to) confusion/memory loss, excited and aggressive behavior, nausea, unconsciousness, seizures, slowed heart rate/breathing, lower body temperature, coma, and death.

3. **Dissociative Drugs** (Ketamine [also known as Ketalar SV, cat Valium, K, Special K, vitamin K]; PCP and analogs [also known as angel dust, boat, hog, love boat, peace pill]; Salvia [also known as Shepherdess’s herb, Maria Pastora, magic mint, Sally-D])

Known short-term risks of Ketamine include (but are not limited to) attention, memory, and learning issues, confusion, speech problems, immobility, and “slowed breathing that can lead to death.” Long-term risks include kidney problems, stomach pain, ulcers, and depression.

Known short-term risks of PCP include (but are not limited to) delusions, paranoia, “a sense of distance from one’s environment,” anxiety, numbness of the hands and feet, movement problems, altered blood pressure and breathing rate, nausea, drooling, “violence, suicidal thoughts, seizures, coma, and death.” Long-term risks include memory loss, depression, speech and thinking problems, and anxiety.

Known short-term risks of Salvia include (but are not limited to) “altered visual perception, mood, [and] body sensations; mood swings; [and] feelings of detachment from one’s body.”

4. **Hallucinogens** (LSD [also known as 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 short-term risks of LSD include (but are not limited to) rapid mood swings; inability to “recognize reality, think rationally, or communicate with others; raised blood pressure, heart rate, body temperature; dizziness or insomnia;” and weakness. Long-term risks include ongoing visual disturbances and frightening flashbacks, paranoia, and disorganized thinking.

Known short-term risks of Mescaline include (but are not limited to) anxiety; increased body temperature, heart rate, and blood pressure; and impaired movement.

Known short-term risks of Psilocybin include (but are not limited to) “altered perception of time, inability to tell fantasy from reality, panic, muscle relaxation or weakness, problems with movement,” and vomiting. Long-term risks include memory problems and flashbacks.
5. **Inhalants** (Poppers, snappers, whippets, laughing gas [includes paint thinners or removers, degreasers, dry-cleaning fluids, gasoline, lighter fluids, correction fluids, permanent markers, electronics cleaners and freeze sprays, glue, spray paint, hair or deodorant sprays, fabric protector sprays, vegetable oil sprays, whipped cream aerosol containers, refrigerant gases] ether, chloroform, halothane, and nitrous oxide)

Known short-term risks include (but are not limited to) “confusion; nausea; slurred speech;” lightheadedness; hallucinations/delusions; “sudden sniffing death due to hear failure (from butane, propane, and other chemicals in aerosols); death from asphyxiation, suffocation, convulsions or seizures, coma, or choking.” Long-term risks include “liver and kidney damage; bone marrow damage;” nerve damage; and brain damage.

6. **Opioids** (Heroin; prescription opioids such as: oxycodone [Oxytontin ®], hydrocodone [Vicodin ®], codeine, morphine, fentanyl, etc.)

Known short-term risks of **Heroin** include (but are not limited to) “dry mouth; heavy feeling in the hands and feet; clouded thinking; alternate wakeful and drowsy states;” and slowed breathing and heart rate. Long-term risks include collapsed veins, abscesses, heart lining and valve infection, liver and kidney disease, and pneumonia.

Known short-term risks of **prescription opioids** include (but are not limited to) nausea, constipation, confusion, slowed breathing, and death.

7. **Over-the-Counter Cough/Cold Medicines** (also known as Dextromethorphan or DXM [Robotripping, Robo, Triple C], promethazine-codeine cough syrup)

Known short-term risks include (but are not limited to) “slurred speech; increased heart rate, blood pressure, temperature; numbness; dizziness; nausea; vomiting; confusion; paranoia; altered visual perceptions; problems with movement; [and] buildup of excess acid in body fluids.” Additionally, promethazine-codeine cough syrup depresses the central nervous system which can lead to slowing or stopping the heart and lungs.

8. **Steroids** (Anabolic steroids, also known as Nandrolone [Oxandrin ®], oxandrolone [Anadrol ®], stanozolol [Durabolin ®] Testosterone Cypionate [Depo-Testosterone ®], roids, juice, gym candy, pumpers)

Short-term risks include (but are not limited to) “headache, acne, fluid retention,” injection-site infection, yellowing skin and whites of the eyes. Long-term risks include “kidney damage or failure; liver damage; high blood pressure; enlarged heart, or changes in cholesterol leading to increased risk of stroke or heart attack, even in young people; aggression; extreme mood swings;” and impaired judgement.
9. **Stimulants** *(cocaine [also known as: blow, bump, C, candy, Charlie, coke, crack, flake, rock, snow, toot]; amphetamine; & methamphetamine [also known as: crank, chalk, crystal, fire, glass, go fast, ice, meth, speed, Desoxyn ®])**

Known short-term risks of **cocaine** include (but are not limited to) narrowed blood vessels; “increased body temperature, heart rate, and blood pressure; headache; abdominal pain and nausea;” insomnia; anxiety; “erratic and violent behavior; panic attacks; paranoia; psychosis; heart rhythm problems; heart attack; stroke; seizure; [and] coma.” Long-term risks include “loss of sense of smell, nosebleeds, nasal damage and trouble swallowing from snorting; infection and death of bowel tissue from decreased blood flow; poor nutrition and weight loss from decreased appetite.”

Known short-term risks of **methamphetamine** include (but are not limited to) “increased wakefulness and physical activity; decreased appetite; increased breathing, heart rate, blood pressure, and temperature; [and] irregular heartbeat.” Long-term risks include anxiety, mood problems, violent behavior, delusions, severe dental problems, and skin sores from scratching.

**B. Alcohol Abuse**

Binge drinking is a pattern in which a person consumes 4-5 alcoholic drinks in a short period of time. Alcoholic Use Disorder or Alcoholism result from a continued pattern of drinking alcoholic beverages, dependence on alcohol, and disregard for consequences of alcohol intoxication.

Known risks for binge drinking and/or alcoholism include (but are not limited to) disruption of mood; change in behavior; inability to think clearly; decreased coordination; heart problems, including stroke, arrhythmias, and high blood pressure; liver inflammation and other liver complications; dangerous pancreas inflammation; increased risk of mouth, esophagus, throat, liver, and breast cancer; and weakened immune system.

**IV. Drug and Alcohol Programs**

**A. Employees**

The following programs are available for employees at LCC:

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Access to an Employee Assistance Program. Information regarding this program is available here:

http://www.lcc.edu/hr/employee_benefits/Employee-Assistance-Program/LCC%20-%20EAP%20Flyer.pdf

Substance abuse needs may be covered by an employee’s medical benefits.

General substance/alcohol abuse information available on the LCC Counseling website:

http://www.lcc.edu/counseling/Online_MH_Resources/Acohol_OtherDrugs.aspx

B. Currently Enrolled Students

The following programs are available to currently enrolled students at LCC:

Ongoing promotions regarding available substance abuse counseling (via the LCC Counseling website) at: https://www.lcc.edu/supportservices/counseling/

Ongoing classroom presentations by counselors and police officers to students about substance and alcohol abuse prevention.

Individual counseling by LCC counselors for students who need assistance with substance and alcohol abuse issues.

Informational booths and tables focused on awareness of substance and alcohol abuse at student events such as the Campus Resource Fair and Welcome Week Events.

Substance Abuse Awareness Week: counselors discuss and distribute relevant information relating to drug and alcohol abuse.

Ongoing awareness and enforcement of The Student Athlete Drug Testing Program.

General ongoing resources regarding substance/alcohol abuse treatment, support and education (via the LCC Counseling website) at: http://www.lcc.edu/counseling/Online_MH_Resources/Acohol_OtherDrugs.aspx

A free year-round screening program to assess at-risk alcohol and substance use (via the LCC Counseling website) at: https://www.lcc.edu/supportservices/counseling/screening/

Brochures on underage drinking, drunk driving consequences and drug use/abuse available to students in multiple campus offices. Underage drinking and drunk driving brochures are also available in Arabic and
Spanish.

Public Service Announcements on LCC Radio 89.7FM WLNZ regarding alcohol awareness.

V. Disciplinary Sanctions

A. Employees

Section IV of the current Drug Free Workplace Policy states:

“As required by the Drug Free Workplace Act, any employee found to be in violation of the above prohibition shall be subject to (1) mandatory participation in drug abuse assistance or rehabilitation program as a condition of continued employment; and/or (2) disciplinary action, up to and including discharge or dismissal.

Furthermore, as a condition of continued employment, any employee who is convicted for a violation of any state or federal criminal statute involving manufacture, distribution, dispensation, use, or possession of any controlled substance in the workplace shall notify the Executive Director of Human Resources of the conviction no later than five (5) days after such conviction. The Executive Director of Human Resources shall report the conviction as required by the Drug-Free Workplace Act. Failure to timely report such conviction shall subject an employee to disciplinary action, up to and including discharge. Any employee who is convicted as described above may be subject to (1) participation in a drug abuse assistance or rehabilitation program as a condition of continued employment; and/or (2) disciplinary action, up to and including discharge.”

B. Currently Enrolled Students

Violations of the Student Code of Conduct are taken very seriously. When a currently enrolled student violates the student Code of Conduct, the following language in Article IV (B)(1)(a-j) of the current Student Code of Conduct applies. It states:

“In cases of noncompliance with the Student General Rules or a violation of the Student Code of Conduct, the College will impose discipline that is consistent with the impact of the offense on the College community. Progressive discipline principles will be followed in that the student's prior discipline history at the College will be taken into account. Disciplinary action taken against a student may include, but is not limited to, one or more of the following:

a. Written Warning – A notice in writing to the student that the student is violating or has violated institutional regulations and a copy of the warning letter is placed in the student’s disciplinary file.
b. Probation – A written reprimand for violation of specified regulations. Probation is for a designated period of time and includes the probability of more severe disciplinary sanctions if the student is found to violate any institutional regulation(s) during the probationary period.

c. Loss of Privileges – Denial of specified privileges for a designated period of time.

d. Restitution – Compensation for loss, damage, or injury. This may take the form of appropriate service and/or monetary or material replacement.

e. Discretionary Sanctions – Work assignments, essays, service to the College, Community Service or other related discretionary assignments.

f. College no contact orders – Between the accused student and the complainant or witnesses (when appropriate).

g. College Suspension – Separation of the student from the College for a definite period of time (usually a year or less) after which the student is eligible to return. Conditions for readmission may be specified. Suspensions may be effective immediately or deferred.

h. College Dismissal – Separation of the student from the College for a year or more. The student may be eligible for return. Conditions for readmission may be specified. Dismissals will be effective immediately.

i. College Expulsion – Separation of the student from the College permanently. Expulsions will be effective immediately.

j. Revocation of Admission and/or Degree – Admission to or a degree awarded from the College may be revoked for fraud, misrepresentation, or other violation of College standards in obtaining the degree, or for other serious violations committed by a student prior to graduation.”

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 LCC’s commitment to a positive and safe learning environment consistent with acceptable social standards, and in accordance with federal, state and local laws. To achieve this goal, one or more of the sanctions listed above may be assigned.

Furthermore, when applicable, the Office of Student Compliance will work closely with the LCC Police Department when a student has also violated the law. LCC Police Department will seek prosecution of drug and alcohol related offenses that occur on the college campus and involve currently enrolled students when
warranted.

VI. Annual Notification of the DAAPP and Biennial Report

A. Employee Notification

Notification of the information contained in the DAAPP will be distributed to all current employees of the college via email and through the College Portal on or before October 1st of each year.

B. Student Notification

Notification of the information contained in the DAAPP will be distributed to all currently enrolled students via email and through the College Portal on or before October 1st of each year.

VII. Oversight Responsibility

The Dean of Student Affairs shall have oversight responsibility of the DAAPP including, but not limited to: updates, coordination of information required in the DAAPP, and coordination of the annual notification to employees and students.