

County College of Morris

**Drug and Alcohol Abuse Prevention Program**  
(DAAPP)

October 2019

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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; and
- 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 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/pdf/aboutccm/policies/section2/2.2008-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/student-life/campus-life/campus-life-publications/>. 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 Development and Enrollment Management 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 2017 Edition.

### FEDERAL TRAFFICKING PENALTIES

DRUG/SCHEDULE	QUANTITY	PENALTIES	QUANTITY	PENALTIES
Cocaine (Schedule II)	500-4999 grams mixture	<b>First Offense:</b> 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.  <b>Second Offense:</b> 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	<b>First Offense:</b> 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.  <b>Second Offense:</b> Not less than 20 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.  <b>2 or More Prior Offenses:</b> Life imprisonment. 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	<b>First Offense:</b> 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. <b>Second Offense:</b> 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	<b>First Offense:</b> 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. <b>Second Offense:</b> 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			
Flunitrazepam (Schedule IV)	Other than 1 gram or more	<b>First Offense:</b> Not more than 5 yrs. Fine not more than \$250,000 if an individual, \$1 million if not an individual. <b>Second Offense:</b> Not more than 10 yrs. Fine not more than \$500,000 if an individual, \$2 million if other than an individual.		
All Schedule V drugs	Any amount			
		<b>First Offense:</b> Not more than 1 yr. Fine not more than \$100,000 if an individual, \$250,000 if not an individual. <b>Second Offense:</b> 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 \$10 million if an individual, \$50 million if other than an individual.	Not less than 20 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 \$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 \$20 million if an individual, \$75 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 more 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 more 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 kilograms marijuana (but does not include 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		
Hashish Oil (Schedule I)	1 kg or less		

\*The minimum sentence for a violation after two or more prior convictions for a felony drug offense have become final is a mandatory term of life imprisonment without release 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 who knowingly possesses without legal authority or who knowingly consumes any alcoholic beverage in any school, public conveyance, public place or place of public assembly, or motor vehicle, is guilty of a disorderly person's offense, and shall be fined not less than \$500.00.

#### Possession of Alcoholic Beverage on School Property (N.J.S.A 2C:33-16)

Any person of legal age to purchase alcoholic beverages, who knowingly and without express written permission of the school board, its delegated authority or any school principal, brings any alcoholic beverage on any property used for school purposes, which is owned by any school or school board is a disorderly person offense.

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

Anyone who purposely or knowingly offers or serves or makes available 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 for the purpose of aiding another person to obtain alcoholic beverages will be guilty of a misdemeanor 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% when operating a motor vehicle the person will be fined not less than \$250 nor more than \$400 , detained between 12 and 48 hours, faces possible imprisonment of not more than 30 days, and forfeits their right to operate a motor vehicle for three months.

If the person's blood alcohol concentration is 0.10% or higher, 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.

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 50 grams of marijuana or more than five 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 other than for the purpose of treatment of sickness or injury is a disorderly person.

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. Township of Randolph

Randolph Township does not have an ordinance for consumption of alcoholic beverages in a Public Place and is covered by N.J.S.A. 2C:33-15.

D. Morristown

Ordinance No. 0-2-12 Section 6-10.3 through 6-10.8

No underaged person shall purchase or attempt to purchase or have another purchase for them any alcoholic beverage on any premises licensed for the sale or consumption of alcoholic beverages. No person shall purchase or attempt to purchase alcoholic beverages for an underaged person(s). It shall be unlawful for any person to induce or attempt to induce any licensee or employee of any licensee to sell, serve or deliver alcoholic beverages to an underaged person(s).

No person shall misrepresent his age or the age of another person for the purpose of inducing any licensee or their employee to sell, serve or deliver any alcoholic beverage to a person under the legal age for purchasing alcoholic beverages or to permit a person under the legal age for purchasing alcoholic beverages to remain on any premises in violation of this section. Any parent or guardian of an underaged person(s) who accompanies such underaged person(s) into a premises where alcoholic beverages are served and who permits the underaged person(s) to possess or consume alcoholic beverages shall be presumed to have misrepresented the age of the underaged person(s).

No person under the legal age shall possess, serve, sell or consume any alcoholic beverage in any public place within the Town (Morristown).

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; or

A person under the legal age for purchasing alcoholic beverages to consume any alcoholic beverage on premises licensed for the retail sale of alcoholic beverages, or to purchase, attempt to purchase or have another purchase for him or her any alcoholic beverage; or

Any person to enter any premises licensed for the retail sale of alcoholic beverages for the purposes of purchasing, or to purchase alcoholic beverages, for another person who does not because of his/her age have the right to purchase and consume alcoholic beverages.



Any person who violates the ordinance will be deemed a disorderly person, and punished by a fine of not less than \$500. In addition, the person's license to operate a motor vehicle will be suspended for six months. The person may also be required to participate in an alcohol education or treatment program.

### 3. Health Risks

#### A. Drug Abuse

Below is a chart outlining the health risks associated with illicit drug use, focusing on substances covered by the *Controlled Substances Act*.

<b>DRUGS OF ABUSE/Uses and Effects</b>										
U.S. Department of Justice, Drug Enforcement Administration										
Drugs/ CSA Schedules	Trade or Other Names	Medical Uses	Physical Dependence	Psychological Dependence	Tolerance	Duration (Hours)	Usual Method	Possible Effects	Effects of Overdose	Withdrawal Syndrome
<b>Narcotics</b>										
Heroin Substance I	Diamorphine, Horse, Smack, Black tar, <i>Chiva</i> , <i>Negra</i> ( <i>black tar</i> )	None in U.S., Analgesic, Antitussive	High	High	Yes	3-4	Injected, snorted, smoked	Euphoria, drowsiness, respiratory depression, constricted pupils, nausea	Slow and shallow breathing, clammy skin, convulsions, coma, possible death	Watery eyes, runny nose, yawning, loss of appetite, irritability, tremors, panic, cramps, nausea, chills and sweating
Morphine Substance II	MS-Contin, Roxanol, Oramorph SR, MSIR	Analgesic	High	High	Yes	3-12	Oral, injected			
Hydrocodone Substance II, Product III, V	Hydrocodone w/ Acetaminophen, Vicodin, Vicoprofen, Tussionex, Lortab	Analgesic, Antitussive	High	High	Yes	3-6	Oral			
Hydro-morphine Substance II	Dilaudid	Analgesic	High	High	Yes	3-4	Oral, injected			
Oxycodone Substance II	Roxicet, Oxycodone w/ Acetaminophen, OxyContin, Endocet, Percocet, Percodan	Analgesic	High	High	Yes	3-12	Oral			
Codeine Substance II, Products III, V	Acetaminophen, Guaifenesin or Promethazine w/Codeine, Fiorinal, Fioricet or Tylenol w/Codeine	Analgesic, Antitussive	Moderate	Moderate	Yes	3-4	Oral, injected			
Other Narcotics Substance II, III, IV	Fentanyl, Demerol, Methadone, Darvon, Stadol, Talwin, Paregoric, Buprenex	Analgesic, Antidiarrheal, Antitussive	High-Low	High-Low	Yes	Variable	Oral, injected, snorted, smoked			
<b>Depressants</b>										
<i>gamma</i> Hydroxybutyric Acid Substance I, Product III	GHB, Liquid Ecstasy, Liquid X, Sodium Oxybate, Xyrem®	None in U.S., Anesthetic	Moderate	Moderate	Yes	3-6	Oral	Slurred speech, disorientation, drunken behavior without odor of alcohol, impaired memory of events, interacts with alcohol	Shallow respiration, clammy skin, dilated pupils, weak and rapid pulse, coma, possible death	Anxiety, insomnia, tremors, delirium, convulsions, possible death
Benzodiazepines Substance IV	Valium, Xanax, Halcion, Ativan, Restoril, Rohypnol (Roofies, R- 2), Klonopin	Antianxiety, Sedative, Anti- convulsant, Hypnotic, Muscle Relaxant	Moderate	Moderate	Yes	1-8	Oral, injected			
Other Depressants Substance I, II, III, IV	Ambien, Sonata, Meprobamate, Chloral Hydrate, Barbiturates, Methaqualone (Quaalude)	Antianxiety, Sedative, Hypnotic	Moderate	Moderate	Yes	2-6	Oral			
<b>Stimulants</b>										
Cocaine Substance II	Coke, Flake, Snow, Crack, <i>Coca</i> , <i>Blanca</i> , <i>Perico</i> , <i>Nieve</i> , Soda	Local anesthetic	Possible	High	Yes	1-2	Snorted, smoked, injected	Increased alertness, excitation, euphoria, increased pulse rate & blood pressure, insomnia, loss of appetite	Agitation, increased body temperature, hallucinations, convulsions, possible death	Apathy, long periods of sleep, irritability, depression, disorientation
Amphetamine/ Meth-amphetamine Substance II	Crank, Ice, Cristal, Krystal Meth, Speed, Adderall, Dexedrine, Desoxyn	Attention deficit/ hyperactivity disorder, narcolepsy, weight control	Possible	High	Yes	2-4	Oral, injected, smoked			
Methylphenidate Substance II	Ritalin (Illy's), Concerta, Focalin, Metadate	Attention deficit/ hyperactivity disorder	Possible	High	Yes	2-4	Oral, injected, snorted, smoked			
Other Stimulants Substance III, IV	Adipex P, Ionamin, Prelu-2, Didrex, Provigil	Vaso-constriction	Possible	Moderate	Yes	2-4	Oral			



Drugs/ CSA Schedules	Trade or Other Names	Medical Uses	Physical Dependence	Psychological Dependence	Tolerance	Duration (Hours)	Usual Method	Possible Effects	Effects of Overdose	Withdrawal Syndrome
<b>Hallucinogens</b>										
MDMA and Analogs Substance I	(Ecstasy, XTC, Adam), MDA (Love Drug), MDEA (Eve), MBDB	None	None	Moderate	Yes	4-6	Oral, snorted, smoked	Heightened senses, teeth grinding and dehydration	Increased body temperature, electrolyte imbalance, cardiac arrest	Muscle aches, drowsiness, depression, acne
LSD Substance I	Acid, Microdot, Sunshine, Boomers	None	None	Unknown	Yes	8-12	Oral	Illusions and hallucinations, altered perception of time and distance	(LSD) Longer, more intense "trip" episodes	None
Phencyclidine and Analogues Substance I, II, III	PCP, Angel Dust, Hog, Loveboat, Ketamine (Special K), PCE, PCPy, TCP	Anesthetic (Ketamine)	Possible	High	Yes	1-12	Smoked, oral, injected, snorted		Unable to direct movement, feel pain, or remember	Drug seeking behavior *Not regulated
Other Hallucinogens Substance I	Psilocybe mushrooms, Mescaline, Peyote Cactus, Ayahuasca, DMT, Dextro-methorphan* (DXM)	None	None	None	Possible	4-8	Oral			
<b>Cannabis</b>										
Marijuana Substance I	Pot, Grass, Sinsemilla, Blunts, <i>Mota, Yerba, Grifa</i>	None	Unknown	Moderate	Yes	2-4	Smoked, oral	Euphoria, relaxed inhibitions, increased appetite, disorientation	Fatigue, paranoia, possible psychosis	Occasional reports of insomnia, hyperactivity, decreased appetite
Tetrahydro-cannabinol Substance I, Product III	THC, Marinol	Antinauseant, Appetite stimulant	Yes	Moderate	Yes	2-4	Smoked, oral			
Hashish and Hashish Oil/Substance I	Hash, Hash oil	None	Unknown	Moderate	Yes	2-4	Smoked, oral			
<b>Anabolic Steroids</b>										
Testosterone Substance III	Depo Testosterone, Sustanon, Sten, Cypot	Hypogonadism	Unknown	Unknown	Unknown	14-28 days	Injected	Virilization, edema, testicular atrophy, gynecoma- stia, acne, aggressive behavior	Unknown	Possible depression
Other Anabolic Steroids Substance III	Parabolan, Winstrol, Equipoise, Anadrol, Dianabol, Primabolin- Depo, D-Ball	Anemia, Breast cancer	Unknown	Yes	Unknown	Variable	Oral, injected			
<b>Inhalants</b>										
Amyl and Butyl Nitrite	Pearls, Poppers, Rush, Locker Room	Angina (Amyl)	Unknown	Unknown	No	1	Inhaled	Flushing, hypotension, headache	Methemo- globinemia	Agitation
Nitrous Oxide	Laughing gas, balloons, Whippets	Anesthetic	Unknown	Low	No	0.5	Inhaled	Impaired memory, slurred speech, drunken behavior, slow onset vitamin deficiency, organ damage	Vomiting, respiratory depression, loss of consciousness, possible death	Trembling, anxiety, insomnia, vitamin deficiency, confusion, hallucinations, convulsions
Other Inhalants	Adhesives, spray paint, hair spray, dry cleaning fluid, spot remover, lighter fluid	None	Unknown	High	No	0.5-2	Inhaled			
<b>Alcohol</b>	Beer, wine, liquor	None	High	High	Yes	1-3	Oral			

Chart from *Drugs of Abuse*, 2005 ed., US Department of Justice, Drug Enforcement Administration

## B. Alcohol Abuse

Excessive alcohol use led to approximately 88,000 deaths and 2.5 million years of potential life lost each year in the United States from 2006-2019, shortening the lives of those who died by an average of 30 years. Further, excessive drinking was responsible for 1 in 10 deaths among working-age adults aged 20-64 years.

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.

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Center for Disease Control and Prevention website at

<https://www.cdc.gov/aclcohol/fact-sheets/alcohol-use.htm>: last visited on 10/3/2019.

## 4. Drug and Alcohol Programs

### A. Programming by CCM Student Development and Enrollment Management

#### CCM Health Services

##### **Drug and Alcohol Programs**

The County College of Morris Health Services office is located in Cohen Hall 266 and is part of the Student Development and Enrollment Management division. The objective of the college's Health Services office is to maintain and improve the health and wellness of the college community, especially as it relates to student success. Health Services is dedicated to a pro-active approach to the education and prevention of alcohol and other drug use. Lack of awareness about the use and abuse of alcohol and other drugs can be a severe impediment to the overall success of students and employees. Thus, CCM has implemented an ever-growing program that strives to communicate the dangers and consequences of such use.

The Health Services Coordinator attends yearly seminars to obtain updated information on addiction and measures for helping students and staff through the recovery process, with a focus on education and non-punitive treatment. In addition, the Coordinator's license renewal in the State of New Jersey requires completion of CEUs every two years that relate to current drug addiction trends. The Coordinator is trained in the use of Narcan as well as CPR/AED and the Health Services office houses two sets of Narcan nasal spray.

The following drug and alcohol programs and resources are available to currently enrolled students through Health Services:

- An ongoing collection of the latest brochures, which are available at all times to the entire college community. These materials describe the health risks and dangers of alcohol and other drugs, as well as binge drinking, underage drinking, and driving while intoxicated.
- Bulletin boards in the Health Services office sharing latest information on "designer drugs" such as *Pills and Potions* and *Escaping the Vaping*.
- Planned tabling events with organizations like *Prevention is Key of Morris County* and *Atlantic Health Outreach* assist in disseminating information in high traffic areas around campus.
- Monthly visits by the Hope One van for drug education and STD testing.
- Monthly visits from Navigation Hope van to assist with students getting needed social services including drug and alcohol rehabilitation.
- Student and staff referrals from Health Services to a medical advisor for assistance with chemical dependency issues.
- One-on-one confidential support for anyone struggling with alcohol or drug abuse. Health Services provides a safe space for individuals confiding their issues and seeking support.
- Tobacco cessation counseling by the Health Services Coordinator, who is certified as a Tobacco Cessation Specialist to assist staff and students in stopping smoking/vaping, etc.

#### [CCM Office of Counseling and Student Success](#)

The office of Counseling and Student Success (C&SS) at CCM is dedicated to providing all students and employees 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. C&SS will continue to conduct outreach and provide various resources in order to assist each person in making healthier decisions. C&SS offers a variety of support, including short-term personal counseling, depression screening tools, and information about community treatment facilities and resources. Additionally, resource and educational pamphlets are available to the CCM community.

C&SS (or Student Development and Enrollment Management) collaborates with on-campus and in-community resources in order to provide comprehensive education and support to students and employees. Some examples of on-campus supports are Health Services and the New Social Engine student club, which promotes having fun without the use of alcohol or drugs.

Counselors from the office of Counseling and Student Success are required to take professional development courses per the American Counseling Association mandate.

## B. Benefits through RWJ Barnabas Health

Full time employees can access the Employee Assistance Program (EAP) through RWJ Barnabas Health at 1-800-300-0628 24 hours a day, seven days a week. 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 through RWJ Barnabas Health.

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 drugs 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 bi-ennial review:

- Human Resources
- Public Safety
- Health Services
- Counseling and Student Success

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