

**BRIDGEWATER COLLEGE
ANNUAL NOTIFICATION UNDER
DRUG-FREE WORKPLACE ACT OF 1988 AND
DRUG-FREE SCHOOLS AND COMMUNITIES ACT OF 1989**

September 14, 2012

The Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act of 1989 (the “Acts”) require colleges to publish their policies regarding the possession, use or distribution of illicit drugs and alcohol by students or employees on campus. Bridgewater College’s policies regarding these matters are published annually in *The Eagle* - <http://www.bridgewater.edu/files/EagleStudentHandbook.pdf> - and in the Employee Handbook - http://www.bridgewater.edu/files/hr/Employee_Handbook.pdf. This notification supplements those policies.

Student Alcohol and Drug Policies

Alcohol.

In Virginia, people under 21 years of age may not possess, buy or use alcoholic beverages of any kind. Most of our students are under 21. Furthermore, the research in higher education reflects that alcohol can have negative impacts on students’ academic study environment and can increase incidents of vandalism, violence and sexual assaults on college and university campuses. Therefore, the possession, use or distribution of alcoholic beverages on campus is not permitted. The College expects students to use good decision making with alcohol use and not engage in behavior that will negatively impact his or her educational and personal goals. If students use alcoholic beverages off campus, it is expected that they will maintain proper decorum when they return to campus. Any student found behaving in an inappropriate, rowdy, destructive or unsafe manner on campus while under the influence of alcohol or drugs will be found in violation of the College’s alcohol policy. Sanctions for violation of the College’s alcohol policy will be determined on a case-by-case basis, and the circumstances surrounding a violation will determine the precise sanction. Sanctions for violations may include any or all of the following: a letter to the student’s parents, substance abuse evaluation and treatment programs, disciplinary probation, suspension and dismissal, as well as referral for possible prosecution.

Drugs.

Illegal drugs, as well as drug paraphernalia, may not be marketed, possessed, used or distributed on campus. Any student found in the presence of illegal drugs or drug paraphernalia (including hookahs) may be asked to appear before a Judicial Hearing Board. In the event of the use, possession or possession with apparent intent to distribute illegal drugs, campus police will be called to investigate the incident. If students are suspended they may forfeit their academic work for the current term. Virginia law provides stiff penalties for illegal possession or distribution of drugs. Bridgewater College will cooperate with law enforcement authorities in apprehending and prosecuting any alleged violators of drug laws. A student is in violation of the College’s drug policy if the student is found to be either using an illegal drug or in possession of an illegal drug

(which could include evidence of recent possession or use) or drug paraphernalia, or in the presence of an illegal drug or drug paraphernalia. Although each infraction of the College's drug policy is considered individually, the sanction for the possession, use or possession with apparent intent to distribute drugs (including marijuana, even in small quantities) may range from disciplinary probation to dismissal, and could include a requirement of substance abuse evaluation and treatment programs, as well as referral for possible prosecution.

Employee Alcohol and Drug Policy

As a recipient of federal aid and federal grants, the College must certify under the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act of 1989 that it will take certain steps to provide a drug-free workplace. Unlawfully possessing, being under the influence of, using, distributing, dispensing, or manufacturing alcohol or illegal or controlled substances is prohibited on College property, in College vehicles, while conducting College business, or as a part of College activities. Any employee who is convicted for any drug statute violation must notify his or her supervisor within five days of the conviction. The College will take appropriate action against an employee who violates any part of this workplace rule, up to and including termination and referral for prosecution. Employees not terminated may be required to satisfactorily participate in an approved alcohol or drug abuse assistance or rehabilitation program.

Separate from the legal requirements, the College is concerned with the health and well-being of members of the College community. Employees may contact the Director of Human Resources, in confidence, for referrals or information regarding available and appropriate substance abuse counseling, treatment and rehabilitation programs.

The College reserves the right to require testing of employees for alcohol (including medications containing alcohol) or illegal or controlled substances, on a random basis and/or on the basis of reasonable suspicion.

Alcohol and Illicit Drug Health Risks

Alcohol and illicit drugs are toxic substances that affect the mind, body and spirit. Excessive drinking can cause health risks which include damage to your body organs (liver, heart and digestive tracts), impaired physiological responses (decreased brain activity, digestion and blood circulation), and mental and emotional disorders (loss of memory, impaired judgment and personality changes). Very high doses cause respiratory depression and death. Alcohol-related problems include violent crimes, such as rape and murder, and deaths from drunk driving. Mothers who drink alcohol during pregnancy may give birth to infants with fetal alcohol syndrome. Many of these infants have irreversible mental and physical abnormalities. In addition, research indicates that children of alcoholic parents are at greater risk than other children of becoming alcoholics.

Drug abuse is dangerous and can lead to death. An overdose can cause psychosis, convulsions, coma and death. Continuous use of drugs can lead to organic damage, mental illness and malnutrition. It increases the risk of AIDS, hepatitis and other diseases related to injectable

drugs. Drug abuse can cause accidents resulting from foolish risks, "panic attacks" and acting irrationally. Aggressive and violent behavior, mental illness and suicide sometimes result from long-term use of drugs.

Summary Legal Sanctions Covering Alcohol and Drug Abuse

Members of the Bridgewater community should be aware of legal penalties applied for conviction in cases of drug and/or alcohol abuse. Local, state, and federal laws make illegal use of drugs and alcohol serious crimes. Convictions can lead to imprisonment, fines, and assigned community service. Courts do not lift prison sentences in order for convicted persons to attend college or continue their jobs. An offense is classified as a misdemeanor or a felony, depending upon the type and the amount of the substance(s) involved. A felony conviction for such an offense can prevent a person from entering many fields of employment or professions.

Alcohol. Virginia laws contain a variety of provisions governing the possession, use and consumption of alcoholic beverages. The laws apply to all students and employees of this institution. Some of the pertinent laws and sanctions for violations are summarized below:

- Drinking in Public - A fine not to exceed \$250
- Purchasing for Minors - Confinement in jail for up to 12 months, a fine not to exceed \$2,500, and loss of driver's permit for up to one year with loss of permit mandatory for at least six months
- Underage Possession - Fine not to exceed \$2,500, confinement in jail for up to 12 months, loss of driver's permit for up to one year but with loss of permit mandatory for at least six months
- Driving While Intoxicated - A fine not to exceed \$2,500 (mandatory minimum fine of \$250 for a first offense), mandatory jail time for a first offense based on the level of blood alcohol content, loss of driver's permit up to 12 months (for first offense), use of certified ignition interlock system for restricted license

Controlled Substances and Illicit Drugs. The unlawful possession, distribution, and use of controlled substances and illicit drugs, as defined by Virginia law, are prohibited. Controlled substances are classified under the Act into "schedules," ranging from Schedule I through Schedule VI. Some of the pertinent laws, including sanctions for their violation, are summarized below.

- Possession of a controlled substance classified in Schedules I or II (e.g., cocaine, Ritalin, LSD, Ecstasy, anabolic steroids) - term of imprisonment ranging from one to ten years, and a fine up to \$2,500
- Possession of a controlled substance classified in Schedule I or II of the Drug Control Act with the intent to sell or otherwise distribute - imprisonment from five to forty years and a fine up to \$500,000
- Possession of marijuana (one-half ounce or less) - confinement in jail for up to thirty days and a fine up to \$500, and upon a second conviction, confinement in jail for up to one year and a fine up to \$2,500

- Possession of marijuana (more than one-half ounce) – term of imprisonment ranging from one to ten years, and a fine up to \$2,500
- Possession of less than one-half ounce of marijuana with intent to sell or otherwise distribute - confinement in jail for up to one year and a fine up to \$2,500. If the amount of marijuana involved is more than one-half ounce to five pounds – term of imprisonment from one to ten years and a fine up to \$2,500. If the amount of marijuana involved is more than five pounds – term of imprisonment from five to thirty years

Conviction of any drug offense could, in addition to above penalties, include a six-month driver's license suspension. Persons convicted of drug possession under state or federal laws are ineligible for federal grants and loans for up to one year after the first conviction, and five years after the second. Under federal law, distribution of drugs to persons under twenty-one is punishable by twice the normal penalty with a mandatory one year in prison. Federal laws set substantially higher prison sentences for the manufacture and distribution of drugs if death or serious injury results from the use of the substance.

Area Resources Related to Substance Abuse

Alcohol abuse and illicit drug use are serious societal problems. To help contend with such problems, and to prevent drug or alcohol use that adversely affects academic and job performance and safety, the following programs are available in the area for students and employees. Although a student's or employee's rehabilitation efforts will be encouraged, participation in any program will not serve as protection against the normal disciplinary process associated with a violation of the College's alcohol and drug policies.

- The College's Student Health Services and Counseling Center provide free and confidential assistance to students with drug and alcohol problems. Both are staffed with qualified professionals who can provide direct assistance, and who also can refer students for substance abuse treatment by other providers.
- The Department of Student Life conducts two educational programs to address student alcohol abuse. CHOICES is an alcohol education class designed to allow students to reflect on their choices about alcohol as well as review the facts about this drug. BASICS (Brief Alcohol Screening and Intervention of College Students) is a preventive intervention for college students. It is aimed at students who drink alcohol heavily and have experienced or are at risk for experiencing alcohol-related problems such as poor class attendance, missed assignments, accidents, sexual assault and violence.
- Health care benefits for treatment of alcohol and drug problems are available through the health insurance policy available to employees.
- RMH Healthcare in Harrisonburg, Virginia and Augusta Health in Fishersville, Virginia, both offer Employee Assistance Programs (EAP), which the College can access for employees on a case-by-case basis. In addition, EmployeeConnectSM, an EAP offered through Lincoln Financial Services, the College's life insurance carrier, is a free,

confidential support program for substance abuse and other problems. Information is available in the Human Resources Office.

- Any employee who seeks rehabilitation through an inpatient program may be eligible for an unpaid leave of absence in accordance with the Family and Medical Leave Act.

Conclusion

This notification is distributed in accordance with the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act of 1989 (the “Acts”). In compliance with the Acts, Bridgewater College will impose disciplinary sanctions on students and employees (consistent with local, State and federal law) as described above, up to and including expulsion or termination of employment and referral for prosecution, for violations of the standards of conduct described above.