

ALCOHOL AND OTHER DRUG USE

Policy and Information for Employees and Students South Carolina Technical College System



It is the policy of the South Carolina Technical College System to provide a drug free, healthful, safe and secure work and educational environment. Employees and students are required and expected to report to their work, class, or student activities in appropriate mental and physical condition to meet the requirements and expectations of their respective roles.

The South Carolina Technical College System prohibits the unlawful manufacture, distribution, dispensation, possession or use of narcotics, drugs, other controlled substances and the use of alcohol at the workplace and in the educational setting. Unlawful for these purposes means in violation of federal/state/local regulations, policy, procedures, rules, as well as legal statutes. For purposes of this policy, workplace means either on agency premises or while conducting agency or college business away from the agency or college premises. Educational setting includes both institutional premises or in approved educational sites off campus.

In order to prevent the consequences of alcohol and other drug abuse at the workplace and in the educational setting, the South Carolina Technical College System has implemented this policy to ensure a drug-free work and educational environment.

The South Carolina Technical College System recognizes that chemical dependency through use of controlled or uncontrolled substances, including alcohol, is a treatable illness. The agency supports and recommends employee and student rehabilitation and assistance programs and encourages employees and students to use such programs.

All locations will also implement drug-free awareness programs for employees and students. Such programs will annually ensure that employees and students are aware that:

1. Alcohol and other drug abuse at the workplace and in the educational setting is dangerous because it leads to physical impairment, loss of judgement, safety violations and the risk of injury, poor health, or even death. Health risks and effects of controlled substances and alcohol will be provided to students and employees.
2. Alcohol and other drug abuse can also significantly lower performance on the job and in the classroom, thus impacting on the agency and the college mission as well as seriously affect the student's educational and career goals.
3. Employees must report any personal conviction under a criminal drug statute, for conduct at the workplace, to their human resource officer within five days. Management must report to granting agencies, any employee conviction for conduct in the work place within ten days of receiving notice.
4. It is a condition of employment and admission that all employees and students must abide by the policy on alcohol and other drug use as well as related procedures/statements/laws/guidelines. Violation of any provisions may result in disciplinary action up to and including termination or expulsion respectively, and may have further legal consequences consistent with federal and state laws and regulations. Additionally, management may require an employee or student to enter an employee/student assistance or drug rehabilitation program as a condition of continued employment or enrollment.
5. Use of employee assistance programs (EAP), student assistance programs (SAP), or drug/alcohol rehabilitation services is encouraged.

A handwritten signature in black ink that reads "Ray Brack".

Chief Executive

10/18/2012

Date

ALCOHOL EFFECTS & HEALTH RISKS

Alcohol consumption causes a number of marked changes in behavior. Even low doses significantly impair the judgement and coordination required to drive a car safely, increasing the likelihood that the driver will be involved in an accident. Low to moderate doses of alcohol also increase the incidence of a variety of aggressive acts, including spouse and child abuse. Moderate to high doses of alcohol cause marked impairments in higher mental functions, severely altering a person's ability to learn and remember information. Very high doses cause respiratory depression and death. If combined with other depressants (see chart below) of the central nervous system, much lower doses of alcohol will produce the effects just described.

Repeated use of alcohol can lead to dependence. Sudden cessation of alcohol intake is likely to produce withdrawal symptoms, including severe anxiety, tremors, hallucinations, and convulsions. Alcohol withdrawal can be life-threatening. Long-term consumption of large quantities of alcohol, particularly when combined with poor nutrition, can also lead to permanent damage to vital organs such as the brain and the liver.

Mothers who drink alcohol during pregnancy may give birth to infants with fetal alcohol syndrome. These infants have irreversible physical abnormalities and mental retardation. In addition, research indicates that children of alcoholic parents are at greater risk than other youngsters of becoming alcoholics.

CONTROLLED SUBSTANCES - EFFECTS & HEALTH RISKS						
DRUG	SOME TRADE OR OTHER NAMES	DEPENDENCE		POSSIBLE EFFECTS	EFFECTS OF OVERDOSE	WITHDRAWAL SYNDROME
		Physical	Psychological			
NARCOTICS						
Opium	Dover's Powder, Paregoric, Parapectolin	High	High	Euphoria, drowsiness, respiratory depression, constricted pupils, nausea	Slow and shallow breathing, clammy skin, convulsions, coma, possible death	Watery eyes, runny nose, yawning, loss of appetite, irritability, tremors, panic, cramps, nausea, chills and sweating
Morphine	Morphine MS-Contin Roxanol, Roxanol-SR	High	High			
Codeine	Tylenol/Empirin/Florinal w/Codeine	Moderate	Moderate			
Heroin	Diacetylmorphine, Horse, Smack	High	High			
Hydromorphone	Dilaudid	High	High			
Meperidine (Pethidine)	Demerol, Mepergan	High	High			
Methadon	Dolophone, Methadone, Methadose	High	High-Low			
Other Narcotics	Numorphan, Percodan, Percocet, Tylox, Tussionex, Fentanyl, Darvon, Lomotil, Talwin	High-Low	High-Low			
DEPRESSANTS						
Chloral Hydrate	Noctec	Moderate	Moderate	Slurred speech, disorientation, drunken behavior without odor of alcohol	Shallow respiration, clammy skin, dilated pupils, weak and rapid pulse, coma, possible death	Anxiety, insomnia, tremors, delirium, convulsions, possible death
Barbituates	Amytal, Butisol, Florinal, Lotusate, Nembutal, Seconal, Tyinal, Phenobarbital	High-Moderate	High-Moderate			
Benzodiazepines	Ativan, Dalmane, Diazepam, Librium, Xanax, Valium, Tranxex, Verstran, Halcion, Cerax, Paxipam	Low	Low			
Methaqualone	Quaalude	High	High			
Glutethimide	Doriden	High	Moderate			
Other Depressants	Equanil, Miltown, Noludar, Placidyl, Valmid	Moderate	Moderate			
STIMULANTS						
Cocaine	Coke, Flake, Snow, Crack	Possible	High	Increases alertness, excitation, euphoria, increased pulse rate & blood pressure, insomnia, loss of appetite	Agitation, increase in body temperature, hallucinations, possible death	Apathy, long periods of sleep irritability, depression, disorientation
Amphetamines	Biphetamine, Delcobese, Desoxyn, Dexedrine, Obetrol	Possible	High			
Phenmetrazine	Preludin	Possible	High			
Methylphenidate	Ritalin	Possible	Moderate			
Other Stimulants	Adipex, Cylert, Didrex, Ionamin, Melfiat, Plegine, Sanorex, Tenuate, Tepanil, Prelu-2	Possible	High			
HALLUCINOGENS						
LSD	Acid, Microdot	None	Unknown			
Mescaline and Peyote	Mexc, Buttons, Cactus	None	Unknown			
Amphetamine Variants	25-DMA, PMA, STP, MDA, MDMA, TMA, DOM, DOB	Unknown	Unknown			
Phencyclidine	PCP, Angel Dust, Hog	Unknown	High			
Phencyclidine Analogues	PCE, PCPy, TCP	Unknown	High			
Other Hallucinogens	Bufotenine, Ibogaine, DMT, DET, Psilocybin, Psilocyn	None	Unknown			
CANNABIS						
Marijuana						
Tetrahydrocannabinol						
Hashish						
Hashish Oil						

SOUTH CAROLINA LAWS

ALCOHOL

POSSESSION, CONSUMPTION, PURCHASE, OR ATTEMPT TO PURCHASE OF BEER, WINE, OR LIQUOR BY SOMEONE UNDER AGE 21

It is against the law to possess, consume, purchase, or attempt to purchase beer, wine, or liquor if you are under the age of 21. This may include opened or unopened containers of alcohol beverage in actual possession or in your immediate surroundings.

Penalty .Fine from \$265 to \$470* and/or go to jail for up to 30 days for a first offense. Mandatory driver's license suspension of 120 days. Required to complete an 8-hour alcohol intervention/education program.

(Codes 63-19-2440, 63-19-2450, 56-1-746)

PROVIDING ALCOHOL TO SOMEONE UNDER AGE 21

It is against the law to buy or give beer, wine, and/or liquor to anyone who cannot buy it for themselves. This includes serving anyone in your home except your child or spouse.

Penalty .Fine from \$470 to \$677.50* and/ or go to jail for up to 30 days for a first offense.

(Codes 61-4-80, 61-4-90, 61-6-4070, 61-6-4075)

MISREPRESENTING AGE TO PURCHASE ALCOHOL

It is against the law to lie or furnish false information concerning age in order to purchase an alcoholic beverage.

Penalty .Fine from \$265 to \$470* and/or go to jail for up to 30 days for a first offense. Mandatory driver's license suspension of 120 days.

(Codes 61-4-60, 63-19-2450, 56-1-746)

CONTRIBUTING TO THE DELINQUENCY OF A MINOR

It is against the law for any person over 18 to knowingly and willfully influence a minor to violate any law or municipal ordinance.

Penalty .Fine up to \$6,280* and/or go to jail for up to three years.

(Code 16-17-490)

POSSESSING A KEG WITHOUT A STATE-ISSUED REGISTRATION TAG

It is against the law to remove or damage a keg tag or possess a keg without a tag.

Penalty .Fine up to \$1,090* and/or go to jail for up to 30 days for a first offense.

(Code 61-4-1930, 61-4-1940)

***stated fines include court assessments and fees**

Note: Two violations of any alcohol- or other drug-related laws can also cause you to lose your state-funded grants and/or scholarships (like the LIFE Scholarship) for one year.

SALE TO PERSON UNDER AGE

It is against the law to sell beer, wine, or liquor to anyone under 21 years old.

Penalty .Fine from \$470 to \$677.50* and/ or go to jail for up to 30 days for a first offense. Required to complete a merchant education program.

(Codes 61-4-50, 61-6-4080)

DISORDERLY CONDUCT

Students found on any public highway or in any public place who are intoxicated or disorderly may be charged with disorderly conduct.

Penalty .Fine up to \$265* or go to jail for up to 30 days.

(Code 16-17-530)

POSSESSING, OBTAINING A FAKE ID

It is against the law to possess an altered or invalid license/ID or to provide false information in order to get a license/ID.

Penalty .First offense fine up to \$470* or go to jail for up to 30 days, and mandatory driver's license suspension for 120 days

(Codes 56-1-510, 56-1-746)

LENDING YOUR ID TO SOMEONE ELSE

It is against the law to allow someone to use your license/ID.

Penalty .First offense fine up to \$470* or go to jail for up to 30 days, and mandatory driver's license suspension for 120 days

(Codes 56-1-510, 56-1-746)

SELLING A FAKE ID OR ALTERING AN ID

It is against the law to sell a false license/ID or to alter a valid one.

Penalty .First offense fine up to \$5,250* and/or go to jail for up to six months, and mandatory driver's license suspension for 120 days

(Codes 56-1-515, 56-1-746)

DRIVING UNDER THE INFLUENCE (DUI)

It is unlawful for persons under the influence of alcohol or other drugs to drive. If you have a BAC of .08% or higher, it will be inferred that you were driving while under the influence. You can also be charged with a BAC under .08% if clearly impaired. *Refusing the test will cost you your license for six months to a year.*

Penalty .First offense fine of up to \$400; suspension of license for six months. Go to jail for between 2 to 30 days.

Mandatory to complete an alcohol safety program.

Note: The BAC standard for those under 21 is .02%. An offense under this "zero tolerance law" will cost you your license for three months or more.

(Code 56-1-1330, 56-5-2930/2933/2990, 56-1-286)

FELONY DRIVING UNDER THE INFLUENCE

If you cause bodily harm or death to someone while under the influence of alcohol, drugs or any combination, you are guilty of a felony DUI.

Penalty: For bodily harm, a mandatory fine up to \$10,100 and mandatory confinement up to 10 years. For death, mandatory fine up to \$25,100 and mandatory confinement up to 25 years.

(Code 56-5-2945)

OTHER DRUGS

POSSESSION AND DISTRIBUTION OF DRUGS

It is illegal to have, to make, or to intend to distribute any controlled substance, i.e., cocaine, crack, marijuana, etc.
Penalty .Varies depending upon the circumstances under which the arrest was made and the amount of drugs. Fines up to \$200,000, confinement up to 30 years, and mandatory driver's license suspension for 6 months .1 year.
(Code 44-53-370)

DISTRIBUTION OF CONTROLLED SUBSTANCE CLOSE TO A SCHOOL

It is against the law and a separate offense to distribute, sell, make or have a controlled substance within a "specified" distance of schools, technical colleges, and/or colleges/universities.
Penalty .Fine up to \$10,000, and/or confinement up to 10 years.
(Code 44-53-445)

POSSESSION OR SALE OF DRUG PARAPHERNALIA

It is illegal to possess drug paraphernalia; paraphernalia includes, but is not limited to .such things as:
"Roach clips" .Clips used by dentists to clip bibs around the necks of patients.
"Bong" .Pipe that may or may not use water.
"Carburetor" .Circulating tube with holes at each end. Tube may be made out of glass or metal.

Penalty .Fine up to \$500

(Code 44-53-391)

Local Information

For information regarding a drug or alcohol prevention program near you, contact one of these organizations:

Abbeville	Cornerstone	(864) 366-9661
Edgefield	Cornerstone	(803) 637-9336
Greenwood	Cornerstone	(864) 227-1001
Laurens	Gateway Counseling Center	(864) 833-6500
McCormick	Cornerstone	(864) 852-3306
Newberry	Westview Behavioral Health Services	(803) 276-5690
Saluda	Saluda Behavioral Health System	(864) 445-2968

An EEO/Affirmative Action System (M/F/H)

Our locations are committed to equal opportunity and affirmation action and do not discriminate on the basis of race, sex, color, religion, national or ethnic origin, handicap, or age in admissions or employment policies, programs, activities or practices.