



# Drug and Alcohol Abuse Prevention Program (DAAPP)



Updated January 2021

# Chippewa Valley Technical College

## Introduction

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 (IHE), such as Chippewa Valley Technical College (“CVTC” or “College”), to certify that it has implemented programs to prevent the unlawful possession, use or distribution of alcohol and/or illicit drugs by students and employees either on its premises and/or as a part of any of its activities. All institutions of Higher Education must annually distribute the information in statements I – V (below) in writing to all students and employees. Information in statements VI – VIII (below) are additional supplemental information.

- I. Standards of conduct that clearly prohibit the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees on its property or as part of any of its activities;
- II. A description of the applicable legal sanctions under local, state, or federal law for the unlawful possession or distribution of illicit drugs and alcohol;
- III. A description of the health risks associated with the use of illicit drugs and alcohol abuse;
- IV. A description of any drug or alcohol counseling, treatment, or rehabilitation or reentry programs that are available to employees or students;
- V. 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 or law;
- VI. Information on education and prevention programs;
- VII. A clear statement that the school will annually distribute its DAAPP to all students and employees and a description of the methods or processes utilized to disseminate the DAAPP;
- VIII. A statement that the school will conduct a biennial review of its DAAPP to determine its effectiveness and implement changes to the program if they are needed, and to make sure any disciplinary sanctions are consistently enforced. In addition, the biennial review must also include a determination as to the number of drug and alcohol related violations and fatalities occurring on the campus or as a part of their activities that are reported to campus officials, and the number and types of sanctions imposed on students or employees as a result of such violations or fatalities.

## **I. Standards of Conduct**

The unlawful possession, use, or distribution of illicit drugs and alcohol by students or employees on College property or as part of any College activity is prohibited. Chippewa Valley Technical College is committed to being a drug-free, healthful, and safe learning community and workplace. In compliance with state and federal regulations, the College has established the following standards of conduct in order to protect the health and safety of employees and the public.

- Consistent with CVTC policies, the unlawful possession, use, or distribution of controlled substances/illicit drugs and alcohol by students and employees on CVTC property or as a part of any CVTC activity are violations of CVTC rules as well as the law. Possession, use, or distribution of certain non-prescription drugs, including marijuana, amphetamines, heroin, cocaine, and non-prescription synthetics; procurement or distribution of alcohol by anyone under 21 years of age; and provision of alcohol to anyone under 21 years of age are violations of the law and of CVTC policy. CVTC also holds its students and employees responsible for the consequences of

their decisions to use or distribute illicit drugs or to serve or consume alcohol. The College will enforce Wisconsin underage drinking laws and federal and state drug laws through and with the assistance of local law enforcement. While on College premises, conducting College business, or participating in College-sponsored events or activities, no employee, student, partner, or guest shall possess, consume, store, use, sell, distribute, dispense, solicit, purchase, or manufacture drugs, drug paraphernalia, or alcohol. This prohibition applies to all College sites and facilities, including leased property and clinical sites.

- Consistent with CVTC policies, all students and employees are also prohibited from being under the influence of alcohol or drugs while on College premises, conducting College business, or participating in College-sponsored events or activities. “Under the influence of alcohol” means that the student, faculty member or staff person manifests symptoms which preclude performing their job or educational exercises in a safe, efficient, and/or satisfactory manner; the person has a level of alcohol concentration in the blood or breath considered to be impaired under Wisconsin state law and/or qualified health care or laboratory professional; and/or as otherwise determined to be under the influence by a qualified health care or laboratory professional. Such symptoms may include, but not be limited to, misbehavior, odor of alcohol and/or impairment of physical or mental ability. In cases of students who are not 21 years of age, “under the influence of alcohol” includes the consumption of any alcohol (regardless whether the person is otherwise impaired).

Refer to Appendix 1 for the CVTC College Policy: Alcohol and Drug Policy for Employees and Students and Appendix 2 for further detail of Drug and Alcohol Use and Testing Policy (3.10) from the Employee Handbook and Appendix 3 for detail on Alcohol and Other Drugs for Student Life Activities from the Student Handbook.

The advertising and use of alcoholic, tobacco, or other drugs is prohibited on College property and in College publications as found in the CVTC College Procedure: Advertising and Distribution of Printed Materials at the College (Appendix 4).

## **II. State and Federal Legal Sanctions**

### **A. Federal Sanctions**

*The Controlled Substance Act* (21 U.S.C. §§841, 843(b), 844, 846, 859, 860, 861, 862) and other federal laws provide criminal and civil penalties for manufacture, possession, possession with the intent to manufacture or distribute, and distribution of drugs (“controlled substances”). A summary of penalties related to distribution or trafficking is available on the DEA Resource Guide and in Appendix 5 of this DAAPP. A separate summary of penalties and sanctions pertaining to trafficking Marijuana, also available online at the aforementioned link, and is included as Appendix 6 to this DAAPP.

Penalties related to illegal possession of a controlled substance are available online and is included as Appendix 7 to this DAAPP.

Students who have been convicted of drug-related offenses while receiving federal student aid (grants, loans, or work- study) may have their eligibility for federal student aid suspended. Student convicted of

possession of illegal drugs while receiving financial aid are ineligible for federal student aid for 1 year from the date of conviction for a first offense, 2 years from the date of conviction for a second offense, or indefinite period of time for a third or higher offense. Students convicted of sale of illegal drugs or conspiring to sell drugs while receiving financial aid are ineligible for federal student aid for 2 years from the date of conviction for a first offense or indefinite period of time for a second or higher offense.

## **B. State Sanctions**

### Alcohol

It is a violation of Wisconsin law for any person to procure for, sell, dispense or give away any alcohol beverages to any underage person not accompanied by his or her parent, guardian or spouse who has attained the legal drinking age. Furthermore, no adult may knowingly permit or fail to take action to prevent the illegal consumption of alcohol beverages by an underage person on property, including any premises, owned and occupied by the adult or occupied by the adult and under the adult's control.

Penalties for these violations include:

- Forfeit not more than \$500 if the person has not committed a previous violation within 30 months of the violation.
- Fined not more than \$500 or imprisoned for not more than 30 days or both if the person has committed a previous violation within 30 months of the violation.
- Fined not more than \$1,000 or imprisoned for not more than 90 days or both if the person has committed 2 previous violations within 30 months of the violation.
- Fined not more than \$10,000 or imprisoned for not more than 9 months or both if the person has committed 3 or more previous violations within 30 months of the violation.<sup>1</sup>

Suspensions of license or permits issued under WI Chapter 125 for these violations include:

- Not more than 3 days, if the court finds that the person committed a violation within 12 months after committing one previous violation;
- Not less than 3 days nor more than 10 days, if the court finds that the person committed a violation within 12 months after committing 2 other violations; or
- Not less than 15 days nor more than 30 days, if the court finds that the person committed the violation within 12 months after committing 3 other violations.<sup>2</sup>

It is also a violation of law for an underage person to: procure or attempt to procure alcohol beverages from a licensee or permittee; to enter, knowingly attempt to enter, or be on any premises of a licensee/permittee; to falsely represent his or her age for the purpose of receiving alcohol beverages from a licensee or permittee; or to otherwise knowingly possess or consume alcohol beverages.

Penalties for these violations include:

- First violation -fine of \$250-\$500, suspension of the person's driver's license/permit, and/or mandated participation in a supervised work program or other community service.
- Second or more violations -fines of up to \$1,000 in addition to suspension of the person's driver's license/permit and/or mandated participation in a supervised work program or other community service.<sup>3</sup>

<sup>1</sup> Wisconsin Legislature: 125.07, [decs.legis.wisconsin.gov/statutes/statutes/125/1/07](https://docs.legis.wisconsin.gov/statutes/statutes/125/1/07).

<sup>2</sup> Wisconsin Legislature: 125.07, [decs.legis.wisconsin.gov/statutes/statutes/125/1/07](https://docs.legis.wisconsin.gov/statutes/statutes/125/1/07).

<sup>3</sup> Wisconsin Legislature: 125.07(4), [docs.legis.wisconsin.gov/statutes/statutes/125/1/07/4](https://docs.legis.wisconsin.gov/statutes/statutes/125/1/07/4).

## Illicit Drugs

State law penalties pertaining to the unlawful possession or distribution of controlled substances originate from the Wisconsin Uniform Controlled Substances Act.<sup>4</sup> This act stipulates that it is unlawful for any person to manufacture, distribute or deliver a controlled substance or controlled substance analog. It is also unlawful for any person to possess, with intent to manufacture, distribute or deliver, a controlled substance or a controlled substance analog. Penalties vary based on the schedule, type, and amount of the controlled substance at issue; whether the person possessed, manufactured, distributed, or delivered a controlled substance unlawfully (or intended to do so); and the number of previous offenses committed by a person. Specific penalties are contained in the “Offenses and Penalties” subchapter of the Wisconsin Uniform Controlled Substances Act.<sup>5</sup>

Generally, penalties for these offenses range from Class C felonies to Class I felonies, which carry the following penalties:

- For a Class C felony, a fine not to exceed \$100,000 or imprisonment not to exceed 40 years, or both.
- For a Class D felony, a fine not to exceed \$100,000 or imprisonment not to exceed 25 years, or both.
- For a Class E felony, a fine not to exceed \$50,000 or imprisonment not to exceed 15 years, or both.
- For a Class F felony, a fine not to exceed \$25,000 or imprisonment not to exceed 12 years and 6 months, or both.
- For a Class G felony, a fine not to exceed \$25,000 or imprisonment not to exceed 10 years, or both.
- For a Class H felony, a fine not to exceed \$10,000 or imprisonment not to exceed 6 years, or both.
- For a Class I felony, a fine not to exceed \$10,000 or imprisonment not to exceed 3 years and 6 months, or both.

### **C. Local Sanctions**

#### Alcohol

##### *Chippewa Falls*

The City of Chippewa Falls Codes of Ordinances prohibit consumption of alcohol beverages, as defined by §125.02, Wis. Stats., which are incorporated herein by reference, while in or upon any public street, alley, sidewalk, public parking lot or other public way. In addition, all purchases of alcohol beverages by the glass or in open containers shall be consumed on the licensed premises where served and shall not be removed to any public street, alley, sidewalk, public parking lot or other public way. No person shall possess or consume alcohol beverages, as defined by the Wisconsin Statutes, which definitions are incorporated herein by reference, at or near any school sponsored activities being conducted in the City, whether public or

<sup>4</sup> Wisconsin Legislature: Chapter 961, docs.legis.wisconsin.gov/statutes/statutes/961.

<sup>5</sup> Wisconsin Legislature: 961.41, docs.legis.wisconsin.gov/statutes/statutes/961/IV/41

Wisconsin Legislature: 961.42, docs.legis.wisconsin.gov/statutes/statutes/961/IV/42

Wisconsin Legislature: 961.43, docs.legis.wisconsin.gov/statutes/statutes/961/IV/43

parochial, and whether upon public or private premises, and whether in or upon buildings or parking lots or other areas adjacent to such buildings. No person shall possess or consume alcohol beverages in or upon any school buildings and adjoining parking lots or other public areas, during school days. Lastly, no person shall be in possession of any glass or open container containing an alcohol beverage on any public street, alley or sidewalk, public parking lot or other public way. A person convicted of a first offense of such a violation shall forfeit from \$5.00 to \$500.00 for each offense and non-payment may be punishable but up to 90 days in County Jail. A person convicted of a second offense within one year of such a violation shall forfeit from \$10.00 to \$500.00 for each offense and non-payment may be made punishable but up to 6 months in County Jail. ([City of Chippewa Falls Codes of Ordinances – 9.32, 9.33, 25.04](#))

#### *Eau Claire*

The City of Eau Claire Code of Ordinances prohibit the consumption of alcohol beverages or the possession of a container which is open and contains an alcohol beverage (fermented malt beverage or intoxicating liquor) as defined by Wisconsin Statutes in any city-owned building, public parking lot, public parking ramp, streets, sidewalks, alleys, boulevards or on city property, except at such times and such places as may be specifically exempted by the city council or city manager, or otherwise approved by this code. This section prohibits the above acts even though the person who violates them is within or upon a vehicle or other conveyance.

The consumption of an alcohol beverage or possession of a container which is open and contains an alcohol beverage, as defined by chapter 125 of the Wisconsin Statutes, in any private parking lot or facility held open to the public shall be prohibited unless permission has been granted by the owner or designee.

The City Council finds that excessive consumption of alcohol, use of illicit drugs or improper use of controlled substances commonly produces secondary effects of reduced safety, unruly conduct, inappropriate behavior, and community disruption. This section is created to limit such secondary effects by providing for the health, safety and welfare of the public and creating a safe and welcoming community.

- **Public Excessive Intoxication.** It is unlawful for any person to enter into or remain upon any public place while clearly and demonstrably under the excessive influence of alcohol or having used a controlled substance, and such person is or is reasonably likely to become vulnerable to harm, has caused or is reasonably likely to cause harm to themselves or others, or is causing or is reasonably likely to cause a public disturbance.
  - Excessive influence of alcohol or use of controlled substances shall be established through observable indicators, including but not limited to vomiting, public urination, disorientation, incapability of making rational decisions, bloodshot or glassy eyes, slurred speech, an odor of intoxicants or controlled substance, stumbling or staggering, or the failure of standardized field sobriety tests.
  - Public place shall include a place to which the public has access and includes but is not limited to: streets, sidewalks, parking lots, parks and places of business. Places of business include premises open to the public where alcohol is consumed, including a licensed alcohol establishment.
- **Controlled substance** shall be defined as those substances included in 340.01(50m), Wisconsin Statutes. (Ord. 7297 §1, 2018).

Any person who violates Section 9.52.030 or Section 9.52.040 shall upon conviction forfeit not less than \$20.00 nor more than \$200.00 together with the costs of prosecution, and upon failure to pay the same

shall be confined in the county jail for not more than 30 days. (Ord. 4643 §2, 1986). ([City of Eau Claire Codes of Ordinances – 9.52.030, 9.52.040, 9.52.045, & 9.52.050](#))

#### *Menomonie*

The City of Menomonie City Code prohibit intoxication in public places. No person in a public place shall conduct him or herself in such a manner as to become an intoxicated or incapacitated person and to create a public nuisance. Any person violating the provisions of this section is subject to a forfeiture of not less than two hundred dollars (\$200.00) together with statutory costs, and a forfeiture of not less than four hundred dollars (\$400.00) together with statutory costs for each subsequent violation within one year. (Ord. 2011-03, 4-18-2011). ([City of Menomonie City Code – 5-1-11](#))

#### *Neillsville*

The City of Neillsville Code of Ordinances prohibit alcoholic beverages in public areas. It shall be unlawful for any person to sell or serve, or offer to sell or serve, or to consume, or to carry or expose to view any open container of any alcoholic beverage upon any street, sidewalk, alley, public parking lot, highway, cemetery, public playground, public park or other public area within the City or on private property without the owner's consent, except that this Section shall not apply during those times one hour before and after a parade authorized by the Common Council. The provisions of this Section maybe waived by the Common Council for duly authorized events. In addition, no person may possess or consume alcohol beverages on school premises; in a motor vehicle, if a pupil attending the school is in the motor vehicle; or while participating in a school-sponsored activity. A person who violates this Section is subject to a forfeiture of not more than Two Hundred (\$ 200.00) Dollars, except that Sec. 48.344, Wis. Stats., and Section 9-5-4(c) and (d) of this Code of Ordinances provide the penalties applicable to underage persons. ([City of Neillsville Code of Ordinances – 9-5-1 and 9-5-7](#))

#### *River Falls*

The City of River Falls Code of Ordinances prohibit possession and consumption of liquor and beer outside taverns or picnic areas. No person shall consume, possess or carry about an open container of intoxicating liquor or fermented malt beverage outside a licensed tavern or off the premises of an established picnic area where such possession and consumption is not prohibited. Furthermore, no person shall consume, possess or have under his or her control any open container of intoxicating liquor or fermented malt beverage while in a vehicle, whether parked or moving, on any public thoroughfare or public parking lot. Any person who violates any provision of this code on a first offense shall, upon conviction thereof, forfeit not less than five dollars (\$5) nor more than five hundred dollars (\$500), together with the costs of prosecution, and in default of payment of such forfeiture and costs of prosecution shall be imprisoned in the county jail until such forfeiture and costs are paid, but not exceeding thirty (30) days. Any person who violates any provision of this code who has previously been convicted of a violation of the same ordinance within three years of the date of a subsequent citation shall, upon conviction thereof, forfeit not less than ten dollars (\$10) nor more than one thousand dollars (\$1000) for each such offense, together with the costs of prosecution, and in default of payment of such forfeiture and costs shall be imprisoned in the county jail until such forfeiture and costs are paid, but not exceeding ninety (90) days. ([City of River Falls Code of Ordinances – 9.24.040, 1.20.010](#))

#### Illicit Drugs

##### *Chippewa Falls*

The City of Chippewa Falls Codes of Ordinances prohibit the possession, manufacturing, delivery or advertisement of drug paraphernalia, exclusive of any penalty imposed thereby, are adopted by

reference and made a part of this section as though set forth in full, all as provided for by §961.577, Wis. Stats. A person convicted of such a violation shall forfeit from \$5.00 to \$500.00 for each offense and non-payment may be punishable but up to 90 days in County Jail. ([City of Chippewa Falls Codes of Ordinances – 9.46](#))

#### *Eau Claire*

The City of Eau Claire Council finds that excessive consumption of alcohol, use of illicit drugs or improper use of controlled substances commonly produces secondary effects of reduced safety, unruly conduct, inappropriate behavior, and community disruption. This section is created to limit such secondary effects by providing for the health, safety and welfare of the public and creating a safe and welcoming community.

- Public Excessive Intoxication. It is unlawful for any person to enter into or remain upon any public place while clearly and demonstrably under the excessive influence of alcohol or having used a controlled substance, and such person is or is reasonably likely to become vulnerable to harm, has caused or is reasonably likely to cause harm to themselves or others, or is causing or is reasonably likely to cause a public disturbance.
  - Excessive influence of alcohol or use of controlled substances shall be established through observable indicators, including but not limited to vomiting, public urination, disorientation, incapability of making rational decisions, bloodshot or glassy eyes, slurred speech, an odor of intoxicants or controlled substance, stumbling or staggering, or the failure of standardized field sobriety tests.
  - Public place shall include a place to which the public has access and includes but is not limited to: streets, sidewalks, parking lots, parks and places of business. Places of business include premises open to the public where alcohol is consumed, including a licensed alcohol establishment.
- Controlled substance shall be defined as those substances included in 340.01(50m), Wisconsin Statutes. (Ord. 7297 §1, 2018).

Any person who violates Section 9.52.030 or Section 9.52.040 shall upon conviction forfeit not less than \$20.00 nor more than \$200.00 together with the costs of prosecution, and upon failure to pay the same shall be confined in the county jail for not more than 30 days. (Ord. 4643 §2, 1986). ([City of Eau Claire Codes of Ordinances – 9.52.045, 9.52.050](#))

#### *Menomonie*

The City of Menomonie City Code prohibit offenses against public peace. No person shall violate any provision of section [961.41\(3g\)\(e\), 961.573, 961.574, 961.575 or 961.14\(4\)\(tb\) through \(ty\), Wisconsin statutes of Uniform Controlled Substances Act](#). The penalty under this section shall be a forfeiture of two hundred dollars (\$200.00) but not more than five hundred dollars (\$500.00). ([City of Menomonie City Code – 5-1-2](#))

#### *Neillsville*

The City of Neillsville Code of Ordinances prohibit possession of marijuana. It is unlawful for any person to possess and/or use marijuana, unless the marijuana was obtained directly from, or pursuant to a valid prescription or order of a practitioner while acting in the course of his professional practice, or except as otherwise authorized by Chapter 161, Wisconsin Statutes. Section 961.573, Wis. Stats., relating to Possession of Drug Paraphernalia, is hereby adopted by reference, provided the penalty for commission of such offense hereunder shall be limited to a forfeiture imposed under the general penalty provisions of this Code of Ordinances. ([City of Neillsville Code of Ordinances – 9-2-12](#))



## River Falls

The City of River Falls Code of Ordinances prohibit possession, manufacturing or delivery or drug paraphernalia. Adopted statute from WI Stat. 961. Any person who violates any provision of this code shall, upon conviction thereof, forfeit not less than five dollars (\$5) nor more than five hundred dollars (\$500), together with the costs of prosecution, and in default of payment of such forfeiture and costs of prosecution shall be imprisoned in the county jail until such forfeiture and costs are paid, but not exceeding thirty (30) days. ([City of River Falls Code of Ordinances – 9.04.010](#))

### III. Health Risks

#### A. **Health Risk of Drugs**

The information in this section is taken from the U.S. Department of Justice Drug Enforcement Administration. Student and employees are strongly encouraged to review this publication for more detailed information regarding the health risks associated with illicit drug use and abuse.<sup>6</sup>

The Controlled Substance Act (CSA) regulates five classes of drugs: narcotics, depressants, stimulants, hallucinogens, and anabolic steroids. Each class has distinguishing properties, and drugs within each class often produce similar effects. However, all controlled substances, regardless of class, share a number of common features. The CSA also places all substances which were in some manner regulated under existing federal law into one of five schedules. The schedule placement is based upon the substance's medical use, potential for abuse, and safety or dependence liability. Below are detailed description of the five classes of drugs:

#### Schedule I

- The drug or other substance has a high potential for abuse.
- The drug or other substance has no currently accepted medical use in treatment in the United States.
- There is a lack of accepted safety for use of the drug or other substance under medical supervision.

#### Schedule II

- The drug or other substance has a high potential for abuse.
- The drug or other substance has a currently accepted medical use in treatment in the United States or a currently accepted medical use with severe restrictions.
- Abuse of the drug or other substance may lead to severe psychological or physical dependence.

#### Schedule III

- The drug or other substance has less potential for abuse than the drugs or other substances in Schedules I and II.
- The drug or other substance has a currently accepted medical use in treatment in the United States.
- Abuse of the drug or other substance may lead to moderate or low physical dependence or high psychological dependence.

<sup>6</sup> U.S. Department of Justice Drug Enforcement Administration. *Drugs of Abuse: A DEA Resource Guide*. 2020, [https://www.dea.gov/sites/default/files/2020-04/Drugs%20of%20Abuse%202020-Web%20Version-508%20compliant-4-24-20\\_0.pdf](https://www.dea.gov/sites/default/files/2020-04/Drugs%20of%20Abuse%202020-Web%20Version-508%20compliant-4-24-20_0.pdf).

#### **Schedule IV**

- The drug or other substance has a low potential for abuse relative to the drugs or other substances in Schedule III.
- The drug or other substance has a currently accepted medical use in treatment in the United States.
- Abuse of the drug or other substance may lead to limited physical dependence or psychological dependence relative to the drugs or other substances in Schedule III.

#### **Schedule V**

- The drug or other substance has a low potential for abuse relative to the drugs or other substances in Schedule IV.
- The drug or other substance has a currently accepted medical use in treatment in the United States.
- Abuse of the drug or other substances may lead to limited physical dependence or psychological dependence relative to the drugs or other substances in Schedule IV.

The next section is a table displaying controlled substances along with its schedule, medical use, trade or other names, physical and psychological dependency, methods of abuse, effects on the mind and body and overdose effects.

<u>Drug CSA Schedules</u>	<u>Medical Uses</u>	<u>Trade or Other Names</u>	<u>Physical Dependency</u>	<u>Psychological Dependency</u>	<u>Methods of Abuse</u>	<u>Effects on the Mind</u>	<u>Effects on Body</u>	<u>Overdose Effects</u>
NARCOTICS								
Fentanyl II	Pain relief	Apache, China Girl, China Town, Dance Fever, Friend Goodfellas, Great Bear, He-Man, Jackpot, King Ivory, Goodfellas, Murder 8, Tango & Cash			Injection, snorted, smoked, & oral		Relaxation, euphoria, pain relief, sedation, confusion, drowsiness, dizziness, nausea, vomiting, urinary retention, pupillary constriction & respiratory depression	Stupor, pupillary size change, cold and clammy skin, cyanosis, coma & respiratory failure leading to death
Heroin I	None	Big H, Black Tar, Chiva, Hell Dust, Horse, Negra, Smack & Thunder	High	High	Injected, snorted & smoked	Surge of euphoria or "rush" followed by a twilight state of sleep and wakefulness	Drowsiness, respiratory depression, constricted pupils, nausea, a warm flushing of the skin, dry mouth & heavy extremities	Slow and shallow breathing, blue lips and fingernails, clammy skin, convulsions, coma, and possible death
Hydromorphone II	Pain relief, antitussive	D, Dillies, Dust, Footballs, Juice, and Smack	High	High	Ingested or injected	Euphoria, relaxation, sedation & reduced anxiety, mental clouding, possible changes in mood, nervousness, and restlessness	Constipation, pupillary constriction, urinary retention, nausea, vomiting, respiratory depression, dizziness, impaired coordination, loss of appetite, rash, slow or rapid heartbeat and changes in blood pressure	Severe respiratory depression, drowsiness progressing to stupor or coma, lack of skeletal muscle tone, cold and clammy skin, constricted pupils, and reduction in blood pressure and heart rate. May result in death due to respiratory depression.
Methadone II	Pain relief	Amidone, Chocolate Chip Cookies, Fizzies with MDMA, & Water	High	High – Low	Oral & injected	Psychological dependency with abuse	Sweating, itchy skin or sleepiness. Withdrawal symptoms include anxiety, muscle tremors, nausea, diarrhea, vomiting, and abdominal cramps	Slow and shallow breathing, blue fingernails and lips, stomach spasms, clammy skin, convulsions, weak pulse, coma, and possible death
Morphine II	Pain relief, antitussive	Dreamer, Emsel, First Line, God's Drug, Hows, M.S., Mister Blue, Morpho, and Unkie	High	High	Oral, ingested & injected	Euphoric and pain relief	Pain relief, decrease in hunger, and inhibition of the cough reflex	Cold and clammy skin, lowered blood pressure, sleepiness, slowed breathing, slow pulse rate, coma, and possible death
Opium II, III, IV, V	Pain relief, antidiarrheal	Ah-pen-yen, Aunti, Aunti Emma, Big O, Black Pill, Chandoo, Chandu, Chinese Molasses, Chinese Tobacco, Dopium, Dove's Powder, Dream Gun, Dream Stick, Dreams, Easing Powder, Fi-do-nie, Gee, God's Medicine, Gondola, Goric, Great Tobacco, Guma, Hop/hops, Joy	High	High	Smoked, ingested & injected	Euphoric rush, relaxation and pain relief	Constipation, dry mouth, mucous membranes in nose.	Slow breathing, seizures, dizziness, weakness, loss of consciousness, coma, and possible death

		Plant, Midnight Oil, Mira, O, O.P, Ope, Pen Yan, Pin Gon, Pox, Skee, Toxy, Toys, When-shee, Ze, & Zero						
Oxycodone II	Pain relief	Hillbilly Heroin, Kicker, OC, Ox, Roxy, Perc, and Oxy			Oral, intravenous, sniffed, injected, & inhaled	Euphoric and relaxation	Pain relief, sedation, respiratory depression, constipation, papillary constriction, and cough suppression. Chronic use can lead to severe liver damage	Extreme drowsiness, muscle weakness, confusion, cold and clammy skin, pinpoint pupils, shallow breathing, slow heart rate, fainting, coma, and possible death
Amphetamines II	Treat ADHD	Bennies, Black Beauties, Crank, Ice, Speed, and Uppers	Possible	High	Oral, injected & smoked	Chronic abuse produces psychosis that resembles schizophrenia and is characterized by paranoia, picking at the skin, hallucinations, violent and erratic behavior	Increase blood pressure and pulse rates, insomnia, loss of appetite & physical exhaustion	Agitation, increased body temperature, hallucinations, convulsions & possible death
Cocaine II	Local anesthetic	Blow, Coca, Coke, Crack, Flake, Snow, and Soda Cot	Possible	High	Snorted, injected & smoked	Taking high doses or prolonged use, such as binging, usually causes paranoia. The crash that follows euphoria is characterized by mental and physical exhaustion, sleep, and depression lasting several days. Following the crash, users experience a craving to use again.	Increase blood pressure and heart rates, insomnia, loss of appetite & dilated pupils	Cardiac arrhythmias, ischemic heart conditions, sudden cardiac arrest, convulsions, strokes, and death
Khat I, IV	None	Abyssinian Tea, African Salad, Catha, Chat, Kat, and Oat			Chew, smoked & ingested	Grandiose delusions, paranoia, nightmares, hallucinations, hyperactivity, violence & suicidal depression	Increase in blood pressure and heart rate, stained teeth, insomnia, and gastric disorders along with physical exhaustion	Delusions, loss of appetite, difficulty with breathing, and increases in both blood pressure and heart rate, liver failure, and cardiac complications
Methamphetamine II	Treat ADHD and Obesity	Batu, Bikers Coffee, Black Beauties, Chalk, Chicken Feed, Crank, Crystal, Glass, Go Fast, Hirpon, Ice, Meth, Methlies Quick, Poor Man's Cocaine, Shabu, Shards, Speed, Stove Top, Tina, Trash, Tweak, Uppers, Ventana, Vidrio, Yaba, & Yellow Bam			Ingested, snorted, injected & smoked	Violent behavior, anxiety, confusion, insomnia, and psychotic features including paranoia, aggression, hallucinations, mood disturbances and delusions	Increase wakefulness, increased physical activity, decreased appetite, rapid breathing and heart rate, irregular heartbeat, increased blood pressure, and hyperthermia	Death from stroke, heart attack, or multiple organ problems
DEPRESSENTS								
Barbiturates II, III, IV	Central nervous system depression,	Barbs, Block Busters, Christmas Trees, Goof Balls, Pinks, Red Devils,	High – Moderate	High - Moderate	Ingested & Injected	Mild euphoria, lack of inhibition, relief of anxiety and sleepiness. Higher doses	Slow down the central nervous system and causes sleepiness	Central nervous system depression, decreased respiration, increased heart rate,

	sedatives, hypnotics, anesthetics, and anticonvulsants	Reds & Blues, and Yellow Jackets				case impairment of memory, judgment, and coordination; irritability; and paranoid and suicidal ideation		decreased blood pressure, decreased urine production, decreased body temperature,, coma, and possible death
Benzodiazepines IV	Relieve anxiety and muscle spasms, and reduce seizures	Benzos and Downers	Low	Low	Oral & snorted	Amnesia, hostility, irritability, and vivid or disturbing dreams	Slow down the central nervous system and may cause sleepiness and relaxed mood	Extreme drowsiness, confusion, impaired coordination, decreased reflexes, respiratory depression,, coma and possible death
GHB I, III	Body building, fat loss, baldness, improved eyesight, and combat aging, depression, drug addiction and insomnia	Easy Lay, G, Georgia Home Boy, GHB, Goop Grievous Bodily Harm, Liquid Ecstasy, Liquid X, and Scoop				Euphoria, drowsiness, decreased anxiety, confusion, memory impairment, hallucinations, and excited and aggressive behavior	Unconsciousness, seizures, slowed heart rate, greatly slowed breathing, lower body temperature, vomiting, nausea, coma, and death. Regular use can cause insomnia, anxiety, tremors, increased heart rate and blood pressure, and occasional psychotic thoughts	Overdoes can cause death
Rohypnol IV	Outside of the US, used for anti-anxiety, muscle relaxant and treating insomnia	Circles, Forget Pill, Forget-Me-Pill, La Rocha, Lunch Money Drug, Mexican Valium, Pingus, R2, Reynolds, Roach, Roach 2, Roaches, Roachies, Roopies, Robutal, Rochas Dos, Rohypnol, Roofies, Rophies, Ropies, Roples, Row-Shay, Ruffies, and Wolfies			Ingested, snorted, injected & smoked	Drowsiness, sleep, decreased anxiety, and amnesia, increased or decreased reaction time, impaired mental functioning and judgment, confusion, aggression, and excitability	Slurred speech, loss of motor coordination, weakness, headache, and respiratory depression	Sedation, unconsciousness, slow heart rate, and suppression of respiration that may result in death
HALLUCINOGENS								
Ecstasy/MDMA I	None	Adam, Clarity, Disco, Biscuit, Beans, E, Ecstasy, Eve, Go, Hug Drug, Lover's Speed, MDMA, Peace, STP, X, & XTC			Ingestion, snorted, & smoked	Confusion, anxiety, depression, paranoia, sleep problems, and drug craving	Muscle tension, tremors, involuntary teeth clenching, muscle cramps, nausea, faintness, chills, sweating, and blurred vision	Increased body temperature resulting in liver, kidney, and cardiovascular system failure, and death
Ketamine III	Anesthetic, short term sedation	Cat Tranquilizer, Cat Valium, Jet K, Kit Kat, Purple, Special La Coke, Super Acid, Special K, Super K, & Vitamin K	Moderate – Low	High	Snorted, smoked & injected	Hallucinations, distorts perceptions of sight and sound	Initial increase heart rate and blood pressure, involuntarily rapid eye movement, dilated pupils, salivation, tear secretions, stiffening of the muscles, and nausea.	Unconsciousness and dangerously slowed breathing
LSD I	None	Acid, Dots, Mellow Yellow, and Window Pane			Ingested	Extreme changes in mood, hallucination, impaired depth and time perception, distorted perception of shape and size of objects,	Dilated pupils, higher body temperature, increased heart rate and blood pressure, sweating, loss of appetite, sleeplessness, dry mouth and tremors	Longer, more intense episodes, psychosis, and possible death

						movements, colors, sound, touch and own body image		
Peyote & Mescaline I	None	Buttons, Cactus, Mesc and Peyoto			Chewed, ingested & smoked	Illusions, hallucinations, altered perception of space and time, and altered body image	Intense nausea, vomiting, dilating of pupils, increased heart rate, increased blood pressure, a rise in body temperature, headaches, muscle weakness, and impaired motor coordination	
Psilocybin I	None	Magic Mushrooms, Mushrooms and Shrooms	Low	Low	Ingested	Hallucinations, inability to discern fantasy from reality, panic reactions and psychosis in large dose	Nausea, vomiting, muscle weakness, and lack of coordination	Longer, more intense episodes, psychosis, and possible death
MARIJUANA/CANNABIS								
Marijuana I, III	None for I, III use for control of nausea and vomiting in aids patients	Aunt Mary, BC Bud, Blunts, Boom, Chronic, Dope, Gangster, Ganja, Grass, Hash, Herb, Hydro, Indo, Joint, Kif, Mary Jane, Mota, Pot, Reefer, Sinsemilla, Skunk, Smoke, Weed, and Yerba	Unknown	Moderate	Smoked and mixed with food or brewed as tea	Effects memory, distorted perception, difficulty in thinking and problem-solving, and loss of coordination. Enhanced sensory perception, disinhibition, relaxation, dizziness, time distortions	Sedation, bloodshot eyes, increased heart rate, coughing from lung irritation, increased appetite, and decreased blood pressure	No deaths from overdose of marijuana have been reported
Marijuana Concentrates THC		710, Wax, Ear Wax, Honey Oil, Budder, Butane, Butane Hash Oil, Honey Oil, Shatter, Dabs, Black Glass & Earl			Mixing it with food and drink & smoked	Long term effects of marijuana concentrate use are not yet fully known		
STEROIDS III	treat testosterone deficiency, delayed puberty, low red blood cell count, breast cancer, and tissue wasting from AIDS	Arnolds, Juice Pumpers, Roids, Stackers, and Weight Gainers	Yes	Yes	Ingested, injected or applied to skin	Cause mood or behavior effects	A wide range of adverse effects is associated with the use or abuse of anabolic steroids. These effects depend on the following factors: age, sex, the steroid used, amount used, and duration of use.	Anabolic steroids are not associated with overdoes. The adverse effects is from use over time

## B. Health Risks of Alcohol

Alcohol affects every organ in the body and can lead to many immediate and long-term health risks. Intoxication can impair brain function and motor skills, thus immediate health risk can range from a simple fall to overdose on alcohol. Research has shown that heavy long-term use can increase risk of certain cancers, stroke, and liver disease. It can also lead to alcoholism or alcohol dependence, a pattern of drinking that results in harm to one's health, interpersonal relationships, or ability to work.

The short-term and long-term alcohol health risks below are taken directly from the Centers for Disease Control.

### Short-Term Health Risks

Excessive alcohol use has immediate effects that increases 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 (FASDs) 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.<sup>7</sup>

By not drinking too much, you can reduce the risk of these short- and long-term health risks.

For more information on how alcohol effects your body, visit the National Institute on Alcohol Abuse and Alcoholism website.<sup>8</sup>

## IV. Drugs and Alcohol Programs and Resources

Self-Assessment Tool, Online Screening for Alcohol is a free resource that helps individuals assess their own alcohol consumption patterns to determine if their drinking is likely to be harming their health or increasing their risk for future harm. <https://alcoholscreening.org/>.<sup>9</sup>

<sup>7</sup> "CDC – Fact Sheets-Alcohol Use and Health - Alcohol." Center for Disease Control and Prevention, Center for Disease Control and Prevention, [www.cdc.gov/alcohol/fact-sheets/alcohol-use.htm](http://www.cdc.gov/alcohol/fact-sheets/alcohol-use.htm).

<sup>8</sup> "Alcohol's Effects on the Body." National Institute on Alcohol Abuse and Alcoholism, U.S. Department of Health and Human Services, 6 June 2019, [www.niaaa.nih.gov/alcohols-effects-body](http://www.niaaa.nih.gov/alcohols-effects-body).

<sup>9</sup> "Alcohol Screening." AlcoholScreening.org / How Much is Too Much?, [www.alcoholscreening.org/Home.aspx](http://www.alcoholscreening.org/Home.aspx).

Employees and/or students seeking assistance in dealing with alcohol or other substance use/abuse are encouraged to use resources available to them, such as seeking the assistance from the Employee Assistance Program, Vital WorkLife at 1-800-383-1908 for employees. For more information please visit [www.VITALWorkLife.com](http://www.VITALWorkLife.com). For students, various on-campus resources are available.

Although the college has no relationship with the following resources, the following is a partial list of community alcohol and drug resources and services for CVTC students and employees. This list is updated and shared on MyCVTC, search community resources.

#### Family Resources

- [Addictions.com](#): Assists people in finding resources and information about substance use disorders and co-occurring disorders. All content is reviewed by doctors, nurses and therapists to ensure that the information is up-to-date.
- [Al-Anon Family Groups](#): Friends and families of problem drinkers find understanding and support at Al-Anon and Alateen meetings.
- [Bolton Refuge House Inc.](#): Provides free and confidential advocacy and support services to survivors of domestic violence, dating violence, sexual assault and stalking. Services include: Supportive listening, information and referrals, legal advocacy, emergency assistance (food, clothing, shelter), safety planning, support group, education, budgeting, life skills enhancement, housing advocacy, employment, child care, and medical advocacy.
- [Great Rivers 211](#) – Offers free, confidential community information and referrals 24 hours/day. Dial 2-1-1 or (800) 362-8255 to talk to an information and referral specialist.
- [Marriage & Family Health Services, Ltd.](#): Offers a full range of assessments and therapeutic services for children, teens, adults, couples, and families.

#### Treatment Programs and Services

- [Affinity House](#): An 18-bed residential treatment facility for women.
- [Alcoholics Anonymous](#): An international fellowship of men and women who have had a drinking problem. It is nonprofessional, self-supporting, multiracial, apolitical, and available almost everywhere. There are no age or education requirements. Membership is open to anyone who wants to do something about his or her drinking problem.
- [Arbor Place](#): Prevention, treatment, renewal, and recovery opportunities to individuals, families, and communities impacted by substance abuse & dependence and mental health disorders.
- [Buffalo County - Health and Human Services](#): AODA services for Buffalo County Wisconsin.
- [Clark County Community Services](#): AODA and Other Drug Counseling in Clark County Wisconsin.
- [Courage to Change Recovery AODA Services](#): Outpatient AODA and mental health counseling services in Medford, Wisconsin.
- [Fahrman Center](#): A treatment center in Eau Claire, Wisconsin that primarily focuses on substance abuse services.
- [Kinnic Falls Alcohol and Drug Abuse Services Inc.](#): Provides comprehensive counseling services on a residential campus consisting of a 44-bed recovery facility and extended-stay sober house.
- [L. E. Philips Libertas Treatment Center](#): Offers a continuum of rehab treatment services for adults and adolescents in Eau Claire, Chippewa Falls, and surrounding communities.
- [Women's Way](#): Comprehensive case management services to women with addiction issues, to assist the individual in gaining sustained and rewarding recovery, greater self-sufficiency, successful parenting skills, and healthy relationships with other women who have chosen an alcohol and drug-free lifestyle. Provides services to families in Barron, Chippewa, and Eau Claire counties, with priority given to women who are pregnant.



- [Northwest Connections](#): Northwest Connections is a collaborative effort between emergency on-call mental health workers, law enforcement personnel, county personnel and community providers to coordinate an immediate response to assist a person experiencing a mental health crisis.
- [Pierce County - Department of Health and Human Services](#): Offers a continuum of rehab treatment services for Pierce County Wisconsin.
- [SAMHSA - Substance Abuse and Mental Health Services Administration](#): SAMHSA's mission is to reduce the impact of substance abuse and mental illness on America's communities.
- [St. Croix County - Department of Health and Human Services](#): Offers a continuum of rehab treatment services for St. Croix County Wisconsin.
- [Triniteam](#): A certified substance abuse outpatient treatment provider currently rendering services in Eau Claire and Buffalo Counties.
- [Wisconsin Directory-Intoxicated Driver Program](#): The Intoxicated Driver Program (IDP) was created to reduce the number of impaired driving related crashes and related injuries, deaths, and property damage. There are two parts to the program, an assessment and a driver safety plan.

To find support services outside of the CVTC area, visit the [National Institute on Alcohol Abuse and Alcoholism](#) website.

## **V. Disciplinary Sanctions**

Chippewa Valley Technical College will impose disciplinary sanctions on students and employees (consistent with local, state and federal law) who violate the Standards of Conduct described in the Standards of Conduct section. Among the disciplinary sanctions which may be imposed on students include: reprimand, probation, suspension, expulsion, and referral for prosecution. Among the disciplinary sanctions which may be imposed on employees are: oral warning, written reprimand, suspension, termination, and referral for prosecution. Sanctions may also include referral for prosecution or referral to an appropriate rehabilitation program.

Refer to Appendix 1 for the CVTC College Policy: Alcohol and Drug Policy for Employees and Students, refer to Appendix 2 for further detail of Drug and Alcohol Use and Testing Policy (3.10) from the Employee Handbook, refer to Appendix 4 for detail on Alcohol and Other Drugs for Student Life Activities from the Student Handbook, and refer to Appendix 8 for the Student Code of Conduct in the CVTC Student Handbook for the general prohibition and disciplinary procedures.

## **VI. Education & Prevention Programs**

Employees with questions or concerns about substance dependency or abuse, are encouraged to discuss these matters with Human Resources to get help and referrals to community or College resources. The College will make reasonable efforts, while an employee undergoes a reasonable period of treatment, to protect the employee's employment status so long as the employee promptly undertakes treatment, does not prematurely terminate such treatment, and continues to observe College policy regarding alcohol and other drugs. The College reserves the right to issue discipline or terminate an employee who violates this policy, even if the employee seeks treatment after doing so. Employees who undergo treatment or rehabilitation following a violation of this policy if allowed to return to work, may be subject to additional drug and/or alcohol tests to ensure compliance with this policy.

Employees with questions about this policy or issues related to drug or alcohol use at work, can raise concerns with Human Resources without fear of reprisal.

An Employee Assistance Program is a comprehensive set of services designed to help employees meet life’s challenges, such as chemical dependency. Employees can log on to [Vital Work Life’s](#) website for access to 24/7 counseling and web services. Details on this program is located in MyCVTC.

The college provides various alcohol and drug awareness programs throughout the year which are open to both students and employees. Examples of these activities are: Prevea Health Lunch & Learn, Meth & Your Career, and educational passive programs/bulletin boards. An AODA awareness module is also located in Canvas in the LEAD Zone which promotes resources such as [campusdrugprevention.gov](#) and [Red Ribbon Week](#).

**CVTC Campus Resources:**

Student Success Services <ul style="list-style-type: none"> <li>• Eau Claire: 715-833-6346</li> <li>• River Falls: 715-426-8200</li> </ul>	Public Safety <ul style="list-style-type: none"> <li>• Office: 715-833-6202</li> <li>• After hours: 715-579-7544</li> </ul>
Disability Support: 715-833-6234	Diversity Support: 715-833-6234
Student Health Services <ul style="list-style-type: none"> <li>• Prevea: 715-839-5175</li> <li>• Vibrant: 715-425-6701</li> </ul>	Veterans Services: 715-833-6272

**VII. DAAP Distribution Methods and Process**

CVTC’s DAAPP is distributed to all employees and enrolled students annually through a variety of distribution methods, including: 1) to employees at initial hire; 2) to all employees annually via college email; and 3) to currently enrolled students each term via official student e-mail notification. Care is taken in the distribution to ensure that access to this information is afforded to all employees and staff. The DAAPP is also available for review online at CVTC’s website and a direct link is provided in the Student Handbook (available both online and in hard copy format). Hard copies of the DAAPP and Biennial Review may be printed upon request at [HumanResources@cvtc.edu](mailto:HumanResources@cvtc.edu) (715-833-6334) and [StudentLife@cvtc.edu](mailto:StudentLife@cvtc.edu) (715-833-6267).

**VIII. CVTC’s Biennial Review**

After going through the Drug Free Schools and Communities Act training with the Wisconsin Technical College System (WTCS) in March of 2019, CVTC plans to build onto our DAAPP to make sure we are in full compliance with the Drug- Free Schools and Communities Act (DFSCA) as articulated through the [Education Department General Administrative Regulations \(EDGAR\) Part 86](#). Once CVTC’s Drug and Alcohol Abuse Prevention Program is up to date, we plan to conduct a review this year and then conduct an official Biennial Review every two years, starting in 2022, as outlined by the federal requirements. This biennial review is completed by the college with participation from staff who are from impacted areas of the college. The group is made up of students, staff, and faculty who are working to increase student goal attainment by creating a culture that supports and encourages healthy lifestyle choices related to alcohol and other drugs through policy change, implementation of effective programs, and

promotion of personal responsibility. The group makes recommendations for policy changes, collaborate with on and off campus resources to educate our students about AODA, and coordinates the college's DAAPP biennial review.

The Vice President of Student Services is responsible for oversight of the group who reviews the DAAPP. Every other year, Chippewa Valley Technical College will conduct a biennial review of the DAAPP to assess its effectiveness and the consistency of sanctions imposed for violations of the College's standards of conduct. The review will also identify any changes to be implemented during the next biennium if needed.

The review will also include the following information, as required by law:

- the number of drug and alcohol-related violations and fatalities that occur on the institution's campus (as defined by the Clery Act) or as part of any of the institution's activities that are reported to campus officials; and
- the number and type of sanctions that are imposed by the institution as a result of drug and alcohol-related violations and fatalities on the institution's campus or as part of any of the institution's activities

The review will be conducted using the following sources of information and reference:

- Inventory of CVTC's DAAPP components using D. Stafford & Associates DAAPP
  - Identify where each component has been addressed in the DAAPP
  - Identify where each component begins and ends in the DAAPP
  - On the DAAPP checklist, record the page number in the DAAPP where the component can be found or write missing
- Discuss which component(s) of the DAAPP, if any, were missing
  - With which individual(s) or office(s) will the review team engage to remedy any deficiencies
  - What are the next steps?
  - Statement of AODA program goals and goal achievement
- Summary of CVTC's DAAPP strengths and weaknesses
- Procedures for distribution of annual notification of CVTC's DAAPP to students and employees
- Recommendations for revising CVTC's DAAPP
  - List and description of education and prevention programs
  - AODA disciplinary data

## Appendix 1

### CVTC College Policy: Alcohol and Drug Policy for Employees and Students

The possession, use, sale, transfer or purchase of alcohol or controlled substances on College property and College events and activities is strictly prohibited. This applies to all College sites and facilities including leased property and clinical sites. In addition, CVTC, consistent with state and federal law, prohibits the misuse (sharing, buying, or using in a manner different than prescribed) of prescription drugs.

All students and employees are also prohibited from being under the influence of alcohol or controlled substances while on College property, while conducting College business, receiving instruction or participating in College sponsored events and activities. “Under the influence of alcohol” means that the student, faculty member or staff person manifests symptoms which preclude performing their job or educational exercises or participation in a College event or activity in a safe, efficient, and/or satisfactory manner; the person has a level of alcohol concentration in the blood or breath considered to be impaired under Wisconsin state law and/or qualified health care or laboratory professional; and/or as otherwise determined to be under the influence by a qualified health care or laboratory professional. Such symptoms may include, but not be limited to, misbehavior, odor of alcohol and/or impairment of physical or mental ability. In cases of students who are not 21 years of age, “under the influence of alcohol” includes the consumption of any alcohol (regardless whether the person is otherwise impaired). “Under the influence of controlled substance” means the consumption of any controlled substance.

Violations of this policy may be reported to law enforcement agencies. Violations of this policy will result in disciplinary action, up to and including a student’s dismissal from the College or an employee’s termination of employment.

#### Policy Exceptions.

This policy shall not apply to: (a) medication prescribed by a physician, that is used as prescribed, and which does not present a health or safety risk to the student, employee or others; (b) alcoholic ingredients that are used in food preparation consistent with an educational program offered by the College, or used in food preparation in moderation and without the intent to otherwise circumvent this policy, or prepared by a vendor as part of a catered event; and/ or (c) utilized as part of the Field Sobriety Testing Program. Additionally, waivers to this policy for special events can be approved by the President’s Cabinet. Special events are limited to community functions. Under no circumstances is alcohol to be served at student events.

#### Effect on Financial Aid.

As a condition of receiving financial aid funds, the federal government requires that colleges must disclose information to students and have an adopted alcohol and drug program in place. Students who receive Pell and certain other federal grants also should be aware that they must report any conviction of a drug-related offense to the U.S. Department of Education within ten days of the conviction if the offense occurred during the period covered by the grant.

### Vehicle Operation

Both students and staff involved in commercial vehicle operation must comply with the Omnibus Transportation Employee Testing Act of 1991<sup>1</sup> and the Federal Motor Carrier Safety Regulations Part 382<sup>2</sup> which includes mandatory alcohol and controlled substance testing. CVTC students enrolled in programs in which a CDL is obtained (i.e. Diesel, Electrical Power Distribution, Truck Driving, and Agriscience) are subject. CVTC employees providing instruction in programs requiring a CDL (i.e. Diesel, Electrical Power Distribution, Truck Driving, and Agriscience) are also subject. Other employees who hold a CDL as a requirement of their job are also subject. For testing details refer to the CVTC CDL/DOT Alcohol & Controlled Substance Testing guide available through MyCVTC/Human Resources.

Policy Owner: Vice President-Student Services

Category: General

Legal Ref:

Procedure Ref:

Adopted: 6/84

Reviewed: 12/03 (no change); 8/11/10 (no change)

Revised: 1/86, 8/86, 7/89, 8/90, 5/15/97, 3/23/00, 12/18/08, 2/3/2021

## Appendix 2

### CVTC Employee Handbook:

#### 3.10. Drug and Alcohol Use and Testing Policy

##### Policy

The College is committed to being a drug-free, healthful, and safe workplace. Therefore, in an effort to maintain the high standards of health and safety to which the College is committed, we must define College policy in this sensitive area and identify rules of acceptable conduct. In compliance with state and federal regulations, the College has established the following policy and work rules in order to protect the health and safety of employees and the public.

In order to achieve the goals of this policy, and pursuant to the and maintain a safe, healthy and productive work environment, the College reserves the right at all times to test employees, as well as inspect their surroundings and possessions, for substances or materials in violation of this policy. This right extends to workplace search or inspection of clothing, desks, lockers, bags, briefcases, containers, packages, boxes, tools and tool boxes, lunch boxes, employer-owned or leased vehicles, and any vehicles on College property where prohibited items may be concealed.

Employees who are convicted of drug-related offenses that are related to one's position or for such an offense that occurred on College property, must report the conviction to Human Resources no later than 5 p.m. the next business day following the conviction.

Please note that the College has a separate CDL/DOT Alcohol and Controlled Substance Testing Policy for employment associated with a Commercial Driver's License (CDL). This policy can be found at MyCVTC > Departments > Human Resources > CDL/DOT Alcohol and Controlled Substance Testing Policy.

##### General Prohibitions

- **Controlled Substances:** The use, sale or possession of narcotics, drugs, or other controlled substances, including, but not limited to, marijuana, cocaine, opiates, opioids, phencyclidine, and amphetamines, by employees while on College premises or College time is prohibited except when such use is by, and in accordance with, a lawful prescription. (College premises include all land, property, buildings, structures, installations, parking lots, means of transportation owned by or leased to the College or otherwise being utilized for College business, and private vehicles parked on College premises.) Employees are also prohibited from reporting to or being at work while having any drug in their systems in excess of the established threshold level, except when in accordance with a lawful prescription and when used as directed.
- **Marijuana:** Though some states have enacted laws for medicinal and/or recreational use of marijuana, marijuana remains a controlled substance (i.e., an illegal drug) under the federal law and in Wisconsin. Therefore, employees are prohibited from being under the influence of, possessing, using, selling, or distributing marijuana on College premises and during working time. Also, applicants may not report for pre-employment testing and employees may not report to work with any detectable amount of marijuana (that would trigger a positive drug test) in their system.

If a College employee is arrested for a criminal drug statute violation and the violation occurred in the workplace, the employee must notify their supervisor by 5 p.m. the College's next business day.

- C. Alcohol: Employees are prohibited from working under the influence of alcohol and from using alcohol, or any product containing alcohol on the job. To avoid arriving at work under the influence of alcohol, employees should refrain from using alcohol within four hours of their scheduled work time. "Under the influence" means that the employee manifests symptoms which preclude the employee from performing their job in a safe, efficient, and/or satisfactory manner; the employee has a blood or breath alcohol content considered to be impaired under Wisconsin state law and/or by a qualified health care or laboratory professional; and/or as otherwise determined by a qualified health care or laboratory professional. Such symptoms may include, but not be limited to, misbehavior, odor of alcohol and/or impairment of physical or mental ability. In cases of employees who are not 21 years of age, "under the influence of alcohol" includes of any alcohol (regardless whether the employee is otherwise impaired)

Limited exception for alcohol consumption: Certain employees are required to engage in business-related activities away from College premises and in certain situations alcohol may be present. While alcohol is CVTC Employee Handbook Page 14 generally prohibited on College property, waivers to this policy for special events can be approved by the President's Cabinet. Special events are limited to community functions. These may include student club sponsored fundraiser or benefit events held on-site where the general public (not students) is the intended audience. In this instance, the student club is responsible for obtaining a temporary liquor license, providing a licensed bartender, and complying with any other applicable regulations. In these situations, the College expects its employees to adhere to the highest standard of professionalism and refrain from excessive or inappropriate use of alcohol while engaged in these off premises or off-duty business-related activities.

- D. Prescribed Medications: Employees may use legally prescribed drugs on the job only if they do not impair the employee's ability to perform the essential functions of the employee's job effectively and safely without endangering the employee or others. Misuse of prescriptions narcotics is becoming more prevalent in society, and employees should be aware that use of such drugs without a prescription, overuse that is not in accordance with a prescription, use of drugs prescribed to a person other than the employee, or use at a time when the prescription is no longer applicable, is also prohibited.

It is the employee's duty to discuss such issues with their health care provider, read the instructions and warning on the medication, and advise Human Resources if they are taking an authorized medication that may affect behavior, performance, or fitness to work.

#### Individuals Subject to Testing

Drug and/or alcohol tests may be performed in the following situations to the extent allowed by applicable state and federal law. Employees may be tested for alcohol or drugs, including, but not limited to the following: marijuana, cocaine, opiates, opioids, phencyclidine, and amphetamines. The College reserves the right to test for other substances without further notice, unless otherwise prohibited.

- A. Prospective Employees: Prospective employees, having been conditionally offered a job with the College that requires a CDL, will be required to undergo and pass a pre-employment drug test. An alcohol test may also be required to the extent allowed by law. Any individual, who refuses to take

the test, or interferes or tampers with the test, fails to appear for their scheduled test, or tests positive will be disqualified from employment consideration.

- B. Current Employees – For Cause: Employees cannot work while under the influence or while having alcohol or other prohibited drugs in their systems. An employee must submit to a drug and/or alcohol test whenever the College, in accordance with state or local law, has reason to believe the employee has or may have used drugs or alcohol in violation of College policy. Reasonable cause may be based on, but not limited to, a change in an employee's temperament, speech, physical condition, appearance, body odor, lowered job efficiency, mistakes, poor judgment, dilated or constricted pupils, bloodshot eyes, puncture marks, confusion, balance problems, and possession of drug paraphernalia.

Whenever an employee is notified that there is reasonable suspicion to be tested, the employee will be expected to submit to a reasonable suspicion test immediately.

- C. Current Employees – Post Injury or Accident Testing: Unless prohibited by federal, state or local law, when an employee is involved in a work-related accident, or near miss that could have led to a work related accident, the employee may be required to submit to a drug and alcohol test immediately following the incident. For purposes of this section, a work-related accident is an accident that occurs while the employee is on College premises, or off-site while engaged in activities for or on behalf of the College, or while the employee is operating any vehicle, including the employee's own vehicle, for or on behalf of the CVTC Employee Handbook Page 15 College, and the accident results in one or more of the following: (1) fatality, lost time or restricted duty; (2) bodily injury to any individual who, as a result of the accident, requires medical treatment away from the scene of the accident, (3) property damage to College property or to the property of a third party; or (4) in the case of a vehicle accident, one or more vehicles involved in the accident incurs disabling damage as a result of the accident, requiring the vehicle(s) to be transported away from the scene by another vehicle. Such testing will include individuals who are involved in the above work related accident, regardless of whether the individual is injured or reports an injury.

Employees are prohibited from consuming alcohol within an eight-hour period immediately following a work-related accident or until the employee has submitted to post injury or accident testing or a "forcause" suspicion test, whichever comes first.

#### Specimen Collection and Testing Procedures – Current Employees

A College agent will escort employees who are required to submit to a reasonable suspicion or post-accident test to an appropriate specimen collection site. Drug and alcohol testing will consist of appropriate tests conducted by a laboratory that has experience in performing such tests and which uses procedures that are designed to produce results that are accurate, valid and can be substantiated. The laboratory will obtain the employee's individual consent prior to testing. Employees have the right to refuse to be tested; however, employees who refuse to test will be subject to discipline, up to and including termination. The laboratory will test samples anonymously and will test only for the presence of alcohol or controlled substances. The laboratory will observe policies to protect sample integrity, chain of custody, and employee confidentiality.

Only qualified laboratory personnel will administer confirmatory drug and alcohol tests. The College will pay for all costs of drug and alcohol testing; except for any repeat tests requested by the employee, which will be paid for by the employee. A Medical Review Officer (MRO), who will be a licensed



physician with knowledge of substance abuse and related disorders, will interpret positive test results from a laboratory. To the extent required by law, test results and conclusions will remain confidential and will be disseminated on a need-to-know basis only, consistent with law.

Employees should be aware that some over-the-counter medications or prescribed drugs may result in a positive test result. Employees may confidentially report any use of prescription or nonprescription medications before, during and after testing. This can be reported to the collection site or the MRO. In the circumstances of for-cause testing and certain post-accident testing, the College will attempt to contact a member of the employee's family or other person designated by the employee in order to arrange for transporting the employee to his/her home after the test is completed. If no such person can be reached, the College will arrange to transport the employee home, pending the test results. If an employee rejects the College's efforts in this regard and insists on driving his/her personal vehicle, the College reserves right to take whatever means are appropriate to prevent this, including contacting law enforcement officials and imposing disciplinary action, up to and including termination. Where an employee has been injured and a post-accident test is required, the employee will consent to submit to a test at the treatment facility, or to release of drug/alcohol test results administered in conjunction with the treatment.

#### Post-Sample Collection Procedures

All positive confirmatory drug test results will be reported by the laboratory to the College's MRO prior to CVTC's making any decision regarding an employee's qualification for continued employment in light of the results of a drug/alcohol test. The MRO will review and interpret positive test results received from the laboratory and may also request quantification of the test results from the laboratory. In order to protect an employee from the possibility of a false positive test result, the MRO will attempt to conduct a medical interview with the individual, CVTC Employee Handbook Page 16 whether in person or over the telephone, and give the individual the opportunity to explain or discuss the positive test results. The MRO may also review the individual's medical history and any other relevant biomedical factors, and the employee will be required to provide such information or consent to provision by others. Employees who fail to cooperate with the MRO, or its designee, or make contact as soon as possible will be subject to discipline. Upon the employee's request, he or she may obtain a written copy of the test results. In the event of an unfavorable pre-employment test result, the College will make a reasonable effort to contact the applicant and inform them that the applicant must contact MRO immediately. If the applicant or employee fails to contact the MRO, the test will be confirmed as positive and the individual will be withdrawn from consideration for employment.

All test results and any information related to drug testing or investigations will be kept in separate medical files. Results will be released on a need-to-know basis only and only to the extent permitted by law, which may include: (a) to the employee who has been tested; (b) to persons the employee designates in writing; (c) to Human Resources; (d) to those management personnel who will make employment and discipline decisions in light of positive test results; (e) to the MRO; (f) as required or permitted by law; and (g) as may be necessary in the event of a challenge to any test result or to this policy.

#### Discipline

Violations of this policy will lead to disciplinary action, up to and including immediate termination of employment. There may also be legal consequences to violating this policy under state and/or federal law.

An employee who is tested as part of post-accident or for cause testing may be suspended from work without pay until the results have been supplied to the College. If a negative result is returned, the employee may be given retroactive pay for the hours of work missed while awaiting the test results. If the result is positive, the employee will not be paid for the time missed pending the results, and will be terminated. If the result is a diluted sample, the employee will not be paid for the time missed pending the results and will be required to submit to a second exam. Two dilute samples shall be treated as a positive result. Negative test results will indicate that the employee is not in violation of the policy. However, this does not preclude the employee from being subject to disciplinary action for violation of other College policies or unacceptable work behavior and/or performance.

Once an alcohol concentration of over .04% has been confirmed or a positive drug test is confirmed and the employee has not given a legitimate explanation to justify the results of the positive tests to the College, an employee will be terminated, unless prohibited by law. A positive drug test is considered misconduct. An employee's refusal to consent to a drug or alcohol test, refusal to cooperate in the College's testing or investigation involving drugs or alcohol, or deliberate delay in submitting to any drug or alcohol test, or tampering with a test, is grounds for immediate termination of employment.

#### Get Help for Substance Abuse

Employees with questions or concerns about substance dependency or abuse, are encouraged to discuss these matters with Human Resources to get help and referrals to community or College resources. The College will make reasonable efforts, while an employee undergoes a reasonable period of treatment, to protect the employee's employment status so long as the employee promptly undertakes treatment, does not prematurely terminate such treatment, and continues to observe College policy regarding alcohol and other drugs. The College reserves the right to issue discipline or terminate an employee who violates this policy, even if the employee seeks treatment after doing so. Employees who undergo treatment or rehabilitation following a violation of this policy if allowed to return to work, may be subject to additional drug and/or alcohol tests to ensure compliance with this policy.

Employees with questions about this policy or issues related to drug or alcohol use at work, can raise concerns with Human Resources without fear of reprisal.

## Appendix 3

### CVTC Student Handbook: Alcohol and Other Drug Guidelines for Student Life Activities

Working together, we assist student in planning activities that are legal, provide enjoyable social interaction, and promote a positive image of the student clubs and CVTC. Questions regarding these guidelines should be referred to the Student Life Office.

The possession, use, sale, transfer or purchase of alcohol or controlled substances on College property and College events and activities is strictly prohibited. This applies to all College sites and facilities including leased property and clinical sites. In addition, CVTC, consistent with state and federal law, prohibits the misuse (sharing, buying, or using in a manner different than prescribed) of prescription drugs.

All students are also prohibited from being under the influence of alcohol or controlled substances while on college property or while conducting college business or receiving instruction. “Under the influence of alcohol” means that the student manifests symptoms which the student from performing their educational exercises or participation in a College event or activity in a safe, efficient, and/or satisfactory manner; the student has a level of alcohol concentration in the blood or breath considered to be impaired under Wisconsin state law and/or qualified health care or laboratory professional; and/or as otherwise determined to be under the influence by a qualified health care or laboratory professional. Such symptoms may include, but not be limited to, misbehavior, odor of alcohol and/or impairment of physical or mental ability. In cases of students who are not 21 years of age, “under the influence of alcohol” includes the consumption of any alcohol (regardless whether the person is otherwise impaired). “Under the influence of controlled substance” means the consumption of any controlled substance.

Violations of this policy will be reported to law enforcement agencies as well as being the basis for disciplinary action, up to and including dismissal from the college. Alcohol is not to be served at student events and fundraisers.

Club Travel and Educational Field Trips are scheduled learning activities. All disciplinary procedures in existence on campus apply to field trips. Illegal drug use at any time, and alcohol use during the scheduled part of the trip, is prohibited and is cause for dismissal from the trip. The consumption of alcoholic beverages is forbidden in motor vehicles or chartered bus. Disciplinary action upon return to the campus will be taken according to district policy. Groups/members permitting or participating in the consumption of alcoholic beverages or illegal drug use forfeit subsidy from the Student Association. Furthermore, violating student(s) or group(s) may be denied the privilege of scheduling or participating in future trips. The consumption of alcoholic beverages is permitted, but not advised, once the group is finished with scheduled activities.

Fundraisers (such as silent auctions or other sales) by student clubs must be in compliance with the policy prohibiting advertisement of alcoholic beverages by NOT offering alcohol or drug related paraphernalia or promotional items (such as neon bar signs, wine holders, or articles of clothing with beer logos, etc. ) as available prize or purchases.

## Appendix 4

### CVTC College Procedure: Advertising and Distribution of Printed Materials at the College

All posters, flyers and other advertising materials must be approved by the Student Life Office, Vice President Student Services, or the Regional Campus Manager before being displayed. Bulletin Boards have been installed to display this material. Items must display posting date and will remain on the board for up to one (1) month or until the day following the event. The college reserved the right to remove any information. Posters, flyers, and other advertising materials received by a third party will not be printed by the College.

Posters may advertise or contain the following:

- Textbook sales
- Business events
- Community fundraisers

Posters may not advertise or contain the following:

- Private interests/parties, with the exception of those noted above;
- Accusations towards any individuals or groups;
- Discrimination of any nature;
- Consumption of alcohol, tobacco, or other drugs;
- Profanity; or
- Sexually explicit content.

Individuals wishing to distribute free printed materials on the sidewalk adjacent to College property and building should notify the office of Vice President, Student Life, or Regional Campus Manager at least twenty-four (24) hours beforehand. The Administrator will inform the Facilities Office or the distribution approval.

Members of student organizations, individual students, or staff wishing to distribute free printed matter at the College should meet with the Vice President Student Services or Regional Campus Manager to ensure compliance with the following guidelines:

1. Free printed matter must be clearly labeled with the sponsoring group's or individual's name.
2. Normal flow of pedestrian traffic must not be impeded by students/staff distributing free printed matter.
3. Educational process must not be interfered with by students/staff distributing free printed matter.

Policy Owner: Vice President-Student Services

Category: College Property

Legal Ref: N/A

Procedure Ref: Advertising and Distribution of Printed Materials at the College

Adopted: 5/10/04

Reviewed:

Revised: 5/29/13

## Appendix 5

### Federal Trafficking Penalties

DRUG/SCHEDULE	QUANTITY	PENALTIES	QUANTITY	PENALTIES
Cocaine (Schedule II)	500-4999 grams mixture	<b>First Offense:</b> Not less than 5 years, 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 years, 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 kg or more mixture	<b>First Offense:</b> Not less than 10 years, 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 years, 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 Ana-logue (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	100 gm or more pure or 1 kg or more mixture	
PCP (Schedule II)	10-99 grams pure or 100-999 grams mixture			

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

U.S. Department of Justice Drug Enforcement Administration. Drugs of Abuse: A DEA Resource Guide. 2020, [https://www.dea.gov/sites/default/files/2020-04/Drugs%20of%20Abuse%202020-Web%20Version-508%20compliant-4-24-20\\_0.pdf](https://www.dea.gov/sites/default/files/2020-04/Drugs%20of%20Abuse%202020-Web%20Version-508%20compliant-4-24-20_0.pdf).

## Appendix 6

### Federal Trafficking Penalties

DRUG	QUANTITY	1 <sup>st</sup> OFFENSE	2 <sup>nd</sup> OFFENSE *
Marijuana (Schedule I)	1,000 kg or more marijuana mixture; or 1,000 or more marijuana plants	Not less than 10 years or more than life. If death or serious bodily injury, not less than 20 years or more than life. Fine not more than \$10 million if an individual, \$50 million if other than an individual.	Not less than 20 years 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 999kg marijuana mixture; or 100 to 999 marijuana plants	Not less than 5 years or more than 40 years. If death or serious bodily injury, not less than 20 years or more than life. Fine not more than \$5 million if an individual, \$25 million if other than an individual.	Not less than 10 years 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 kg hashish; 50 to 99 kg marijuana mixture More than 1 kg of hashish oil; 50 to 99 marijuana plants	Not more than 20 years. If death or serious bodily injury, not less than 20 years or more than life. Fine \$1 million if an individual, \$5 million if other than an individual.	Not more than 30 years. 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 (but does not include 50 or more marijuana plants regardless of weight) 1 to 49 marijuana plants	Not more than 5 years. Fine not more than \$250,000, \$1 million if other than an individual.	Not more than 10 years. Fine \$500,000 if an individual, \$2 million if other than individual.
Hashish (Schedule I)	10 kg or less	Not more than 5 years. Fine not more than \$250,000, \$1 million if other than an individual.	Not more than 10 years. Fine \$500,000 if an individual, \$2 million if other than individual.
Hashish Oil (Schedule I)	1 kg or less	Not more than 5 years. Fine not more than \$250,000, \$1 million if other than an individual.	Not more than 10 years. 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 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.

## Appendix 7

### Federal Penalties and Sanctions for Illegal Possession of a Controlled Substance

A. Sentencing Provisions under 21 U.S.C. § 844(a):

First conviction	Up to 1 year imprisonment, fine of at least \$1,000 but not more than \$100,000 or both
Second conviction	At least 15 days in prison but not more than 2 years, fine of at least \$2,500 but not more than \$250,000 or both
Third or more convictions	At least 90 days in prison but not more than 3 years, fine of at least \$5,000 but not more than \$250,000 or both

B. Forfeitures of Property under 21 U.S.C. § 853(a)(2), 21 U.S.C. § 881(a)(4), and 21 U.S.C. § 881(a)(7)

- a. Forfeiture of personal and real property used to possess or to facilitate possession of a controlled substance if that offense is punishable by more than 1 year imprisonment. (See special sentencing provisions re: crack) 21 U.S.C. §§ 853(a)(2) and 881(a)(7).
- b. Forfeiture of vehicles, boats, aircraft or any other conveyance used to transport or conceal a controlled substance. 21 U.S.C. § 881(a)(4)

C. Denial of Benefits under 21 U.S.C. 862

First offense	Denial of federal benefits such as student loans, grants, contracts, and licenses (professional and/or commercial) up to five years
Second offense	Denial of federal benefits such as student loans, grants, contracts, and licenses (professional and/or commercial) up to 10 years
Third offense	Permanent ineligibility of federal benefits such as student loans, grants, contracts, and licenses (professional and/or commercial)

D. Firearms Restrictions under 19 U.S.C. § 922(g)

- a. Ineligible to receive or purchase a firearm

“Title 21 United States Code (USC) Controlled Substances Act.” Section 844, [www.deadiversion.usdoj.gov/21cfr/21usc/844.htm](http://www.deadiversion.usdoj.gov/21cfr/21usc/844.htm).

## Appendix 8

### CVTC Student Handbook:

#### Student Code of Conduct: Conduct Violation and Course of Action – Behavioral

Complaints – Pending administrative action, the status of a student should not be altered, or his/her right to be present and to attend class disrupted, except for reasons relating to his/her physical or emotional safety and well-being, or for reasons relating to the safety and well-being of students, faculty, or school property.

For conduct violations related to Academic Dishonesty, see *“Conduct Violation and Course of Action-Academic Dishonesty.”* For all other conduct violations, follow the steps below:

1. A list of reportable concerns is located on the File A Report page in MyCVTC. CVTC uses these reports for documenting various incidents that may pose a harm or threat to CVTC students, staff, and visitors. Reports are routed to identified CVTC personnel for further action.
  - a. Reportable incidents include: Title IX - sexual misconduct, concerns of harm to self, public safety, injuries, and clinical incidents/medication variances.
  - b. If you see something that is suspicious or criminal, report that behavior or activity to the Public Safety Office, or in the event of an emergency call 9-1-1. The person who reported the emergency situation may be asked to complete a Public Safety Report, found on the File A Report page. If you have any concerns or trouble completing the form, please contact the Public Safety Office at 715-833-6202.
  - c. All other conduct concerns are handled initially through the Dean/Supervisor. See step 2 below.
2. All conduct concerns not reportable in step 1 are handled initially through the Dean/Supervisor. An instructor or other CVTC employee reports the behavior misconduct to their Dean/Supervisor. The Dean/Supervisor intervenes with student to address behaviors, share Code of Conduct expectations, and if the Dean/Supervisor feels it is necessary, have the student sign a Code of Conduct form indicating that they are aware of student conduct expectations.
  - a. The Dean/Supervisor provides direction and support to the staff member on how to deal with the situation in the future.
  - b. If the student behavior persists and the Dean/Supervisor feels the student may be in violation of the Student Code of Conduct, the Dean/Supervisor should submit a Student Conduct Report on MyCVTC. The report is routed to the Student Conduct Office and a formal investigation will begin to determine if a Code of Conduct violation has occurred.
3. Students who use alcohol and/or other drugs while on CVTC property may be required to leave for the remainder of the day. Such incidents should be reported to the Public Safety Office. The Vice President of Student Services or designee will report this temporary suspension to the Vice President of Instruction and appropriate dean (see also Alcohol and Drug Policy for Employees and Students).
4. The Vice President of Student Services or designee will meet with the student to review the allegation and allow the student to respond. All evidence will be considered in the review of the case and the student will be informed in writing of the following:
  - a. The Code of Conduct violation and sanctions.
  - b. Notification that the decision will be final if the student does not appeal the decision within ten (10) business days.



- c. Depending on the violation(s), CVTC retains the right to waive the preceding discipline procedure, skip steps and/or immediately suspend or dismiss the student. Law enforcement will be contacted as appropriate. The student will be informed in writing by the Vice President of Student Services or designee of the action being taken. The written notice will indicate that the student has ten (10) business days to request an appeal hearing.

Sanctions, which are consequences imposed as a result of a conduct code violation for misconduct, may include:

- Warning – A notice to students that a violation of CVTC policies and/or procedures has occurred. Additional incidents of misconduct may result in progressive disciplinary action.
- Probation – A disciplinary action status reflecting poor academic performance or unacceptable behavior. A student can be placed on probation any time during an instructional term.
- Suspension – A disciplinary action whereby a student may not attend a program for a specified period of time.
- Dismissal – Formal action that results from a student’s failure to maintain scholastic standards or to observe generally accepted standards of conduct. Dismissal shall normally be for a period of not less than one fall or spring semester. If a dismissal occurs during the course of an instructional term, the dismissed student will not be eligible to re-enroll in the College for the balance of that instructional term and the following semester.
- Fines – Monetary fines may be imposed when appropriate.
- Loss of Privileges – As a result of disciplinary action, students may be denied specific privileges for a designated period of time.