



To All Employees

Use or Possession of Alcohol and Illegal Drugs

The attached brochure is sent to you as a requirement of the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act of 1989. As a condition to the receipt of student financial aid and other federal grants, the College must notify you that distribution, possession, or use of alcoholic beverages and illegal drugs on College property is forbidden by Articles I and VI of the Campus Rules and Regulations. Violations of these rules may result in disciplinary action (reprimand, suspension, or discharge, depending on the circumstances of the case) and/or a requirement that you undertake a rehabilitation program. Furthermore, all persons employed under a federal grant must, as a condition of employment, comply with these rules and notify the College of any criminal drug statutes conviction for a violation occurring in the workplace no later than 5 days after the date of such conviction.

If you are experiencing problems as the result of substance abuse, please keep in mind the services offered by the Employee Assistance Center. The Center, which is totally independent of the College, will provide you with the professional diagnosis and referral in complete confidence. It is always there to help you or your dependents. Telephone 586-541-1555.

Attachment



# Substance Abuse Policy

## Campus Rules and Regulations

Possession or use of alcohol or drugs on Macomb Community College's campuses or at any College function is prohibited. The following excerpts from the Macomb Community College Handbook on Rights and Responsibilities explain the College's regulations regarding alcohol and drugs:

### Article I—Alcoholic Beverages

**Section A:** No person shall be under the influence of, or in possession of, alcoholic beverages while on College grounds, except as noted in Section C.

**Section B:** Possession shall consist of having an open or unopened container of alcoholic beverage on the person, or in the vehicle of occupancy, immediately before challenge by an enforcing official.

**Section C:** Exception to the consumption of alcoholic beverages on campus is permitted only by special authorization granted through the Office of the Vice President for Community and Professional Education.

### Article V—Drugs

No person shall use, possess, distribute or sell drugs except as expressly permitted by law.

Violations of any rule or regulation regarding drugs or alcohol may be reported to the College Department of Public Safety seven days a week, 24 hours a day. Call South Campus Public Safety at 586.445.7135 or Center Campus Public Safety at 586.286.2123.

## Drugs and Alcohol: Know the Risks

It's said, you are what you eat. Well, you are what you inhale, inject, and drink, too.

Drug and alcohol abuse are hazards to your physical and emotional health. Specific effects differ from person to person depending on the drug used, the amount and the conditions under which the drug is used, but everytime you inhale, inject, or raise a glass you put your body and mind at risk.

- ▶ Chronic use of drugs and alcohol can lead to physical and psychological dependency.
- ▶ Use of cocaine or crack can result in irregular heartbeat, radical and violent changes in behavior, and death.
- ▶ If drugs are injected, the user risks AIDS, hepatitis, and other infections.
- ▶ Long-term abuse can lead to organic damage, such as cirrhosis of the liver seen in alcohol abuse, or lung and mouth cancer as a result of marijuana use.
- ▶ Hallucinogenic drugs, such as LSD, cause delusions, mental distortions, and can result in violent reactions and death.

Additionally, since illicit drugs vary in form, purity, and strength, the drug user constantly risks an overdose, which can cause psychosis, convulsions, coma or death. But abusers don't just endanger their own lives. They jeopardize the health and lives of everyone around them when their drug and alcohol use results in accidents in the workplace and on the road.

## Disciplinary Sanctions

Disciplinary action will be taken by the College for violations of these rules. Depending upon the nature of the violation, it may take the form of **arrest and referral for prosecution, dismissal from the College, probation, temporary or permanent suspension from a class or program, denial of honors, certificate, or degree, restitution, or restrictions on activities or privileges.**



Discover. Connect. *Advance.*

# Legal Sanctions

In addition to these College regulations, all applicable township, city, county, state, and federal laws, statutes, and regulations regarding drug and alcohol use shall apply on all College property and at all College-sponsored events. According to the laws of the State of Michigan, distribution, sale, or use of an illicit drug is punishable by fines, probation, and/or imprisonment.

It is also unlawful for any person under 21 years of age to purchase, consume or possess alcoholic liquor. Violators of this law are subject to fines and/or participation in substance abuse prevention programs.

Any person operating a vehicle while impaired or intoxicated is subject to restriction or denial of driver's license, and/or fines, and/or imprisonment.

## ► Where to Get Help

Macomb Community College recognizes that alcoholism and drug abuse can directly affect student success inside and outside the classroom. If you, or someone you know, needs help or information regarding alcohol and drug abuse, here are some resources available to you on campus and throughout the county. Most information is free and many treatment and counseling centers operate on an ability-to-pay basis.

### College Resources

#### ► Counseling Office

Center Campus H-103  
586.286.2228  
South Campus H-316  
586.445.7211

Referral for drug and alcohol problems.

#### ► Special Populations

##### **(Single Parent Homemaker/Displaced Homemaker Program)**

South Campus H-311-6  
586.445.7003

General information and referral for drug and alcohol problems.

### Selected County Substance Abuse Services

#### ► MCOSA

22550 Hall Rd., Clinton Twp.  
586.469.5278

Macomb County clearinghouse for information, assessment and referrals for individuals and/or families with drug and alcohol problems.

##### **Eastwood Clinic**

35455 Garfield, Clinton Twp.  
586.792.5335

##### **Eastwood Clinic**

20811 Kelly #103, Eastpointe  
586.445.2210

Mental health and all substance abuse. Group and individual therapy. Wide range of insurances accepted. Covered by (MCOSA).

##### **Evergreen Counseling Center**

33200 Dequindre #200, Sterling Heights  
586.268.6550

Alcohol and drug abuse and mental health.

#### ► Alcoholics Anonymous Metropolitan Office

380 Hilton, Ferndale  
248.541.6565

Peer recovery program for alcoholics.  
[www.aa.org](http://www.aa.org)

#### ► Henry Ford Behavioral Health

42633 Garfield, Ste. 314, Clinton Twp.  
1.800.436.7936

Outpatient alcohol and drug abuse treatment.  
Individual, family and group counseling.

#### ► Clinton Counseling Center

Two Crocker Boulevard, Mt. Clemens  
586.468.2266

Outpatient alcohol and drug abuse treatment. Individual, family and group counseling.

#### ► Macomb Family Services

36975 Utica Rd., Ste. 104, Clinton Twp.  
586.226.3440

124 W Gates, Romeo  
586.752.9696

43200 Dequindre, Ste. 105, Sterling Hts.  
586.254.5660

35000 Division, Richmond  
586.727.5529

Providing services for mental health, substance abuse, gambling, domestic violence, senior services, and parent education.

#### ► Millennium Treatment Services

1400 E. 12 Mile, Madison Hts.  
248.547.2223

Drug free and Methadone Program (funded). Death therapists. Works with dual diagnosis clients and communicable diseases. HIV testing site.

#### ► Narcotics Anonymous

726 Livernois Rd., Ferndale  
248.544.2010

Peer recovery program for drug addicts.

**A complete directory to Macomb County substance abuse services is available by calling the Macomb County Office of Substance Abuse, 586.469.5278.**

**Publication and distribution of this information is in compliance with the requirements of the Drug Free Workplace Act of 1988 and the Drug Free Schools and Communities Act Amendments of 1989.**