



Rowan College of South Jersey

Administrative Procedure: 7015

ALCOHOL AND OTHER DRUGS

In compliance with the Drug-Free Schools and Communities Act (DFSCA) and the Drug-Free Workplace Act (DFWA), the College prohibits the unlawful possession, sale, use, or distribution of alcohol and illicit drugs on campus or as a part of college-sponsored events.

The College's commitment to the well-being and safety of all its employees, students, and visitors as well as the College's obligations under various federal, state, and local laws, including the DFSCA, require publication of its policy on alcohol and substance abuse; the availability of employee treatment services, student counseling and community resources; and the imposition of sanctions for violations of standards of conduct.

Publication of Substance Abuse Policy

Each employee is required to read and sign off on the College's Alcohol and Other Drugs (AOD) policy annually as part of his/her hiring orientation.

Faculty Handbooks are published annually which include standards of conduct, the Board's policy on AOD, and related policies. An email is sent annually to all personnel that include instructions on how to access the College's policies and procedures. The AOD Policy is specifically referenced in the email.

The College's policies and administrative procedures are posted on the College website and are included in the annual College catalog.

The AOD policy brochures are published and distributed to employees and students. This brochure includes the AOD policy, describes legal sanctions and health risks associated with substance abuse, and lists College and community resources to assist students and employees with substance abuse problems.

Drug and alcohol awareness workshops are held on campus for all to attend.

Illicit Drugs, Medical Marijuana, and Alcohol on Campus

Illicit Drugs

The intent of, actual distribution of, sale of, or manufacturing of drugs, narcotics, barbiturates, hallucinogens, marijuana, steroids, amphetamines, or any other controlled substance is prohibited. The possession or use of controlled dangerous substances, marijuana, steroids, or narcotics, including but not limited to, opium (morphine, codeine, heroin), prescription drugs in possession of someone other than the prescribed individual, misuse of prescribed drugs, and every other substance chemically distinguishable from them (i.e., imitation products, such as bath salts and/ or K2) as well as any drug paraphernalia, on campus or in any College-sponsored events/activities premises is prohibited.

Medical Marijuana

Medical marijuana, while legally permitted in New Jersey under the “New Jersey Compassionate Use Medical Marijuana Act,” is prohibited on the College campus. The College is subject to the Controlled Substances Act, which classifies marijuana as a Schedule 1 drug. Accordingly, the use, possession, cultivation, or sale of marijuana violates federal policy. Importantly, federal grants are subject to the College’s compliance with the DFSCA and DFWA, which also prohibit the College from allowing any form of marijuana use on campus.

Although students and employees who legally obtain a medical marijuana identification card from the New Jersey Department of Health and Senior Services are allowed to possess and consume certain quantities of marijuana, doing so is not permitted on the College’s property or at College-sponsored events (either on or off campus).

Sharing medical marijuana with individuals who do not have a legitimate medical marijuana identification card is prohibited. Given that the use and/or possession of medical marijuana is prohibited on College property, any student or employees who legally obtains a medical marijuana ID card should contact the Office of Special Services for students and Office of Human Resources staff to discuss any other possible on-campus accommodations, excluding the ability to use or possess medical marijuana on College property.

Alcohol on Campus

College students, employees, guests, and facilities users, who are 21 years and older, may only possess, purchase, and consume alcoholic beverages at locations which are licensed to sell alcohol or where consuming it is legal and authorized. Alcohol consumption is prohibited on campus unless authorized for a special event with a permit.

Availability of Employee and Student Counseling and Treatment Services

Early recognition and treatment of drug or alcohol abuse are important for successful rehabilitation and for personal, family, and social interactions.

Employees are encouraged to seek help for problems related to alcohol and substance abuse. The Employee Assistance Program (EAP) provides confidential counseling services, free of charge, for direct assistance and confidential referral services for employees seeking help with a substance abuse problem.

Students are also encouraged to seek help for problems related to substance abuse through the Center for Counseling and Wellness Services (CWS). Employees and students may also refer to the College's AOD policy brochure for a list of additional College and community resources.

Enforcement and Violations

The College takes seriously its responsibility to educate its students and employees regarding the implications of alcohol and illicit drug use and abuse. While the College recognizes that drug dependency and alcoholism are illnesses and will provide channels of referrals for help, it is the employee's or student's responsibility to seek help.

The College is concerned that individuals make responsible decisions regarding the use of legal and illegal substances. All members of the campus community found in violation of the Alcohol and Other Drugs policy will be subject to disciplinary action.

If an employee is found to be in the possession of or under the influence of illicit/unprescribed drugs or alcohol while working, disciplinary action will be taken in accordance with Policy 7009 *Employee Conduct and Work Rules*.

It is the employee's responsibility to inform his/her supervisor if they are unable to fulfill their current job responsibilities due to taking legally prescribed and/or over-the-counter medications. An employee who fails to disclose this information and whose job performance, safety, or the efficient operation of work is negatively affected will be disciplined according to Policy 7009 *Employee Conduct and Work Rules*.

Use of alcohol and illicit drugs are linked to risk factors associated with incidents of sexual assault, domestic violence, dating violence, and stalking. Victims and witnesses are encouraged to report and cooperate with investigations of sexual assault, domestic violence, dating violence, and stalking including incidents where there is an implication of alcohol or drug use. (See policy 7013 *Sexual Misconduct and the Rights of Victims*).

A student found violating the Alcohol and Other Drugs policy will be considered to have violated the Student Code of Conduct (see policy 8007 *Student Code of Conduct*) and will be subject to sanctions commensurate with the offense consistent with local, State, and Federal law, up to and including expulsion from the College. Compliance with education programs may be required.

This does not supplant or supersede statutory or administrative law at the federal, state, county or municipal level. Strict compliance with such laws will be the responsibility of all organizations and individuals. Violators of the law may be subject to penalties imposed by a court or other empowered board, agency, or commission, in addition to any action taken by the College.

Commonly Abused Drugs and Potential Effects

Substance	Nicknames/ Slang Terms	Short-Term Effects	Long-Term Effects
Alcohol		Slurred speech, drowsiness, headaches, impaired judgment, decreased perception and coordination, distorted vision and hearing, vomiting, breathing difficulties, unconsciousness, coma, blackouts	Toxic psychosis, physical dependence, neurological and liver damage, fetal alcohol syndrome, vitamin B1 deficiency, sexual problems, cancer, physical dependence
<p>Amphetamines Psychoactive (mind altering); Central Nervous System stimulant.</p> <p>Rx Names: Dexadrine, Biphetamine, Das, Dexampex, Ferndex, Oxydess II, Spancap No. 1, Desoxyn and Methampex</p>	<p>Uppers, speed, up the brains, meth, crack, crystal, ice, pep pills, bennies, up the brains</p> <p>Ingested orally, sniffed or smoked</p>	Increased heart rate, increased blood pressure, dry mouth, loss of appetite, restlessness, irritability, anxiety	Delusions, hallucinations, heart problems, hypertension, irritability, insomnia, toxic psychosis, physical dependence
Barbiturates and Tranquilizers	Barbs, bluebirds, blues, yellow jackets, red devils, roofies, rohypnol, ruffies, tranqs, mickey, flying v's	Slurred speech, muscle relaxation, dizziness, decreased motor control	Severe withdrawal symptoms, possible convulsions, toxic psychosis, depression, physical dependence

Substance	Nicknames/ Slang Terms	Short-Term Effects	Long-Term Effects
Cocaine	Coke, crack, snow, powder, blow, rock	Loss of appetite, increased blood pressure and heart rate, contracted blood vessels, nausea, hyper-stimulation, anxiety, paranoia, increased hostility and rate of breathing, muscle spasms and convulsions, dilated pupils, disturbed sleep.	Depression, weight loss, high blood pressure, seizure, heart attack, stroke, hypertension, hallucinations, psychosis, chronic cough, nasal passage injury, kidney, liver and lung damage
Fentanyl – synthetic opioid up to 100 times more powerful than morphine to treat patients with severe pain or to manage pain after surgery. Sch. II drug Fentanyl has become the deadliest drug in America’s opioid epidemic.	Apace, China Girl, China Town, China White, Dance Fever, Goodfellas, Great Bear, He-Man, Poison, and Tango & Cash Rx – Actiq, Duragesic, Sublimaze	Euphoria, drowsiness, nausea, confusion, constipation, tolerance (similar to heroin)	Addiction, respiratory depression and arrest, unconsciousness, coma and death
Gamma Hydroxy Butyrate (GHB) – Central Nervous System Depressant, not approved for use as a sedative in U.S. Affects brain when used with medications for mental conditions (anti-psychotic drugs).	GHM, liquid B, liquid X, liquid ecstasy, G, Georgia homeboy, Club drug, date-rape drug	Euphoria, decreased inhibitions, drowsiness, sleep, decreased body temperature, decreased heart rate, decreased blood pressure	Memory loss, depression, severe withdrawal symptoms, physical dependence, psychological dependence, grievous bodily harm

Substance	Nicknames/ Slang Terms	Short-Term Effects	Long-Term Effects
<p>Heroin (diamorphine) Opioid made from morphine; Sch. I drug, 2-3 times more potent than morphine. (Pain relief)</p>	<p>H, junk, smack, horse, skag</p>	<p>Euphoria, flushing of the skin, dry mouth, “heavy” arms and legs, slowed breathing, muscular weakness, increased sex drive</p>	<p>Constipation, loss of appetite, lethargy, weakening of the immune system, respiratory (breathing) illnesses, muscular weakness, partial paralysis, coma, physical dependence, psychological dependence</p>
<p>Ketamine General anesthesia and sedative results in a lack of feeling or sensation; used for surgical procedures and sedation</p>	<p>K, Super K, Special K</p>	<p>Dream-like states, hallucinations, impaired attention and memory, delirium, impaired motor function, high blood pressure, depression</p>	<p>Urinary tract/bladder problems, abdominal pain, major convulsions, muscle rigidity, increased confusion, increased depression, physical and psychological dependence</p>
<p>LSD (Lysergic Acid Diethylamide) One of the major drugs making up hallucinogens class. Mood changing</p>	<p>Acid, stamps, dots, blotter, A-bombs</p>	<p>Dilated pupils, change in body temperature, blood pressure and heart rate, sweating, chills, loss of appetite, decreased sleep, tremors, changes in visual acuity, mood changes.</p>	<p>May intensify existing psychosis, panic reactions, can interfere with psychological adjustment and social functioning, insomnia, physical dependence, psychological dependence</p>

Substance	Nicknames/ Slang Terms	Short-Term Effects	Long-Term Effects
<p>MDMA (Methylene Diosymethamphetamine)</p> <p>Stimulant and hallucinogen similar to Mescaline</p>	<p>Ecstasy, XTC, adam, X, rolls, pills</p>	<p>Impaired judgment, confusion, blurred vision, teeth clenching, depression, anxiety, paranoia, sleep problems, muscle tension</p>	<p>Same as LSD, sleeplessness, nausea, confusion, increased blood pressure, sweating, depression, anxiety, memory loss, kidney failure, cardiovascular problems, convulsions, death, physical dependence, psychological dependence</p>
<p>Marijuana/Cannabis</p> <p>Depressant, psychoactive, medicinal, recreational</p>	<p>Pot, grass, dope, weed, joint, bud, reefer, doobie, roach</p>	<p>Sensory distortion, poor coordination of movement, slowed reaction time, panic, anxiety</p>	<p>Bronchitis, conjunctivas, lethargy, shortened attention span, suppressed immune system, personality changes, cancer, psychological dependence, physical dependence possible for some</p>
<p>Mescaline</p> <p>Illicit Sch. I, strong drug</p>	<p>Peyote cactus</p>	<p>Nausea, vomiting, anxiety, delirium, hallucinations, increased heart rate, blood pressure and body temperature</p>	<p>Lasting physical and mental trauma, intensified existing psychosis, psychological dependence</p>

Substance	Nicknames/ Slang Terms	Short-Term Effects	Long-Term Effects
<p>Morphine/Opiates Used to treat severe pain.</p> <p>Rx: Oxycodone, Hydrocodone, Tramadol, Codeine</p>	<p>Astromorph, duramorph, Kadian, M, morf, Miss Emma, MS Contin, monkey, roxanol, white stuff</p>	<p>Euphoria, increased body temperature, dry mouth, “heavy” feeling in arms and legs</p>	<p>Constipation, loss of appetite, collapsed veins, heart infections, liver disease, depressed respiration, pneumonia and other pulmonary complications, physical dependence, psychological dependence</p>
<p>PCP (Phencyclidine) Most popular abused hallucinogen. Extremely dangerous if user does <u>not</u> experience hallucinations while using. Considered a dissociative drug.</p>	<p>Angel dust, crystal tea, dust, embalming fluid, killer weed, ozone, rocket fuel, supergrass, wack</p>	<p>Shallow breathing, flushing, profuse sweating, numbness in arms and legs, decreased muscular coordination, nausea, vomiting, blurred vision, delusions, paranoia, disordered thinking</p>	<p>Memory loss, difficulties with speech and thinking, depression, weight loss, psychotic behavior, violent acts, psychosis, physical dependence, psychological dependence, seizures, coma, addiction, increased risk of suicide, flashbacks may occur despite stopping</p>
<p>Psilocybin Hallucinogenic, psychedelic drug, mind altering</p>	<p>Mushrooms, magic mushrooms, shrooms, caps, psilocybin and psilocyn</p>	<p>Nausea, distorted perceptions, nervousness, paranoia</p>	<p>Confusion, memory loss, shortened attention span, flashbacks may intensify psychosis</p>

Substance	Nicknames/ Slang Terms	Short-Term Effects	Long-Term Effects
<p>Steroids</p> <p>Anabolic – muscle building</p> <p>Androgenic – masculinizing, similar to testosterone</p> <p>Corticosteroids – help control inflammation</p>	<p>Roids, juice, gear stackers</p> <p>Rx: Anadol-0(PRO) - <i>oxymethone</i></p> <p>Methites(PRO)- <i>methyltestosterone</i></p> <p>Xyosted(PRO)- <i>testosterone</i></p> <p>Depo-testosterone (PRO)</p>	<p>Increased lean muscle mass, increased strength, acne, oily skin, excess hair growth, high blood pressure</p>	<p>Cholesterol imbalance, anger management problems, masculinization of women, breast enlargement in men, premature fusion of long bones preventing attainment of normal height, atrophy of reproductive organs, impotence, reduced fertility, stroke, hypertension, congestive heart failure, liver damage, psychological dependence</p>
<p>Toradol (Rx)</p> <p>Keterolac</p> <p>Tromethamine</p> <p>Non-steroidal anti-inflammatory drug (NSAID) used for short-term, moderate to severe pain in adults, not to exceed 5 days</p>	<p>This drug is included because it has become very popular with athletes. While <u>not a steroid and not addictive</u>, this drug can cause serious health issues if used long term (more than 5 days) to manage pain.</p>	<p>Upset stomach, nausea, vomiting, constipation, diarrhea, gas, dizziness or drowsiness may occur. May raise blood pressure. Serious side effects: fainting, fast, pounding heartbeat, hearing changes, mental/mood changes (confusion/depression) persistent/severe headache, stomach pain, sudden, unexplained weight gain, swelling of hands or feet, vision changes (e.g., blurred vision), unusual tiredness.</p>	<p>Long-term use (greater than 5 days) may raise blood pressure, and may rarely cause serious, possibly fatal liver disease (symptoms include dark urine, stomach/abdominal pain, persistent nausea/vomiting, yellowing eyes/skin); kidney problems (e.g, change in amount of urine), symptoms of infection (fever, chills), symptoms of meningitis (unexplained stiff neck, fever)</p>

Area: Human Resources
Approved: 07/01/19

President's Authorization:

A handwritten signature in black ink, appearing to read "James Kealey". The signature is written in a cursive style with a large initial "J".

References:

Rowan College of South Jersey Board of Trustees Policy Manual, *7015 Alcohol and Other Drugs*, *7009 Employee Conduct and Work Rules*, and *8007 Student Code of Conduct*.

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