County College of Morris

Drug and Alcohol Abuse Prevention Program

(DAAPP)

July 2026

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The Drug-Free Schools and Campuses Regulations require institutions of higher education such as County College of Morris (CCM) to develop and implement a program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees. In addition, the regulations require CCM to certify that it has an alcohol and other drug prevention program, and notify all students and employees in writing annually of the following:

- Standards of conduct.
- Possible legal sanctions and penalties.
- Statements of the health risks associated with alcohol and other drug abuse.
- CCM's alcohol and other drug programs available to students, staff and faculty.
- Disciplinary sanctions for violations of the standards of conduct.

Every two years, CCM must conduct a review of its Drug and Alcohol Abuse Prevention Program (DAAPP) to determine effectiveness and the consistency of sanction enforcement, in order to identify and implement any necessary changes. CCM will conduct the biennial review in even-numbered years and focus the report on the two preceding academic years.

1. Standards of Conduct

A. Employees

CCM's Board of Trustees has adopted the "Substance Abuse Policy" in accordance with the Drug Free Workplace Act of 1988. The policy is available here: https://www.ccm.edu/wp-content/uploads/trusteesbatchtwo/Policy-Manual-2.2008-Substance-Abuse-Policy.pdf.

Except as authorized by the College, the use, possession, or sale of alcoholic beverages on CCM campus is strictly forbidden. It is also strictly forbidden to be under the influence of alcoholic beverages while engaged in College-related activities or while on the College campus.

The manufacture, use, possession, sale, distribution or being under the influence of narcotics, chemicals, psychedelic drugs or other controlled substances by an employee during College-related activities or while on the campus is illegal and strictly forbidden, unless the possession of medication is prescribed by a licensed physician.

Employees are required to abide by the Substance Abuse Policy, and notify the College of any criminal drug statute conviction for a violation occurring in the workplace no later than five days after such conviction. The College shall take appropriate action against the employee convicted of a criminal drug offense occurring in the workplace, ranging from dismissal from employment to participation in an approved drug abuse program. Employees who violate the Substance Abuse Policy are subject both to CCM sanctions and to criminal sanctions provided by federal, state and local law.

Human Resources is responsible for administration of this policy.

B. Currently Enrolled Students

Currently enrolled students are required to abide by CCM's Student Code of Conduct. The current Student Code of Conduct is located at: https://www.ccm.edu/wp-content/uploads/trusteesbatchone/Policy-Manual-6.1004-Student-Code-of-Conduct-and-Disciplinary-Appeal-Procedure.pdf.

CCM's Student Code of Conduct deems use, possession, distribution or sale of, or being under the influence of illegal narcotics, chemicals, psychedelic drugs or other dangerous substances as misconduct, unless prescribed by a doctor. Students violating the college policies on alcohol or drug use are subject to College disciplinary action, and will be subjected to all applicable federal, state and local laws.

Student Affairs is responsible for administration of the Student Code of Conduct.

2. Legal Sanctions

A. Federal

Below is the most recent Federal Trafficking Penalties information from the Drug Enforcement Administration's *Drugs of Abuse* DEA Resource Guide 2024 Edition.

FEDERAL TRAFFICKING PENALTIES

DRUG/SCHEDULE	QUANTITY	PENALTIES	QUANTITY	PENALTIES
Cocaine (Schedule II)	500–4999 grams mixture	**First Offense:** Not less than 5 yrs, and not more than 40 yrs. If death or serious injury, not less than 20 or more than life. Fine of not more than $5 million if an individual, $25 million if not an individual. **Second Offense:** Not less than 10 yrs, and not more than life. If death or serious injury, life imprisonment. Fine of not more than $8 million if an individual, $50 million if not an individual.	5 kgs or more mixture	**First Offense:** Not less than 10 yrs, and not more than life. If death or serious injury, not less than 20 or more than life. Fine of not more than $10 million if an individual, $50 million if not an individual. **Second Offense:** Not less than 15 yrs, and not more than life. If death or serious injury, life imprisonment. Fine of not more than $20 million if an individual, $75 million if not an individual. **2 or More Prior Offenses:** Not less than 25 years. Fine of not more than $20 million if an individual, $75 million if not an individual.
Cocaine Base (Schedule II)	28–279 grams mixture		280 grams or more mixture	
Fentanyl (Schedule II)	40–399 grams mixture		400 grams or more mixture	
Fentanyl Analogue (Schedule I)	10–99 grams mixture		100 grams or more mixture	
Heroin (Schedule I)	100–999 grams mixture		1 kg or more mixture	
LSD (Schedule I)	1–9 grams mixture		10 grams or more mixture	
Methamphetamine (Schedule II)	5–49 grams pure or 50–499 grams mixture		50 grams or more pure or 500 grams or more mixture	
PCP (Schedule II)	10–99 grams pure or 100–999 grams mixture		100 gm or more pure or 1 kg or more mixture	

		PENALTIES
Other Schedule I & II drugs (and any drug product containing Gamma Hydroxybutyric Acid)	Any amount	**First Offense:** Not more than 20 yrs. If death or serious injury, not less than 20 yrs, or more than life. Fine $1 million if an individual, $5 million if not an individual. **Second Offense:** Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine $2 million if an individual, $10 million if not an individual.
Flunitrazepam (Schedule IV)	1 gram	
Other Schedule III drugs	Any amount	**First Offense:** Not more than 10 years. If death or serious injury, not more than 15 yrs. Fine not more than $500,000 if an individual, $2.5 million if not an individual. **Second Offense:** Not more than 20 yrs. If death or serious injury, not more than 30 yrs. Fine not more than $1 million if an individual, $5 million if not an individual.
All other Schedule IV drugs	Any amount	**First Offense:** Not more than 5 yrs. Fine not more than $250,000 if an individual, $1 million if not an individual. **Second Offense:** Not more than 10 yrs. Fine not more than $500,000 if an individual, $2 million if other than an individual.
Flunitrazepam (Schedule IV)	Other than 1 gram or more	
All Schedule V drugs	Any amount	**First Offense:** Not more than 1 yr. Fine not more than $100,000 if an individual, $250,000 if not an individual. **Second Offense:** Not more than 4 yrs. Fine not more than $200,000 if an individual, $500,000 if not an individual.

FEDERAL TRAFFICKING PENALTIES—MARIJUANA

DRUG	QUANTITY	1st OFFENSE	2nd OFFENSE *
Marijuana (Schedule I)	1,000 kg or more marijuana mixture; or 1,000 or more marijuana plants	Not less than 10 yrs. or more than life. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine not more than life. Fine not more than $10 million if an individual, $50 million if other than an individual.	Not less than 15 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than $20 million if an individual, $75 million if other than an individual.
Marijuana (Schedule I)	100 kg to 999 kg marijuana mixture; or 100 to 999 marijuana plants	Not less than 5 yrs. or more than 40 yrs. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine not more than life. Fine not more than $5 million if an individual, $25 million if other than an individual.	Not less than 10 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than $8 million if an individual, $50 million if other than an individual.
Marijuana (Schedule I)	More than 10 kgs hashish; 50 to 99 kg marijuana mixture More than 1 kg of hashish oil; 50 to 99 marijuana plants	Not less than 20 yrs. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine $1 million if an individual, $5 million if other than an individual.	Not less than 30 yrs. If death or serious bodily injury, life imprisonment. Fine $2 million if an individual, $10 million if other than an individual.
Marijuana (Schedule I)	Less than 50 kg marijuana (except 50 or more marijuana plants regardless of weight); 1 to 49 marijuana plants;	Not more than 5 yrs. Fine not more than $250,000, $1 million if other than an individual	Not more than 10 yrs. Fine $500,000 if an individual, $2 million if other than individual
Hashish (Schedule I)	10 kg or less	Not more than 5 yrs. Fine not more than $250,000, $1 million if other than an individual.	Not more than 10 yrs. Fine $500,000 if an individual, $2 million if other than individual
Hashish Oil (Schedule I)	1 kg or less	Not more than 5 yrs. Fine not more than $250,000, $1 million if other than an individual.	Not more than 10 yrs. Fine $500,000 if an individual, $2 million if other than individual

*The minimum sentence for a violation after two or more prior convictions for a felony drug offense have become final is not less than 25 years imprisonment and a fine up to $20 million if an individual and $75 million if other than an individual.

B. State of New Jersey

The State of New Jersey extends the right to purchase and consume alcoholic beverages to persons 21 years of age and older. (N.J.S.A. 9:17B-1).

Possession or Consumption of Alcoholic Beverages by Persons Under Legal Age (N.J.S.A 2C:33-15). Any person under the legal age to purchase alcoholic beverages**,** or under the legal age to purchase cannabis items, who knowingly possesses without legal authority or who knowingly consumes any alcoholic beverage, cannabis item, marijuana, or hashish in any school, public conveyance, public place or place of public assembly, or motor vehicle shall be subject to the following consequences:

(a) for a first violation, a written warning issued by a law enforcement officer to the underage person…If the violation of this section is by a person under 18 years of age, a written notification concerning the violation shall be provided to the parent, guardian or other person having legal custody of the underage person.

(b) for a second violation, a written warning issued by a law enforcement officer to the underage person indicating that a second violation has occurred…If the violation is by a person under 18 years of age, a written notification concerning the second violation shall be provided to the parent, guardian or other person having legal custody of the underage person.

(c) for a third or subsequent violation, a write-up issued by a law enforcement officer to the underage person indicating that a third or subsequent violation has occurred… If the violation is by a person under 18 years of age, a written notification concerning the third or subsequent violation shall be provided to the parent, guardian or other person having legal custody of the underage person.

Possession of Alcoholic Beverage on School Property (N.J.S.A 2C:33-16)
Any person of legal age to purchase alcoholic beverages or cannabis items, who, in the case of alcoholic beverages, knowingly and without the express written permission of the school board, its delegated authority, or any school principal, brings or possesses any alcoholic beverages, or in the case of cannabis items, brings, possesses, or consumes, including by smoking, vaping, or aerosolizing, any cannabis items, on any property used for school purposes which is owned by any school or school board, is guilty of a disorderly persons offense. For purposes of this section, an alcoholic beverage includes powdered alcohol as defined by R.S.33:1-1, and a cannabis item includes any item available for lawful consumption pursuant to the "New Jersey Cannabis Regulatory, Enforcement Assistance, and Marketplace Modernization Act."

Offering Alcoholic Beverages to Underage Person (N.J.S.A 2C:33-17)

Anyone who purposely or knowingly offers or serves or makes available an alcoholic beverage to a person under the legal age for consuming alcoholic beverages or entices or encourages that person to drink an alcoholic beverage is a disorderly person.

Transfer of Card (N.J.S.A. 33:1-81.7)
Any person who transfers an identification card to any other person for the purpose of aiding another person to obtain alcoholic beverages or cannabis items available for lawful consumption pursuant to the New Jersey Cannabis regulatory, Enforcement Assistance, and Marketplace Modernization Act, shall be guilty of a disorderly person offense and, faces a fine of up to $300 or imprisonment for up to 60 days.

Driving While Intoxicated (N.J.S.A. 39:4-50)
If a person's blood alcohol concentration is 0.08% or higher but less than 0.10%, or the person operates while under the influence of intoxicating liquor, or the person allows another to operate their vehicle under this condition, and this is the person's first offense of driving while intoxicated, the person will be fined not less than $250 nor more than $400, detained between 12 and 48 hours, and faces possible imprisonment of not more than 30 days. In addition, the person shall forfeit the right to operate a motor vehicle until the person installs an ignition interlock device in the motor vehicle the person principally operates.

If the person's blood alcohol concentration is 0.10% or higher, or the person operates a motor vehicle while under the influence of a narcotic, hallucinogenic or habit-producing drug, or the person allows another to operate their vehicle under these conditions, the person faces a fine of not less than $300 nor more than $500 and a period of detainment of not less than 12 hours nor more than 48 hours, faces possible imprisonment of not more than 30 days and forfeits their right to operate a motor vehicle for a period of not less than seven months nor more than one year.

In the case of a person who is convicted of operating a motor vehicle while under the influence of a narcotic, hallucinogenic or habit-producing drug or permitting another person who is under the influence of a narcotic, hallucinogenic or habit-producing drug to operate a motor vehicle under the person's custody or control, the person shall forfeit the right to operate a motor vehicle for a period of not less than seven months nor more than one year.

In the case of a person whose blood alcohol concentration is 0.10 percent or higher but less than 0.15 percent, the person shall forfeit the right to operate a motor vehicle until the person installs an ignition interlock device in the motor vehicle the person principally operates.

In the case of a person whose blood alcohol concentration is 0.15 percent or higher, the person shall forfeit the right to operate a motor vehicle for a period of three months following installation of an ignition interlock device in the motor vehicle the person principally operates.

Controlled Substance Possession (N.J.S.A 2C:35-10)

It is unlawful for any person to obtain or to possess a controlled dangerous substance or controlled substance analog, unless the substance was obtained directly, or pursuant to a valid prescription or order form from a practitioner. Any person that violates the possession statute with respect to:

1. A controlled substance classified in Schedule I, II, III or IV is guilty of a crime of the third degree and faces a fine of up to $35,000.
2. Any controlled dangerous substance classified in Schedule V is guilty of a crime of the fourth degree and faces a fine up to $15,000.
3. Possession of more than six ounces of marijuana or more than seventeen grams of hashish is guilty of a crime of the fourth degree and faces a fine of up to $25,000.
4. Possession of 50 grams or less of marijuana or five grams of hashish is a disorderly person.

Any person committing a possession offense while on school property or within 1,000 feet of school property or school bus, not sentenced to a prison term shall be required to perform at least 100 hours of community service.

Any person that uses or is under the influence of any controlled substance, not including marijuana or hashish, other than for the purpose of treatment of sickness or injury as prescribed by a physician, is a disorderly person.

Possession/Use of Drug Paraphernalia (N.J.S.A. 2C:36-2)

It is unlawful for any person to use, or possess with intent to use, drug paraphernalia to plant, propagate, cultivate, grow, harvest, manufacture, compound, convert, produce, process, prepare, test, analyze, pack, repack, store, contain, conceal, ingest, inhale, or otherwise introduce a controlled dangerous substance into the body. Violations are considered disorderly persons offenses.

Drug Paraphernalia (N.J.S.A. 2C:36-3)

It is unlawful for any person to distribute or dispense, or possess with intent to distribute or dispense, or manufacture with intent to distribute or dispense, drug paraphernalia, knowing that it will be used to plant, propagate, cultivate, grow, harvest, manufacture, compound, convert, produce, process, prepare, test, analyze, pack, repack, store, contain, conceal, ingest, inhale, or otherwise introduce a controlled dangerous substance into the body. Violations are considered a fourth degree crime.

C. Municipal

Township of Randolph

Randolph Municipal Code §4-100

Any person under the legal age for purchasing alcoholic beverages who knowingly possesses, without legal authority, or who knowingly consumes any alcoholic beverage on private property, shall be subject to a fine of $150.00 for a first offense, and a fine of $350.00 for any subsequent offense. In addition their driving privileges may be suspended for up to six months.

Town of Dover

Dover Municipal Code §105-6

It shall be unlawful for a person under the legal age for purchasing alcoholic beverages to enter any premises licensed for the retail sale of alcoholic beverages for the purpose of purchasing, or having served or delivered to him or her, any alcoholic beverage.

Dover Municipal Code §105-8

No person shall misrepresent his age or the age of another person for the purpose of inducing any licensee of their employee to sell, serve or deliver any alcoholic beverage to a person under the legal age for purchasing alcoholic beverages.

Dover Municipal Code §105-10

No person shall consume or hold an open or partly consumed container of alcoholic beverage of any nature in a public place. A public place as defined in the Code includes any place to which the public has access and shall include any street, highway, road, alley or sidewalk. It shall also include the front or the neighborhood of any place of business and public grounds, areas, parks, as well as parking lots or other vacant private property not owned by or under the control of the person charged with violating this chapter.

Dover Municipal Code §105-12

A violation of this chapter shall be punishable by a fine not exceeding $1,250, a term of imprisonment not exceeding 90 days and /or a period of community service not exceeding 90 days.

3. Health Risks

A. Drug Abuse

Drug abuse affects millions of people in the United States. Substance use can result in both immediate and long-term health risks, as well as social, legal, and academic/workplace consequences such as reduced productivity and impaired learning or job performance, increased absenteeism, safety risks in environments requiring alertness and coordination, and negative effects on coworkers, classmates, and the community.

Commonly Abused Drugs

- Opioids: prescription pain medications, heroin, fentanyl.
- Stimulants: cocaine, methamphetamine, prescription ADHD medications.
- Depressants: benzodiazepines, barbiturates.
- Cannabis (marijuana).
- Hallucinogens: LSD, psilocybin, PCP.

Short-Term Health Risks

- Impaired judgment, coordination, and reaction time.
- Accidents and injuries, including motor vehicle crashes, falls, or drowning.
- Overdose, which can be fatal, especially with opioids or CNS depressants.
- Mental health disturbances such as anxiety, paranoia, or psychosis.

Long-Term Health Risks

- Dependence or addiction (substance use disorder).
- Damage to major organs such as the brain, heart, liver, and kidneys.
- Mental health disorders, including depression, anxiety, and psychosis.
- Social and legal consequences, including family problems, unemployment, or incarceration.
- Increased risk of infectious diseases (especially with injection drug use).

B. Alcohol Abuse

Alcohol is the most common substance abused by people aged 12 and older. [https://www.cdc.gov/alcohol/facts-stats/index.html] Unfortunately, this also leads to a staggering number of deaths. Between 2020 and 2021, 48,972 people in the United States lost their lives because of excessive alcohol usage. That figure is almost 32,000 more deaths than were caused by cancer. [Centers for Disease Control and Prevention. Alcohol Related Disease Impact (ARDI) application, 2024. Available at www.cdc.gov/ARDI.]

In the U.S. a standard drink contains 0.6 ounces (oz.) of pure alcohol. Generally, this amount of pure alcohol is found in 12-oz of beer, 8-oz of malt liquor, 5-oz of wine and 1.5 oz. of 80-proof distilled spirits or liquor.

Excessive drinking includes binge drinking, heavy drinking and any drinking by pregnant women or people younger than age 21. Most people who drink excessively are not alcoholics or alcohol dependent.

Binge drinking, the most common form of excessive drinking, is defined as consuming:

- For women, 4 or more drinks during a single occasion.
- For men, 5 or more drinks during a single occasion.

Heavy drinking is defined as consuming:

- For women, 8 or more drinks per week.
- For men, 15 or more drinks per week.

Short-Term Health Risks

Excessive alcohol use has immediate effects that increase the risk of many harmful health conditions. These are most often the result of binge drinking and include the following:

- Injuries, such as motor vehicle crashes, falls, drownings, and burns.
- Violence, including homicide, suicide, sexual assault, and intimate partner violence.
- Alcohol poisoning, a medical emergency that results from high blood alcohol levels.
- Risky sexual behaviors, including unprotected sex or sex with multiple partners. These behaviors can result in unintended pregnancy or sexually transmitted diseases, including HIV.
- Miscarriage and stillbirth or fetal alcohol spectrum disorders among pregnant women.

Long-Term Health Risks

Over time, excessive alcohol use can lead to the development of chronic diseases and other serious problems including:

- High blood pressure, heart disease, stroke, liver disease, and digestive problems.
- Cancer of the breast, mouth, throat, esophagus, liver and colon.
- Learning and memory problems, including dementia and poor school performance.
- Mental health problems, including depression and anxiety.
- Social problems, including lost productivity, family problems and unemployment.
- Alcohol dependence or alcoholism.

Center for Disease Control and Prevention website at Addressing Excessive Alcohol Use: State Fact Sheets last reviewed April 16, 2024.

4. Drug and Alcohol Programs

A. Programming by CCM Student Engagement and Success

CCM Center for Student Well-Being

The Center for Student Well-Being (CSW) at CCM is dedicated to providing all students continuous education and support pertaining to alcohol and drug use. By providing preventive programming and increasing the awareness of the possible repercussions and dangers associated with alcohol and drug use, the campus community will gain a better understanding of how such use can impede one's educational, professional, and personal growth. CSW will continue to conduct outreach and provide various resources in order to assist each person in making healthier decisions. CSW offers a variety of support, including counseling, depression screening tools, and information about community treatment facilities and resources. Additionally, resource and educational pamphlets are available to the CCM community.

The Center for Student Well-Being (CSW) connects the CCM community with community-based resources to provide comprehensive education and support. Through these partnerships, CSW ensures that the CCM community has access to information, services, and programs that promote well-being. Examples include initiatives such as the Substance Use Awareness Fair, as well as referrals to community partners (e.g., High Focus) for additional support when needed.

Counselors from the Center for Student Well-Being are required to take professional development courses per the American Counseling Association mandate.

B. Benefits through CCM Human Resources

Full time employees can access the Employee Assistance Program (EAP) through CCM Human Resources. The EAP provides confidential counseling and referral services for Drug and Alcohol Abuse. The EPA provides six counseling sessions with no co-pay for employees and each family member.

5. Disciplinary Sanctions

A. Employees

If a diagnostician confirms an employee is engaged in substance abuse impairing the discharge of employment responsibilities and functions, the employee will be placed on sick leave, with return to active employment being conditioned upon evidence of successful completion of an approved rehabilitation and treatment program.

CCM employees who violate CCM's Substance Abuse Policy may be encouraged to seek confidential counseling from the Employee Assistance Program.

Within 30 days after receiving notice of an employee's criminal drug statute conviction occurring in the workplace, CCM shall institute sanctions ranging from

dismissal from employment to a requirement to participate in an approved drug abuse program.

Recidivism, refusal to participate in a recommended treatment program, or refusal to submit to substance abuse evaluation shall be grounds for discipline up to and including dismissal from employment.

B. Currently Enrolled Students

Students for whom there is reasonable suspicion of substance abuse may be suspended from classroom attendance, clinical or work program, athletic program or other College functions until the final determination is made.

Students who are confirmed to have violated CCM's Student Code of Conduct and/or Substance Abuse Policy may be subject to long-term suspension and condition to return to school, clinical or work program, athletic program or other College function upon submission of evidence of successful completion of an approved rehabilitation and treatment program.

Recidivism, refusal to participate in a recommended treatment program, or refusal to submit to substance abuse evaluation shall be grounds for dismissal from the College.

6. Annual Notification of the DAAPP

A. Employee Notification

Notification of the information contained in CCM's DAAPP will be distributed to all current employees of the college via email at the start of each academic year. Human Resources will provide new employees hired after the start of a semester a copy of the DAAPP as part of the New Employee onboarding process to satisfy the annual notification requirement.

B. Student Notification

CCM will notify all students annually of the standards of conduct, possible legal sanctions and penalties, health risks associated with alcohol and other drug abuse, programs available to students and disciplinary sanctions for violations of the standards of conduct. The notification to students will be distributed to students via email by Student Development and Enrollment Management at the start of each academic semester.

7. Biennial Review

CCM will perform a Biennial Review of the DAAPP and complete a report by December 31 of every even-numbered calendar year to:

- Determine current prevention program effectiveness.
- Determine consistency of enforcing disciplinary sanctions for violating standards of conduct.
- Identify and implement changes to the program.

The following CCM Departments will have a representative participate in the biennial review:

- Human Resources
- Public Safety
- Center for Student Well-Being

CCM will prepare a Biennial Review Report including the following elements:

a. Descriptions of the DAAPP program elements.
b. Statement of the DAAPP program goals and discussion of achievement.
c. Summaries of the DAAPP program strengths and weaknesses.
d. Procedures for distributing annual notification to students and employees.
e. Copies of the policies distributed to student and employees.
f. Recommendations for revising the DAAPP.