

## **SOUTH CAROLINA STATE UNIVERSITY'S DRUG-FREE WORKPLACE STATEMENT**

South Carolina State University (SCSU) is committed to providing a campus environment free of the abuse of alcohol and the illegal use of alcohol and other drugs. The University has adopted and implemented programs that seek to prevent the illicit use of drugs and the abuse of alcohol by university community members.

This summary of policies on the use of alcohol and other drugs is provided to you in response to the Drug-Free Schools and Communities Act Amendments of 1989.

**The Drug-Free Workplace Act** of 1988 requires that:

- SCSU, as a federal contractor and Grant recipient, to certify that it will provide a drug-free workplace.
- As a condition of employment on such contracts and grants, employees will notify SCSU, via of the **Office of Human Resource Management** (by email to [HumanResources@scsu.edu](mailto:HumanResources@scsu.edu), or by mail to 300 College Street, NE, Orangeburg, SC 29117), of any criminal drug statute conviction not later than five days after such conviction for violation occurring in the workplace.
- The university shall notify any federal contracting agency within ten days of having received notice that an employee engaged in the performance of such contract or grant has had a criminal drug statute conviction for a violation in the workplace

The unlawful manufacture, distribution, dispensation, possession, use, or sale in the workplace of a controlled substance, as defined by state or federal law, is prohibited. The term controlled substance refers to all illegal drugs and to legal drugs used without a physician's order as further delineated in schedules I through V of section 202 of the Controlled Substances Act (21 U.S.C. 812). It does not prohibit taking prescribed medication under the direction of a physician.

SCSU's Drug-Free Workplace policy strictly prohibits the use, possession, manufacture, distribution or dispensation of alcohol or illegal drugs on its campus by employees. The precise terms of that policy is set forth at [http://www.scsu.edu/files/hrm\\_policies/Drug-Free%20Workplace%20Policy.pdf](http://www.scsu.edu/files/hrm_policies/Drug-Free%20Workplace%20Policy.pdf), including a description of disciplinary action for violation of the policy. In addition, students are also prohibited from the use or possession of illegal drugs and will be disciplined accordingly for violation of the University's Drug and Alcohol Policy. <http://www.scsu.edu/files/StudentCodeOfConduct.pdf>.

SCSU will not condone criminal activity on its property, or on property under its strict control, and will take appropriate personnel action up to and including termination or require participation in a drug abuse assistance or rehabilitation program. When SCSU learns or suspects that an employee has committed a controlled dangerous substance or alcohol offense at the workplace, the University will take appropriate action. All employees are expected to cooperate fully with law enforcement authorities in the investigation and prosecution of suspected criminal violations.

### ***Prevention/Intervention/Treatment Programs***

The South Carolina Department of Alcohol and Other Drug Abuse Services (DAODAS) is the leading statewide system providing a range of services to meet a variety of needs for state employees.

<http://www.daodas.state.sc.us/>. DAODAS places major emphasis on disseminating information about the problem of alcohol, tobacco and other drug abuse, as well as promoting the availability of the many resources that are available in the state. Much of the printed information available through DAODAS can be found online at the [http://www.daodas.state.sc.us/education\\_center.asp](http://www.daodas.state.sc.us/education_center.asp) section of the DAODAS website. Information and assistance are also available through the 1-888-SC PREVENTS (727-7383), a statewide toll-free telephone information service for South Carolina residents.

DAODAS provides three basic types of services (prevention, intervention and treatment) that are available through the statewide service-delivery system. As an employee of SCSU, employees may contact the Human Resources Director, in confidence, for referrals or information regarding available and appropriate substance counseling, treatment or rehabilitation programs. In the alternative, contact DAODAS directly to address your problems so that the right treatment program can be identified for you.

- For prevention services, go to <http://www.daodas.state.sc.us/prevention.asp>
- For intervention services, go to <http://www.daodas.state.sc.us/intervention.asp>
- For treatment services, go to <http://www.daodas.state.sc.us/treatment.asp>

### ***Employee Assistance Program***

South Carolina State University recognizes the dignity, value and contributions of all its employees. As such, the University assures administrative support for any employee experiencing personal difficulties that may result in personal stress or problems that could impact job performance.

Employees are encouraged to seek assistance through services provided by the Department of Vocational Rehabilitation Job Retention Program which provides confidential, professional assistance which will help them continue to be productive employees and to provide a safe and drug free workplace. Every employee is encouraged to use these services when the need arises. <http://scvrd.net/individuals/>.

Employees may contact the University's Office of Human Resource Management for information and/or referral or they may contact the Orangeburg Vocational Rehabilitation Department directly at 1661 Joe Jeffords Highway, SE, Orangeburg, South Carolina 29115. The telephone number of the Orangeburg Vocational Rehabilitation Department is (803) 534-4939.

### ***Student Assistance***

**Students may seek assistance** at the SCSU Counseling and Self-Development Center facility on campus. Counseling services are provided at no charge to all undergraduate and graduate students. Appointments can be made in person at the Center or by phoning (803) 536-7245. Counseling and Self Development Center Office Hours are Monday - Friday 8:30 a.m. to 5:00 p.m.

<http://www.scsu.edu/studentaffairs/counselingandselfdevelopmentcenter.aspx>

In the event of an after-hours or weekend emergency, please contact the University Police Department at (803) 536-7188.

### ***Health Risks Associated with the Use of Illicit Drugs and the Abuse of Alcohol***

Alcohol consumption causes a number of marked changes in behavior. Even low doses of alcohol significantly impair the judgment and coordination required to drive a car safely, increasing the likelihood that the driver will be involved in an accident. The use of small amounts of alcohol by a pregnant woman can damage the fetus. Low to moderate doses of alcohol also increase the incidence of a variety of aggressive acts.

Moderate to high doses of alcohol cause marked impairment in higher mental functions, severely altering a person's ability to learn and remember information. Heavy use may result in chronic depression and suicide and also may be associated with the abuse of other drugs. Very high doses can cause respiratory depression and death. If combined with other depressants of the central nervous system, much lower doses of alcohol will produce the effects described. Even occasional heavy drinking may be associated with the harmful effects described above. Binge drinking, which occurs over an extended period of time, involves repeated use of alcohol to the point of intoxication. A person may give up usual activities and responsibilities during this time in order to use the alcohol, and serious impairment in all areas of functioning may occur.

Long-term heavy alcohol use can cause digestive disorders, cirrhosis of the liver, circulatory system disorders, and impairment of the central nervous system—all of which may lead to early death. Repeated use of alcohol can lead to dependence, and at least 15 to 20 percent of heavy users eventually will become problem drinkers or alcoholics if they continue drinking. Sudden cessation of alcohol intake is likely to produce withdrawal symptoms, including severe anxiety, tremors, hallucinations, and convulsions, which can be life threatening.

The use of illegal drugs and the misuse of prescription and other drugs also pose a serious threat to health. The use of marijuana (cannabis) may cause impairment of short-term memory, comprehension, and ability to perform tasks requiring concentration. Marijuana use also may cause lung damage, paranoia, and possible psychosis. The use of narcotics, depressants, stimulants, and hallucinogens may cause nervous system disorders and possible death as the result of an overdose. Illicit inhalants can cause liver damage.

### ***Legal Sanctions Under Federal, State, and Local Laws Relating to Alcohol and Drug Use***

Employees at SCSU are subject to federal, state, and local laws for the possession and distribution of illegal drugs.

Federal law states that it is unlawful to possess a controlled substance, including marijuana, cocaine, LSD, PCP, heroin, designer drugs, etc. (Federal Law, Title 21 USCA, Sections 841 and 844 to 845). If the substance is cocaine, or contains a cocaine base, the penalty for simple possession is a fine and/or imprisonment from 5 to 20 years. For other illegal drugs, the penalty for simple possession is a fine of at least \$1000 and/or imprisonment up to 3 years. The penalties increase if the possession includes intent to manufacture, distribute, or dispense a controlled substance, especially if done near a public or private elementary, vocational, or secondary school or a public or private college or university. Additionally, any person who violates this law shall be liable for an amount up to \$10,000 in civil penalties.

In addition to Federal laws, the State of South Carolina has its own laws dealing with distribution, manufacturing, and possession of controlled substances. For instance, any person who unlawfully manufactures or distributes any narcotic drug may be fined up to \$25,000 and may be imprisoned for up to 20 years for a first offense. (See Chapter 53, Title 44 of the South Carolina Codes of Laws, as

amended. You may also call the South Carolina Commission on Alcohol and Drug Abuse Drug Information Access Line – 1-800-942-DIAL.)

Employees at SCSU are subject to state and local laws for drinking and obtaining alcohol. It is illegal in the State of South Carolina for any person under 21 to drink alcohol. It is also illegal for a person under 21 to falsify or misrepresent his or her age to obtain alcohol, or to possess alcoholic beverages with the intent to consume them. It is also illegal in most situations to furnish alcohol to a person under 21. The penalty is a fine of up to \$200 and suspension of driver's license for a period of ninety days for a first offense. It is also illegal to consume alcohol on any public property or highway, unless authorized by the governmental entity that has jurisdiction over the property, with penalties including a fine of up to \$100.

Employees are also subject to state and local laws governing drinking and driving. A person may not drive or attempt to drive while intoxicated or under the influence of alcohol. Any individual with a Blood Alcohol Concentration (B.A.C.) of 0.10% or more will result in a violation of Driving Under the Influence of Alcohol. With a BAC level less than 0.10%, the BAC may be considered with other evidence and the person may be charged with a DUI. Any of these violations will result in fines, imprisonment, or both. It is also unlawful to drive while under the influence of any Controlled Dangerous Substances whether or not they are illicit (prescribed or unlawfully obtained). A person can still be charged with these violations even though they possess a driver's license from another state.