

Community members are advised that due to the nature of emergency response, the outcome is not always easy to predict. Therefore, it should be recognized that the emergency response plan is meant to serve as a guideline and that the outcome of the response may be limited by the scope, magnitude and duration of the event. To facilitate the response, all community members are expected to follow the directions of the Emergency Response Team and remain calm at all times.

Drug and Alcohol-free Policy

Jersey College is committed to providing an academic environment which is free from drugs or alcohol, and abides by all local, state and federal statutes regarding the use and prohibition of alcohol and drugs. All students, faculty and staff are hereby notified of the following:

- *Policy.* It is the policy of this institution that the manufacture, distribution, possession, use or abuse of alcohol and/or illicit drugs on Jersey College's campus or on property owned or controlled by Jersey College is strictly prohibited. All categories of employees and students are subject to this policy and to applicable federal, state and local laws related to this matter. Additionally, any violation of this policy will result in disciplinary actions.
- *Standards of Conduct.* Jersey College's employees and students are prohibited from engaging in the manufacture, distribution, dispensation, possession, use or being under the influence of alcohol or illegal drugs on Jersey College's campus, and at off-campus facilities affiliated with Jersey College, including clinical sites. At off-campus events, to the extent that off-campus activities are considered to be Jersey College activities, the standards of conduct in this drug and alcohol policy apply.
- *Federal, State and Local Statutes.* Various federal, state and local statutes make it unlawful to manufacture, distribute, dispense, deliver, sell or possess with intent to manufacture, distribute dispense, deliver or sell, controlled substances. The penalty imposed depends upon many factors which include the type and amount of controlled substance involved; the number of prior offenses, if any; whether death or serious bodily injury resulted from the use of such substance; and whether any other crimes were committed in connection with the use of the controlled substance. Conviction can lead to imprisonment, fines and assigned community service. Courts do not lift prison sentences in order for convicted persons to attend College or continue their jobs. A felony conviction for such an offense can prevent a person from entering many fields of employment or professions. The Board of Nurse Examiners and State Boards of Nursing may refuse to issue a license or certificate of registration, for conviction of a crime of the grade of felony, or of a crime of a lesser grade which involves moral turpitude (including alcohol and drug violations) and for intemperate use of alcohol or drugs that, in the opinion of the boards, endanger patients.

The possession of drugs is illegal without valid authorization. While penalties for possession are generally not as great as for manufacture and distribution of drugs, possession of a relatively large quantity may be considered distribution. Under both state and federal laws, penalties for possession, manufacture and distribution are much greater for second and subsequent convictions. Many laws dictate mandatory prison terms and the full minimum term must be served. Persons convicted of drug possession under state or federal laws may be ineligible for federal student grants and loans for up to one year after the first conviction, five years after the second. The penalty for distributing drugs is loss of benefits for five years after the first conviction, 10 years after the second, and permanently after the third conviction. Moreover, under Federal law, distribution of drugs to persons under age 21 is punishable by twice the normal penalty (with a mandatory one year in prison) and after a third conviction is punishable by mandatory life imprisonment. These penalties apply to distribution of drugs in or within 1,000 feet of a College or school. Federal law sets greatly heightened prison sentences for manufacture and distribution of drugs if death or serious injury results from the use of the substance.

Under state law, no one under the age of 21 may purchase, possess, or consume alcohol. Transporting an open alcoholic beverage container in any kind of vehicle, on or off campus, is a violation of the law. The sale or distribution of alcoholic beverages to persons under the legal drinking age is a serious criminal offense. Individuals can be held both criminally and civilly liable for the injury or death of any person resulting, either directly or indirectly, from the distribution of alcoholic beverages by them to a person under the legal drinking age. Moreover, under state law it is unlawful for any person, knowingly or purposely, to manufacture, distribute, or dispense, possess or have under his/her control with the intent to manufacture, distribute, or dispense, a controlled dangerous substance or controlled substance analog. It is unlawful for any person, knowingly or purposely, to obtain or to possess a controlled dangerous substance unless the substance was obtained directly by a valid prescription from a practitioner (physician, dentist, etc.). Violations of these laws are punishable with mandatory imprisonment and/or fines and either as misdemeanors or in some cases felonies.

- *Health Risks Associated With Use of Illicit Drugs and/or Abuse of Alcohol.* Every drug, including alcohol, is a potential poison which may cause disability and death if it is taken incorrectly into the body, consumed in wrong amounts or mixed indiscriminately with other drugs. Drugs cause physical and emotional dependence. Drugs and their harmful side effects can remain in the body long after use has stopped. The extent to which a drug is retained in

the body depends on the drug's chemical composition, that is whether or not it is fat-soluble. Fat-soluble drugs such as marijuana, phencyclidine (PCP), and lysergic acid diethylamide (LSD) seek out and settle in the fatty tissues. As a result, they build up in the fatty parts of the body such as the brain and reproductive system. Such accumulations of drugs and their slow release over time may cause delayed effects weeks, months and even years after drug use has stopped. There are many health risks associated with the use of illicit drugs and the abuse of alcohol including organ damage; impairment of brain activity, digestion, and blood circulation; impairment of physiological processes and mental functioning; and physical and psychological dependence. Such use during pregnancy may cause spontaneous abortion, various birth defects or fetal alcohol syndrome. Additionally, the illicit use of drugs can increase the risk of contracting hepatitis, AIDS and other infections. The use of alcohol or drugs singly or in certain combinations can cause death.

- *Drug and Alcohol Counseling, Treatment and Rehabilitation.* The Campus Director maintains information for students and employees on drug and alcohol related problems. Referral services are also provided for professional counseling, treatment and rehabilitation programs that are available. The counseling services are voluntary and strictly confidential.
- *Drug Violations and Loss of Financial Aid* Students are advised that any conviction for any offense, during a period of enrollment for which a student is receiving Title IV, Higher Education Act (HEA) program funds, under any federal or state law involving the possession or sale of illegal drugs will result in the loss of eligibility for any Title IV, HEA grant, loan, or work-study assistance.
- *Institutional/School Sanctions.* Jersey College will impose appropriate sanction(s) on any employee or student who fails to comply with the terms of this drug and alcohol-free policy.

- (1) *Employees.* As a condition of employment, each employee, including student employees, must abide by the terms of this policy, and must notify their department head/supervisor of any criminal drug statute conviction for a violation no later than five days after such conviction. A conviction includes a finding of guilt, a plea of nolo contendere, or imposition of a sentence by any state or federal judicial body. Possible disciplinary sanctions for failure to comply with this policy, including failure to notify of conviction, may include one or more of the following:
 - A. Termination
 - B. Suspension

- C. Mandatory participation in, and satisfactory completion of, a drug/alcohol abuse program, or rehabilitation program
 - D. Recommendation for professional counseling
 - E. Referral for prosecution
 - F. Letter of warning
 - G. Probation
- (2) *Students.* Any alleged violation of this drug and alcohol-free policy by a student of Jersey College shall be reported to the Campus Director. Possible disciplinary sanctions for failure to comply with the terms of this policy may include one or more of the following:
 - A. Termination
 - B. Suspension
 - C. Mandatory participation in, and satisfactory completion of, a drug/alcohol abuse program, or rehabilitation program
 - D. Recommendation for professional counseling
 - E. Referral for prosecution
 - F. Letter of warning
 - G. Probation

- *Compliance with Drug-free Schools and Communities Act Amendment of 1989.* As required by the U.S. Department of Education, the Drug-free Schools and Communities Act Amendment of 1989, P.L. 101-226 20 U.S.C.'s 114 5g Higher Education Act of 1965, Section 1213 and other regulations annually Jersey College will provide a written statement to employees and students covering, among other things: (i) standards of conduct concerning drugs and alcohol; (ii) federal, state and local legal sanctions governing the unlawful possession or distribution of illicit drugs or alcohol; (iii) health risks associated with the use of illicit drugs and the abuse of alcohol; (iv) a description of counseling and treatment programs available for alcohol and drug abuse; and (v) Jersey College's disciplinary sanctions imposed for possession, use or distribution of illicit drugs and alcohol in violation of Jersey College's policies.

Hazing

Hazing is any conduct or initiation into any organization, which willfully or recklessly endangers the physical or mental health of any person. Its imposition or its use in any form for initiation is prohibited at Jersey College. Violation of this policy will result in disciplinary actions against the violator.