



Drug and Alcohol Abuse Prevention Program (DAAPP)

Updated December 2020

Grand Rapids Community College

Under federal legislation entitled *The Drug Free Schools and Campuses Regulations (34 CFR Part 86) of the Drug-Free Schools and Communities Act (DFSCA)* require an Institution of Higher Education (IHE) such as Grand Rapids Community College (GRCC), to certify that it has implemented programs to prevent the abuse of alcohol and use, and/or distribution of illicit drugs both by GRCC students and employees either on its premises and as a part of any of its activities. No institution of higher education shall be eligible to receive funds or any other form of financial assistance under any federal program unless they oblige by these regulations. At a minimum, an IHE must annually distribute the following in writing to all students and employees:

- I. Standards of conduct that clearly prohibit the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees;
- II. A description of the 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; and
- 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.

Grand Rapids Community College, in compliance with the Drug-Free Workplace Act (41 U.S.C. 701) and the Drug Free Schools and Communities Act (20 U.S.C. 1145g), adopted a policy entitled, "Drug and Alcohol Policy." Grand Rapids Community College is committed to the elimination of drug/and or alcohol abuse in the workplace and in all learning environments.

I. Standards of Conduct

A. Employees

According to this policy, the lawful or unlawful manufacture, distribution, dispensation, possession, use or sale of a controlled substance, marijuana in any form or alcohol on property owned or controlled by the college or as part of any college sponsored program off campus is strictly prohibited, unless specifically permitted for work-related social, educational purposes, or non-work time on campus at our Fountain Hill Brewery and Heritage Restaurant. Sanctions for violating this policy are outlined in section V below.

The full version of the current Drug and Alcohol Policy can be found at:
<http://www.grcc.edu/humanresources/drugandalcoholabuseresources>

B. Students

Students attending Grand Rapids Community College are held responsible to our Student Code of Conduct. In addition to local, state and federal laws, our Student Code of Conduct prohibits the unauthorized use, possession, manufacturing or distribution of illegal drugs, controlled substances, look-alike drugs, narcotics, marijuana in any form or alcoholic beverages or being under the influence of the same on campus.

Sanctions for violating this standard of conduct are outlined under General Conduct items 11 and 12 in the Student Code of Conduct which can be found at www.grcc.edu/studentconduct/studentcodeofconduct.

II. Legal Sanctions

The Grand Rapids Community College Police Department enforces all federal and state laws and local ordinances. The Drug and Alcohol Policy defines substances as alcohol of any form, controlled or illegal drugs or substances (including but not limited to hallucinogens, barbiturates, depressants, stimulants, cannabinoids, opioids, club drugs, dissociative drugs and any other compounds or drugs whose use possession or transfer is restricted or prohibited by law), marijuana in any form, any substance that influences a person in a way that jeopardizes the safety of person or other persons or hinders the person's ability or any other person's ability to perform work responsibilities.

A. Federal

Federal law provides criminal and civil penalties for unlawful possession or distribution of a controlled substance. Under the Controlled Substance Act, as well as other related federal laws, the penalties for controlled substance violations include but are not limited to: incarceration, fines, potential for the forfeiture of property used in possession or to facilitate possession of a controlled substance (which may include homes, vehicles, boats, aircrafts and any other personal or real property), ineligibility to possess a firearm, and potential ineligibility to receive federal educational benefits (such as student loans and grants).

The Federal Government decides if and how a drug should be controlled. Drugs, substances, and certain chemicals used to make drugs are classified into five (5) distinct categories or schedules depending upon the drug's acceptable medical use and the drug's abuse or dependency potential.

Schedule I drugs, substances, or chemicals are defined as drugs with no currently accepted medical use and a high potential for abuse. Some examples of Schedule I drugs are: heroin,

lysergic acid diethylamide (LSD), marijuana (cannabis), 3,4-methylenedioxymethamphetamine (ecstasy), methaqualone, and peyote.

Schedule II drugs, substances, or chemicals are defined as drugs with a high potential for abuse, with use potentially leading to severe psychological or physical dependence. These drugs are also considered dangerous. Some examples of Schedule II drugs are: Combination products with less than 15 milligrams of hydrocodone per dosage unit (Vicodin), cocaine, methamphetamine, methadone, hydromorphone (Dilaudid), meperidine (Demerol), oxycodone (OxyContin), fentanyl, Dexedrine, Adderall, and Ritalin.

Schedule III drugs, substances, or chemicals are defined as drugs with a moderate to low potential for physical and psychological dependence. Schedule III drugs abuse potential is less than Schedule I and Schedule II drugs but more than Schedule IV. Some examples of Schedule III drugs are: Products containing less than 90 milligrams of codeine per dosage unit (Tylenol with codeine), ketamine, anabolic steroids, testosterone.

Schedule IV drugs, substances, or chemicals are defined as drugs with a low potential for abuse and low risk of dependence. Some examples of Schedule IV drugs are: Xanax, Soma, Darvon, Darvocet, Valium, Ativan, Talwin, Ambien, Tramadol.

Schedule V drugs, substances, or chemicals are defined as drugs with lower potential for abuse than Schedule IV and consist of preparations containing limited quantities of certain narcotics. Schedule V drugs are generally used for antidiarrheal, antitussive, and analgesic purposes. Some examples of Schedule V drugs are: cough preparations with less than 200 milligrams of codeine or per 100 milliliters (Robitussin AC), Lomotil, Motofen, Lyrica, Parepectolin.

Federal Trafficking Penalties for Schedules I, II, III, IV, and V (except Marijuana)				
Schedule	Substance/Quantity	Penalty	Substance/Quantity	Penalty
II	Cocaine 500-4999 grams mixture	First Offense: Not less than 5 yrs. and not more than 40 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine of not more than \$5 million if an individual, \$25	Cocaine 5 kilograms or more mixture	First Offense: Not less than 10 yrs. and not more than life. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine of not more than \$10 million if an individual, \$50 million if not an individual.
II	Cocaine Base 28-279 grams mixture		Cocaine Base 280 grams or more mixture	
II	Fentanyl 40-399 grams mixture		Fentanyl 400 grams or more mixture	
I	Fentanyl Analogue 10-99 grams mixture		Fentanyl Analogue 100 grams or more mixture	
I	Heroin 100-999 grams mixture		Heroin 1 kilogram or more mixture	

I	LSD 1-9 grams mixture	million if not an individual.	LSD 10 grams or more mixture	Second Offense: Not less than 20 yrs, and not more than life. If death or serious bodily injury, life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual. 2 or More Prior Offenses: Life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.
II	Methamphetamine 5-49 grams pure or 50-499 grams mixture	Second Offense: Not less than 10 yrs. and not more than life. If death or serious bodily injury, life imprisonment. Fine of not more than \$8 million if an individual, \$50 million if not an individual.	Methamphetamine 50 grams or more pure or 500 grams or more mixture	
II	PCP 10-99 grams pure or 100-999 grams mixture		PCP 100 grams or more pure or 1 kilogram or more mixture	
Substance/Quantity		Penalty		
Any Amount Of Other Schedule I & II Substances		First Offense: Not more than 20 yrs. If death or serious bodily injury, not less than 20 yrs. or more than Life. Fine \$1 million if an individual, \$5 million if not an individual.		
Any Drug Product Containing Gamma Hydroxybutyric Acid				
Flunitrazepam (Schedule IV) 1 Gram or less		Second Offense: Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if not an individual.		
Any Amount Of Other Schedule III Drugs		First Offense: Not more than 10 yrs. If death or serious bodily injury, not more than 15 yrs. Fine not more than \$500,000 if an individual, \$2.5 million if not an individual. Second Offense: Not more than 20 yrs. If death or serious injury, not more than 30 yrs. Fine not more than \$1 million if an individual, \$5 million if not an individual.		
Any Amount Of All Other Schedule IV Drugs (other than one gram or more of Flunitrazepam)		First Offense: Not more than 5 yrs. Fine not more than \$250,000 if an individual, \$1 million if not an individual. Second Offense: Not more than 10 yrs. Fine not more than \$500,000 if an individual, \$2 million if other than an individual.		

Any Amount Of All Schedule V Drugs	<p>First Offense: Not more than 1 yr. Fine not more than \$100,000 if an individual, \$250,000 if not an individual.</p> <p>Second Offense: Not more than 4 yrs. Fine not more than \$200,000 if an individual, \$500,000 if not an individual.</p>
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Federal Trafficking Penalties for Marijuana, Hashish and Hashish Oil, Schedule I Substances	
Marijuana 1,000 kilograms or more marijuana mixture or 1,000 or more marijuana plants	<p>First Offense: Not less than 10 yrs. or more than life. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine not more than \$10 million if an individual, \$50 million if other than an individual.</p> <p>Second Offense: Not less than 20 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$20 million if an individual, \$75 million if other than an individual.</p>
Marijuana 100 to 999 kilograms marijuana mixture or 100 to 999 marijuana plants	<p>First Offense: Not less than 5 yrs. or more than 40 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine not more than \$5 million if an individual, \$25 million if other than an individual.</p> <p>Second Offense: Not less than 10 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$8 million if an individual, \$50million if other than an individual.</p>
Marijuana 50 to 99 kilograms marijuana mixture, 50 to 99 marijuana plants	<p>First Offense: Not more than 20 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine \$1 million if an individual, \$5 million if other than an individual.</p>
Hashish More than 10 kilograms	
Hashish Oil More than 1 kilogram	<p>Second Offense: Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if other than an individual.</p>

Marijuana less than 50 kilograms marijuana (but does not include 50 or more marijuana plants regardless of weight)	First Offense: Not more than 5 yrs. Fine not more than \$250,000, \$1 million if other than an individual. Second Offense: Not more than 10 yrs. Fine \$500,000 if an individual, \$2 million if other than individual.
1 to 49 marijuana plants	
Hashish 10 kilograms or less	
Hashish Oil 1 kilogram or less	

U.S. Department of Justice, Drug Enforcement Administration. (2017). *Drugs of Abuse: A DEA Resource Guide* (2017 edition). Retrieved from https://www.dea.gov/sites/default/files/drug_of_abuse.pdf

i. Federal Penalties and Sanctions for Illegal Possession of a Controlled Substance

1. Sentencing Provisions (21 U.S.C. 844(a))

- a. 1st conviction: Up to 1-year imprisonment and fined at least \$1,000 but not more than \$100,000, or both.
- b. After 1 prior drug conviction: At least 15 days in prison, not to exceed 2 years and fined at least \$2,500 but not more than \$250,000, or both
- c. After 2 or more prior drug convictions; At least 90 days in prison, not to exceed 3 years and fined at least \$5,000, but not more than \$250,000, or both.
- d. Special sentencing provision for possession of crack cocaine: Mandatory at least 5 years in prison, not to exceed 20 years and fined up to \$250,000, or both if:
 - 1st conviction and the amount of crack possessed exceeds 5 grams.
 - 2nd conviction and the amount of crack possessed exceeds 3 grams.
 - 3rd or subsequent conviction and the amount of crack possessed exceeds 1 gram.

2. Forfeitures

- 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)
- 3. Denial of Federal Benefits
 - a. Denial of Federal benefits, such as student loans, grants, contracts, and professional and commercial licenses, up to one 1-year for first offense, up to five years for second and subsequent offenses. 21 U.S.C. 853(a).
- 4. Miscellaneous
 - a. Ineligible to receive or purchase a firearm. Revocation of certain Federal licenses and benefits, e.g., pilot licenses, public housing tenancy, etc., are vested within the authorities of individual Federal Agencies.

(Note: Federal penalties and sanctions only)

Federal Student Aid, Office of the U.S. Department of Education. (1999). Retrieved from https://ifap.ed.gov/regcomps/doc3922_bodyoftext.htm

B. Michigan Drug Possession Crimes and Offenses

The State of Michigan has numerous laws regulating the possession and use of controlled substances and alcohol. It is illegal for any person to possess or have under his or her control any narcotic, hallucinogenic, or other controlled substances unless otherwise authorized by law (e.g. controlled substances obtained pursuant to a prescription). If an individual is found guilty of a violation of the state law, they may be subject to large fines and imprisonment. The penalty is based on many different factors, including the amount and type of drug, where the criminal act took place, and whether the criminal act was a first or repeat offense.

For drug possession offenses, the statutorily authorized penalties range from (1) a \$100 fine for a person under 21 years of age who possesses not more than 2.5 ounces of marijuana to (2) up to 20 years imprisonment and/or \$250,000 fine for possession of narcotics (Cocaine, heroin or another narcotic). The table below shows drug possession offenses and the State of Michigan penalties. The law generally prohibits prosecuting a person for possessing drugs solely on the discovery of evidence arising from efforts to seek medical assistance for a drug overdose (MCL 333.7404(3)(a)).

The possession of less than 2.5 ounces of marijuana is not a crime, but is punishable by fines (and other penalties in certain circumstances). Also, under specified conditions, the law provides protections from prosecution or other penalties related to marijuana for medical marijuana patients, their primary caregivers, and their doctors. For more information on

Michigan’s medical marijuana program (Patients/Caregivers) see the Licensing and Regulatory Affairs website: <https://www.michigan.gov/lara>.

Table 1 Drug Possession

Offense Descriptions	Penalties
Possession of 1,000 or more grams of certain schedule 1 or 2 controlled substances 333.7403(2)(a)(i)	Felony Max fine \$1,000,000
Possession of 450 or more but less than 1,000 grams of certain schedule 1 or 2 controlled substances 333.7403(2)(a)(ii)	Felony Max fine \$500,000
Possession of 50 or more but less than 450 grams of certain schedule 1 or 2 controlled substances MCL 333.7403(2)(a)(iii)	Felony Max fine \$250,000
Possession of 25 or more but less than 50 grams of certain schedule 1 or 2 controlled substances MCL 333.7403(2)(a)(iv)	Felony Max fine \$25,000
Possession of less than 25 grams of certain schedule 1 or 2 controlled substances 333.7403(2)(a)(v)	Felony Max fine \$25,000
Possession of methamphetamine or 3, 4-methylenedioxyamphetamine 333.7403(2)(b)(i)	Felony Max fine \$15,000
Possession of certain schedule 1, 2, 3, or 4 controlled substances or controlled substances analogue 333.7403(2)(b)(ii)	Felony Max fine \$2,000
Possession of LSD, peyote, mescaline, dimethyltryptamine, psilocyn, psilocybin, or schedule 5 drug MCL 333.7403(1) MCL 333.7403(2)(c)	Misdemeanor Max fine \$2,000
Possession of marijuana MCL 333.7403(1) MCL 333.7403(2)(d)	Misdemeanor Max fine \$2,000
Possession — more than 12 grams of ephedrine or pseudoephedrine MCL 333.17766c(1)(c) MCL 333.17766c(2)(b)	Felony Max fine \$2,000

Michigan Drug Delivery/Manufacture Crimes

A person shall not Manufacture, create, deliver, or possess with intent to manufacture, create, or deliver controlled substance, prescription form, or counterfeit prescription form. As with possession, the penalty for these actions depends on a number of different factors. These include the amount and type of drug, where the criminal act took place, and whether or not the illegal act was a first or repeat offense.

There are mandatory minimum prison terms for several crimes involving delivery and manufacturing or related actions. Table 2 shows the drug manufacturing and delivery crimes and penalties for each.

Table 2 Offense Descriptions

Offense Descriptions	Penalties
Deliver/manufacture — 1,000 grams/more of certain schedule 1 or 2 substances MCL 333.7401(1) MCL 333.7401(2)(a)(i)	Felony Up to life in prison Max fine \$1,000,000
Deliver/manufacture — 450+ grams/less than 1,000 grams of certain schedule 1 or 2 substance MCL 333.7401(1) MCL 333.7401(2)(a)(ii)	Felony Up to 30 years in prison Max fine \$500,000
Deliver/manufacture — 50+ grams/less than 450 grams of certain schedule 1 or 2 substances MCL 333.7401(1); MCL 333.7401(2)(a)(iii)	Felony Up to 20 years prison Max fine \$250,000
Deliver/manufacture — less than 50 grams of certain schedule 1 or 2 substances MCL 333.7401(1); MCL 333.7401(2)(a)(iv)	Felony Up to 20 years prison Max fine \$25,000
Deliver/manufacture — methamphetamine or 3, 4-methylenedioxyamphetamine MCL 333.7401(1); MCL 333.7401(2)(b)(i)	Felony Up to 20 years prison Max fine \$25,000
Deliver/manufacture — certain schedule 1, 2, or 3 controlled substances MCL 333.7401(1); MCL 333.7401(2)(b)(ii)	Felony Up to 7 years prison Max fine \$500,000
Deliver/manufacture — schedule 4 controlled substance MCL 333.7401(1); MCL 333.7401(2)(c)	Felony Up to 4 years prison Max fine \$2,000
Deliver/manufacture — schedule 5 controlled substance MCL 333.7401(1); MCL 333.7401(2)(e)	Felony Up to 2 years on prison Max fine \$2,000

Michigan Legislature, Michigan Compiled Laws Complete Through PA 2 of 2019. Retrieved from <http://legislature.mi.gov>

Michigan Alcohol Possession Laws and Penalties

A minor shall not purchase or attempt to purchase alcoholic liquor, consume or attempt to consume alcoholic liquor, possess or attempt to possess alcoholic liquor, or have any bodily alcohol content. A minor who is in violation is responsible for a state civil infraction or guilty of a misdemeanor. For the first violation, the minor is responsible for a state civil infraction and shall be fined not more than \$100.00. A court may order a minor under to participate in substance use disorder services and may order the minor to perform community service and to undergo substance abuse screening and assessment at his or her own expense. A minor may be found responsible or admit responsibility only once under the first violation. If a violation occurs after 1 prior judgment, the minor is guilty of a misdemeanor. A misdemeanor punishable by imprisonment for not more than 30 days if the court finds that the minor violated an order of probation, failed to successfully complete any treatment, screening, or community service ordered by the court, or failed to pay any fine for that conviction or juvenile adjudication, or by a fine of not more than \$200.00, or both. A court may order a minor to participate in substance use disorder services, to perform community service, and to undergo substance abuse screening and assessment at his or her own expense. If a violation occurs after 2 or more prior judgments, the

minor is guilty of a misdemeanor. A misdemeanor punishable by imprisonment for not more than 60 days, if the court finds that the minor violated an order of probation, failed to successfully complete any treatment, screening, or community service ordered by the court, or failed to pay any fine for that conviction or juvenile adjudication, or by a fine of not more than \$500.00, or both, as applicable. A court may order a minor to participate in substance use disorder services, to perform community service, and to undergo substance abuse screening and assessment at his or her own expense.

An individual who furnishes fraudulent identification to a minor, or a minor who uses fraudulent identification to purchase alcoholic liquor is guilty of a misdemeanor punishable by imprisonment for not more than 93 days or a fine of not more than \$100.00, or both.

Below is a list of pertinent State Laws that address possible legal sanctions.

VIOLATION	SUMMARY OF VIOLATION	POSSIBLE PENALTIES
OWI (drunk driving)	A person licensed or not, under the influence of alcohol, drugs, or both, driving in a public place.	First offense: misdemeanor, not more than 93 days in jail, and/or fine of \$100-\$500, and/or community service not more than 360 hours. As part of sentence, court may order suspension and/or restrictions of operator's license. Vehicle forfeiture or immobilization may also be required. Up to six points may be added to driver record. If the person has a blood alcohol content of 0.17 grams or more, the person is guilty of a felony punishable by not more than 20 years in prison and/or a fine of \$2,500-\$10,000.
Permitting person under the influence to drive.	Allowing intoxicated person to drive in area open to the public	Misdemeanor: not more than 93 days in jail, or fine not less than \$100 or more than \$500, or both; vehicle can be impounded.
Operating while visibly impaired (OWVI)	A person driving in areas open to public while impaired from alcohol, drugs, or both.	First offense: community service for not more than 360 hours; and/or imprisonment for not more than 93 days; and/or a fine of not more than

		\$300. May be required to immobilize vehicle. Restrictions on driver license may also be imposed.
OWI causing death of another person	A person driving under the influence of alcohol or a controlled substance causes the death of another person.	Felony: Imprisonment of not more than 15 years, a fine of \$2,500-\$10,000, or both. Vehicle may be forfeited or immobilized
OWI causing serious impairment	A person driving under the influence of alcohol or a controlled substance causes a serious impairment of a body function of another person.	Felony: Imprisonment for not more than 5 years, a fine of \$1,000-\$5,000, or both. Vehicle may be forfeited or immobilized.
Disorderly person (intoxicated)	Intoxicated in public place and endangering the safety of another person or of property, or causing a disturbance.	Misdemeanor: not more than 90 days in jail, a fine of not more than \$500, or both.

Michigan Legislature, Michigan Compiled Laws Complete Through PA 2 of 2019. Retrieved from <http://legislature.mi.gov> and West's Michigan Criminal and Motor Vehicle Law 2018

C. Local

The City of Grand Rapids ordinances include but are not limited to: consumption in public places, possession and use of alcohol by minors, uncapped liquor in passenger compartments of vehicles, and all substance abuse ordinances. Sanctions could range from a civil infraction with attached fines to probation, rehabilitation, or even imprisonment. A full version of the city ordinances can be found at https://www.municode.com/library/mi/grand_rapids/codes/code_of_ordinances

III. Health Risks

According to the [National Institute of Drug Abuse](#) (NIDA), addiction is a chronic, relapsing disease characterized by compulsive drug seeking and use despite negative consequences and by long-lasting changes in the brain. Most drugs of abuse can alter a person’s thinking and judgment, leading to health risks, including addiction, drugged driving and infectious disease. Most drugs could potentially harm an unborn baby.

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.

All controlled substances have abuse potential or are immediate precursors to substances with abuse potential. With the exception of anabolic steroids, controlled substances are abused to alter mood, thought, and feeling through their actions on the central nervous system (brain and spinal cord). Some of these drugs alleviate pain, anxiety, or depression. Some induce sleep and others energize.

Though some controlled substances are therapeutically useful, the “feel good” effects of these drugs contribute to their abuse. The extent to which a substance is reliably capable of producing intensely pleasurable feelings (euphoria) increases the likelihood of that substance being abused.

When controlled substances are used in a manner or amount inconsistent with the legitimate medical use, it is called drug abuse. The non-sanctioned use of substances controlled in Schedules I through V of the CSA is considered drug abuse. The use of these pharmaceuticals outside the scope of sound medical practice is drug abuse. In addition to having abuse potential, most controlled substances are capable of producing dependence, either physical or psychological.

NARCOTICS (Vary from Schedule I-Schedule V), also known as opioids. They are known to dull the senses and relieve pain. They are mostly referred to as opium and opium derivatives and their semi-synthetic substitutes. Examples of the drug are heroin, hydromorphone, OxyContin, Vicodin, codeine, morphine, methadone and fentanyl. Besides their medical use, narcotic/opioid use comes with a variety of unwanted effects, including drowsiness, inability to concentrate, and apathy. Slowed physical activity, constriction of the pupils, flushing of the face and neck, constipation, nausea, vomiting, and slowed breathing. Physical dependence is a consequence of chronic opioid use and withdrawal takes place when drug use is discontinued. Early withdrawal symptoms often include watery eyes, runny nose, yawning and sweating. As withdrawals worsen, symptoms may include restlessness, irritability, loss of appetite, nausea, tremors, drug craving, severe depression, vomiting, increased heart rate and blood pressure, and chills alternating with flushing and excessive sweating. Overdoses are not uncommon and can be fatal. Some effects of overdosing can include the following constricted (pinpoint) pupils, cold clammy skin, confusion, convulsions, extreme drowsiness, and slowed breathing.

STIMULANTS (Schedule I) are known to produce a sense of exhilaration, enhance self-esteem, improve mental and physical performance, increase activity, reduce appetite, extend wakefulness for prolonged period, and “get high”. Examples of the drug are amphetamines, cocaine, Khat, and methamphetamine. Chronic high dose use is associated with agitation, hostility, panic, aggression, and suicidal or homicidal tendencies. Paranoia, sometimes accompanied by both auditory and visual hallucinations, may also occur. Taking too large a dose at one time or taking large doses over an extended period of time may cause such physical side effects as: Dizziness, tremors, headache, flushed skin, chest pain with palpitations, excessive sweating, vomiting, and abdominal cramps. In overdose situations, high fever, convulsions, and cardiovascular collapse may precede death.

DEPRESSANTS (controlled substances that range from Schedule I-Schedule IV) are known to put you to sleep, relieve anxiety and muscle spasms, and prevent seizures. They are abused to experience euphoria. Depressants like GHB and Rohypnol are also misused to facilitate sexual assault. Some of the effects are causing amnesia, leaving no memory of events that occur while under the influence, reduce reaction time, impair mental functioning and judgment, and cause confusion. Long term use will produce psychological dependence. Physical effects include slurred speech, loss of motor coordination, weakness, headache, lightheadedness, blurred vision, dizziness, nausea, vomiting, low blood pressure, and slowed breathing. Large doses combined with other drugs or alcohol can be fatal. Examples of depressants are barbiturates, benzodiazepines, GHB, and Rohypnol.

HALLUCINOGENS (Schedule I) are known for producing sensory effects including perceptual distortions that vary with dose, setting, and mood. Psychic effects include distortions of thought associated with time and space. Time may appear to stand still, and forms and colors seem to change and take on new significance. Weeks or even months after some hallucinogens have been taken, the user may experience flashbacks. The occurrence of a flashback is unpredictable, but is more likely to occur during times of stress and seems to occur more frequently in younger individuals. Physiological effects include elevated heart rate, increased blood pressure, and dilated pupils. A severe overdose can result in respiratory depression, coma, convulsions, seizures, and death due to respiratory arrest. Examples of hallucinogens are ecstasy/MDMA, ketamine, LSD, peyote & mescaline, psilocybin, marijuana/cannabis, and marijuana concentrates (honey oil, budder).

STEROIDS (Schedule III) are synthetically produced variants of the naturally occurring male hormone testosterone. High doses of anabolic steroids may cause mood and behavioral effects. In some individuals, steroid use can cause dramatic mood swings, increased feelings of hostility, impaired judgment, and increased levels of aggression (often referred to as “roid rage”). When users stop taking steroids, they may experience depression that may be severe enough to lead one to commit suicide. Anabolic steroid use may also cause psychological dependence and addiction. In men, anabolic steroid use can cause shrinkage of the testicles, reduced sperm count, enlargement of the male breast tissue, sterility, and an increased risk of prostate cancer. In both men and women, anabolic steroid use can cause high cholesterol levels, which may increase the risk of coronary artery disease, strokes, and heart attacks. Anabolic steroid use can also cause acne and fluid retention. Oral preparations of anabolic steroids, in particular, can damage the liver. Examples of abused anabolic steroids are testosterone, nandrolone, stanozolol, methandienone and boldenone.

INHALANTS (not controlled by CSA) are known to induce psychoactive or mind altering effects. Inhalant abuse can cause damage to the parts of the brain that control thinking, moving, seeing, and hearing. Cognitive abnormalities can range from mild impairment to severe dementia. Depending on the degree of abuse, the user can experience slight stimulation, feeling of less inhibition, or loss of consciousness. Within minutes of inhalation, the user may experience slurred speech, an inability to coordinate movements, euphoria, and dizziness. After heavy use of inhalants, users may feel drowsy for several hours and experience a lingering headache. Long term inhalant users include weight loss, muscle weakness, disorientation, inattentiveness, lack of coordination, irritability, depression, and

damage to the nervous system and other organs. Some of the damaging effects to the body may be at least partially reversible when inhalant abuse is stopped; however, many of the effects from prolonged abuse are irreversible. Prolonged sniffing of the highly concentrated chemicals in solvents or aerosol sprays can induce irregular and rapid heart rhythms and lead to heart failure and death within minutes. Other signs may include spots or sores around the mouth; red or runny eyes or nose; chemical breath odor; drunk, dazed, or dizzy appearance; nausea; loss of appetite; anxiety; excitability; and irritability. With successive inhalations, users may suffer loss of consciousness and/or death.

DRUGS OF CONCERN or DESIGNER DRUGS are not currently controlled by the CSA, however, they pose risks to individuals who abuse them. Examples being DXM, kratom, salvia divinorum, bath salts or designer cathinones, K2 spice, and synthetic opioids.

DMX is abused in high doses to experience euphoria and visual and auditory hallucinations. It is marketed as a cough suppressant. Some of the many psychoactive effects associated with a high dose of DXM include: Confusion, inappropriate laughter, agitation, paranoia, and hallucinations. Other sensory changes, including the feeling of floating and changes in hearing and touch. Long-term abuse of DXM is associated with severe psychological dependence. Intoxication involves Over-excitability, lethargy, loss of coordination, slurred speech, sweating, hypertension, and involuntary spasmodic movement of the eyeballs. User may experience liver damage, rapid heart rate, lack of coordination, vomiting, seizures and coma.

KRATOM produces stimulant effects with users reporting increased alertness, physical energy, and talkativeness. At high doses, users experience sedative effects. Kratom consumption can lead to addiction. Individuals addicted to kratom exhibited psychotic symptoms, including hallucinations, delusion, and confusion. Kratom's effects on the body include nausea, itching, sweating, dry mouth, constipation, increased urination, tachycardia, vomiting, drowsiness, and loss of appetite. Users of kratom have also experienced anorexia, weight loss, insomnia, hepatotoxicity, seizure, and hallucinations.

SALVIA DIVINORUM effects user's perceptions of bright lights, vivid colors, shapes, and body movement, as well as body or object distortions. Salvia divinorum may also cause fear and panic, uncontrollable laughter, a sense of overlapping realities, and hallucinations. Adverse physical effects may include: Loss of coordination, dizziness, and slurred speech.

BATH SALTS/DESIGNER CATHINONES are substances abused for their desired effects, such as euphoria and alertness. Other effects that have been reported from the use of these drugs include psychological effects such as confusion, acute psychosis, agitation, combativeness, aggressive, violent, and self-destructive behavior. Adverse or toxic effects associated with the abuse of cathinones, including synthetic cathinones, include rapid heartbeat; hypertension; hyperthermia; prolonged dilation of the pupil of the eye; breakdown of muscle fibers that leads to release of muscle fiber contents into bloodstream; teeth grinding; sweating; headaches; palpitations; seizures; as well as paranoia, hallucinations, and delusions. Fatal reactions have occurred to those that are ingesting these products.

K2/SPICE has been responsible for overdose deaths, including death by heart attack. Acute kidney injury requiring hospitalization and dialysis have occurred. Acute psychotic episodes, dependence, and withdrawal are associated with use of these synthetic cannabinoids. Some individuals have suffered from intense hallucinations. Other effects include severe agitation, disorganized thoughts, paranoid delusions, and violence after smoking products laced with these substances. These adverse bodily effects include tachycardia (elevated heart rate), elevated blood pressure, unconsciousness, tremors, seizures, vomiting, hallucinations, agitation, anxiety, pallor, numbness, and tingling.

SYNTHETIC OPIOID abuse parallels that of heroin and prescription opioid analgesics. Many of these illicitly produced synthetic opioids are more potent than morphine and heroin and thus have the potential to result in a fatal overdose. Overdose effects of clandestinely produced synthetic opioids are similar to other opioid analgesics. These effects may include stupor, changes in pupillary size, cold and clammy skin, cyanosis, coma, and respiratory failure leading to death. The presence of triad of symptoms such as coma, pinpoint pupils, and respiratory depression are strongly suggestive of opioid poisoning.

For a complete list of short- and long-term health effects and treatment options, visit <https://www.drugabuse.gov/drugs-abuse/commonly-abused-drugs-charts>

IV. Drug and Alcohol Programs

The following training, programs, resources, counseling, treatment, rehabilitation, or reentry programs are available to employees and/or students as described below.

A. Employees

- i. As of July 1, 2018, Human Resources provides all new employees compliance trainings via SafeColleges. Drug Free Workplace is included in the compliance training package to complete. In addition to the training module, all new employees receive information on GRCC's Drug and Alcohol Policy and DAAPP.
- ii. The GRCC Counseling and Career Development office offers an educational workshop titled, "Effects of Alcohol & Marijuana". The workshop focuses on the potential impact drug and alcohol use can have on students' academic success. The workshop is offered in both the Fall and Winter semester. The most recent schedule can be found here: <https://www.grcc.edu/counselingandcareercenter/events/workshops>
- iii. The College offers Question, Persuade, Refer (QPR) workshops which provide trainees with the knowledge to recognize suicide warning signs as well as the skills to be able to refer students to the appropriate services.
- iv. The College offers an Employee Assistance Program (EAP), contracted through Pine Rest, free and accessible to any employee who may be seeking confidential counseling, assessment and/or treatment options. The EAP is a benefit paid for by the College. The hotline (616-455-6210) is accessible 24 hours a day, seven days a

- week. Employees are eligible for up to two pre-treatment and assessment interviews at no cost for problems requiring further assistance.
- v. Substance abuse needs are also covered by all medical plans offered by Grand Rapids Community College. Employees pay only their plan's deductible or co-pay for all treatment services.
 - vi. Leaves of Absence. GRCC offers leaves covered under the Family and Medical Leave Act and those not covered by the Act. Employees may work with GRCC's Human Resources department to request a leave to participate in treatment, and the reason for the leave is maintained confidentially. Leaves may be full leaves, meaning the employee is entirely absent from work, or the employee may take intermittent leave of absence. Leaves are coordinated through and documented by the employee's treatment provider.
 - vii. The GRCC Counseling and Career Center webpage offers a Free Alcohol Screening tool, which can be accessed at:
<http://www.mentalhealthscreening.org/screening/?keyword=GRANDRAPIDS>

B. Students

- i. An email is sent to all students enrolled in credit and non-credit courses each semester from the Dean of Students Office covering a variety of topics around safety, rights and responsibilities.
- ii. The GRCC Counseling and Career Center webpage offers a Free Alcohol Screening tool, which can be accessed at:
<http://www.mentalhealthscreening.org/screening/?keyword=GRANDRAPIDS>.
At the end of each anonymous screening, the student will receive an immediate result that can be printed and taken to a clinician for further evaluation. A screening test is not a substitute for a complete evaluation but it can help them learn if their symptoms are consistent with depression, bipolar disorder, an alcohol problem, an anxiety disorder or post-traumatic stress disorder and how to access help. This program is designed for individuals age 17 and above. The online screening is completely confidential.
- iii. During the Fall and Winter Welcome Week Activities, the Campus Activities Board set up an Alcohol Awareness table, distributing flyers on alcohol awareness. A GRCC Police Officer was involved and engaged in discussion with students around this topic.
- iv. Student Life and Conduct hosted a panel discussion on Marijuana and passage of proposal 1.
- v. The GRCC Counseling and Career Development office offers an educational workshop titled, "Effects of Alcohol & Marijuana". The workshop focuses on the potential impact drug and alcohol use can have on students' academic success. The workshop is offered in both the Fall and Winter semester. The most recent schedule can be found here: <https://www.grcc.edu/counselingandcareercenter/events/workshops>
- vi. The College offers Question, Persuade, Refer (QPR) workshops which provide trainees with the knowledge to recognize suicide warning signs as well as the skills to be able to refer students to the appropriate services.

- vii. Through the GRCC Career and Counseling Development, students have free access to licensed counselors on campus for initial screening/consultation in regards to a concern around substance use, with possible referral to an outside agency.
- viii. Student athletes are presented with general information during their Orientation about alcohol/drug use, as well as resources if they find themselves struggling with abuse.
- ix. As part of our Addiction Studies Certificate, GRCC offers the following classes for credit:
 - a. CJ 245 Substance Abuse
 - b. CJ 246 Alcohol Use and Abuse
 - c. CJ 275 Addiction Treatment with Diverse Populations

C. Local and Regional Resources (Students and Employees)

- i. The following drug and alcohol related services and resources are available through local agencies:
 1. **Detoxification Services:** Detoxification is a service for adults intended to help them manage the physical process of withdrawal from substances more comfortably. The goal is to prepare a person for continued treatment for a substance use or co-occurring disorder.
 2. **Outpatient Services:** Individual and/or group-oriented counseling services for individuals, typically on the basis of scheduled appointments of an hour or more at a community agency.
 3. **Services for Pregnant Women and Women with Children:** *Eligible pregnant women and women with children are given priority status in accessing substance use disorder treatment.* network180 providers offer many different programs that are gender specific, outreach based, and are designed to work with the whole family. Gender specific services not only provide therapy but also case management, support, and ensuring families basic needs are met.
 4. **Residential Treatment Services:** Organized system of comprehensive services in a facility setting for individuals with a substance use disorder. A course of treatment will vary according to need, and the focus is on acquiring the skills and resources needed to transition to ongoing community-based care and recovery.
 5. **Methadone:** Counseling, case management and methadone dosing services along with precisely measured doses of methadone to help individuals with longer histories of opiate use. The program helps individuals manage cravings, reduce the risks they might otherwise take (or present to others) and engage in a process of recovery.
 6. **Specialized Treatment Services:**
 - a. **Arbor Circle Recovery Management:** Long-term community-based treatment and recovery coaching for men and women with chronic and unstable substance use disorders, family focused treatment and case management services for

women with a substance use disorder who also have responsibility for children.

- b. **Kent County Correctional Facility-Based Services:** Substance use disorder treatment within the Kent County Correctional Facility
- c. **Arbor Circle Northern Kent Outreach Services:** Clinicians provide targeted outreach services to individuals in northern regions of the county. Service locations are accessible and flexible, and are well-integrated with other area social service organizations to allow maximum convenience for the people who are served.

ii. Regional resources and agencies available to students and employees include, but are not limited to:

1. Arbor Circle (www.arborcircle.org/)

Main Campus

1115 Ball Ave NE
Grand Rapids, MI 49505
(616) 456-6571

Newaygo Campus

222 E. 82nd St.
Newaygo, MI 49337
(231) 652-1780

2. Mel Trotter Ministries (<http://www.meltrotter.org/shelter-for-public-inebriates>) 225 Commerce Ave SW

Grand Rapids, MI 49503
(616) 454-8249

3. network180 (<http://network180.org/en/>)

790 Fuller Ave. NE
Grand Rapids, MI 49403
(616) 336-3909 or (800) 749-7720
Routine business hours:
Monday – Friday 8am –5pm
Access Center open 24 hours

4. OAR – Ottagan Addiction Recovery (www.oar-inc.org)

Holland Location
483 Century Lane
Holland, MI 49423
(616) 396-5284

5. Grand Haven Location
700 Washington Ave., Suite 220
Grand Haven, MI 49417
(616) 842-6710
6. Wedgewood (www.wedgwood.org)
3300 36th Street SE
Grand Rapids, Michigan 49512
(616) 942-2110
7. Salvation Army Adult Rehabilitation Center
(www.salvationarmyusa.org/usn/combat-addiction)
1491 S Division Ave
Grand Rapids, MI 49507
(616) 452-3133 ext 101
8. Pine Rest Psychiatric Urgent Care Center
300 68th St. SE
Grand Rapids, MI 49548
616/455-5490
<https://www.pinerest.org/services/psychiatric-urgent-care-center/>
9. For additional resources:
 - United Way First Call for Help line – Dial 2-1-1 or visit www.211.org.
 - National directory of addiction and recovery programs and treatment centers www.recoverycorps.org.

V. **Disciplinary Sanctions**

GRCC will impose sanctions on students and employees for violation of GRCC's policies and standards of conduct (consistent with federal, state, and local laws) up to and including reprimands, expulsion, termination, and referral for prosecution. Possible sanctions are described in more detail below.

A. **Employees:**

The Executive Director of Human Resources or designee handles matters that require disciplinary action at Grand Rapids Community College. The concept of progressive discipline will be utilized in most cases, taking into consideration the severity of the incident, prior disciplinary action, etc.

The following corrective actions (sanctions) may be imposed by the College for a violation of our Drug and Alcohol Policy:

1. **Verbal Notice.** The supervisor will meet with the employee to discuss the problem and the improvements that are expected. The supervisor will document the meeting and place a copy of the results of that meeting in the department's employee file.
2. **Written Warning.** A formal, written reminder documenting the problem and expected improvements. A copy of the formal written notice is provided to the employee, and placed in the Human Resources employee file.
3. **Suspension Without Pay.** A formal, written explanation of the problem and time off to emphasize the seriousness of the problem and that dramatic behavior change is needed immediately. A copy of the suspension without pay notice is provided to the employee, and placed in the Human Resources employee file.
4. **Final Written Warning.** The College may, at its discretion, choose to impose a final written warning in lieu of suspension. Exempt salaried personnel who are suspended for less than one week shall receive their wages in accordance with the Fair Labor Standards Act.
5. **Termination.** When it has been determined that an employee is unable or unwilling to meet the conditions of employment at GRCC, termination results.
6. **Zero Tolerance.** Per the GRCC Misconduct Policy, possession, distribution, sale, transfer or use of alcohol or illegal drugs in the workplace, while on duty or while operating employer-owned vehicles or equipment is considered Zero Tolerance Misconduct. This form of verified intentional misconduct constitutes grounds for immediate termination of employment at GRCC.

B. Students:

The Director of Student Life & Conduct or designee handles matters that require disciplinary action at Grand Rapids Community College. The concept of progressive discipline will be utilized in all cases, taking into consideration the severity of the incident, the number of times the student has been referred to the conduct system, etc.

The following sanctions/consequences may be imposed by the College for general misconduct:

1. Verbal warning
2. Written warning
3. Probation – A period of observation and review of conduct during which the student or recognized Student Organization must demonstrate compliance with College standards. Terms of this probationary period will be determined at the time probation is imposed.
4. Permanent removal from a course
5. Restitution – compensation for loss, damage, or injury. This may take the form of appropriate service and/or monetary or material replacement.
6. Suspension – The student or recognized Student Organization has temporary loss of student status for a specified length of time.
7. Permanent Expulsion – Is an act of terminating a student's enrollment at GRCC. This means the student may no longer participate in any GRCC activity or be on GRCC property owned, operated, leased, or maintained for any purpose.

8. Other Sanctions – Other sanctions may be imposed instead of, or in addition to, specific sanctions listed in this section. These may include, but are not limited to: recommendations for counseling, establishment of mandatory behavior conditions/contract-signing stating agreed-upon behavior expectations for continued enrollment or reenrollment; loss of access to college computers and/or network; a specific project designed to assist the student in better understanding the overall impact of his or her behavioral infraction; a contract of terms for restitution of damages/stolen property before enrollment is continued and/or records are released. Suspension without pay from his or her on campus job; prohibit participation in extracurricular activities or interscholastic or leadership positions, or community service.
9. Revocation of Admission and/or Degree – Admission to or a degree awarded from Grand Rapids Community College may be revoked for fraud, misrepresentation, or other violation of GRCC standards in obtaining the degree, or for other serious violations committed by a student prior to graduation.
10. Withholding Degree – GRCC may withhold awarding a degree otherwise earned until the completion of the process set forth in this Student Code of Conduct, including the completion of all sanctions imposed, if any.

VI. Notification of the DAAPP

A. Employee Notification

Notification of the information contained in the DAAPP is distributed to all current employees of the college on an annual basis via an all-staff email and GRCC Today. New employees will receive notification during their Orientation process. The DAAPP is also available for review online. Found at <http://www.grcc.edu/aboutus/studentconsumerinformation> and <https://grcc.edu/humanresources>

Notification to employees in November 2018 regarding the passage of Proposal 1, The Michigan Regulation and Taxation of Marijuana Act. The notification provided employees an update that the passage of proposal 1 does not change federal law or college policy, both of which prohibit marijuana in all forms on campus. In addition, a Q&A document was provided with information on proposal 1.

B. Student Notification

Notification of the information contained in the DAAPP is distributed to all currently enrolled students each semester via email. Queries are run to ensure all late-starting students are notified. The DAAPP is also available for review online. It can be accessed at: and <https://grcc.edu/studentaffairs>.

VII. Oversight Responsibility

The Dean of Student Affairs and the Executive Director of Human Resources designees shall serve as the main contacts that will have oversight responsibility of the DAAPP including, but not limited to: updates, coordination of information required in the DAAPP, and coordination of the annual notification to employees and students, and the biennial review. The DAAPP Oversight Team has been established to assist with these responsibilities. This team is responsible to the College President and provides a report to the President's Cabinet annually.

December 2020