

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

September 28, 2018

The Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Campuses 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) - <http://www.bridgewater.edu/files/EagleStudentHandbook.pdf> - and in the [Employee Handbook](http://www.bridgewater.edu/files/hr/EmployeeHandbook.pdf) - <http://www.bridgewater.edu/files/hr/EmployeeHandbook.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. The research in higher education supports 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, with the exception of College-sanctioned events, the possession, use or distribution of alcoholic beverages (or powdered or crystalline alcohol) on campus is not permitted. Students who violate College policy or local, state or federal laws regarding alcoholic beverages, including underage possession, and any student found behaving in an inappropriate, rowdy, destructive or unsafe manner on campus while under the influence of alcohol, may be found in violation of the College’s alcohol policy and subject to College disciplinary action, criminal prosecution, fine and/or imprisonment.

Situations where alcohol is found on campus (or evidence indicating on-campus use of alcohol) will constitute a violation of the College’s alcohol policy. Additionally, alcohol or alcohol containers found under circumstances that implicate a student’s possession or use of alcohol on campus will constitute a violation of the College’s alcohol policy. Alcohol containers used as decoration are also prohibited. Students displaying bottles, boxes, or other alcoholic beverage decorations in their rooms will be asked to remove these items immediately.

The student or students in whose room/apartment/cottage alcohol is discovered will be deemed in possession of alcohol. Permitting alcohol to be brought into or kept in one’s room/apartment/cottage will be viewed by the College as the student possessing alcohol, and the student will be considered in violation of the College’s alcohol policy, unless they can demonstrate to the satisfaction of the College that they had no responsibility for its presence. Further, students associated with on-campus gatherings involving large quantities of alcohol or high-risk alcohol consumption (e.g., drinking games or contests, beer bong) will be found in violation of the College’s alcohol policy, whether it can be established that they have consumed

alcohol. The purpose of this is to encourage students to be responsible, honest, and accountable for their actions.

The College expects students to use good decision making with alcohol use and not engage in behavior that will negatively affect 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.

Sanctions for violations may include any or all of the following: a letter to the student's parents; substance abuse education; evaluation and treatment programs; disciplinary probation; suspension and dismissal; and referral for prosecution.

Any student who has or has not consumed alcohol or other drugs that seeks assistance for a fellow student in need of medical assistance will not be held accountable for an alcohol violation for seeking help. It is expected that all members of the College community will seek the appropriate resources for assisting fellow community members. To receive medical amnesty the student seeking assistance must be the one to contact residence life or campus police, provide his or her identity when calling for help, and stay with the student until help arrives. If multiple students are involved in getting a student help, the College will evaluate each student's involvement to see if medical amnesty applies, including for the student who received assistance.

#### Illegal Drugs.

Illegal drugs and 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 Hearing Board or be administratively dismissed. In the event of the use, possession or possession with apparent intent to distribute illegal drugs, campus police will be contacted to investigate the incident. If students are suspended, they forfeit their academic work for the current term. Virginia and federal laws provide stiff penalties for illegal possession or distribution of drugs. Bridgewater College will cooperate with law enforcement authorities in apprehending and prosecuting any alleged violations 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 education, evaluation and treatment programs, as well as referral for prosecution.

#### **Employee Alcohol and Drug Policies**

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 Campuses Act of 1989 that it will take certain steps to provide a drug-free workplace. With the exception of College-sanctioned events, 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, which is in the best interest of the College and in accordance with the Drug-Free Workplace Act. Employees not terminated may be required to 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.

In furtherance of its commitment to a safe workplace and learning environment, 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 based on 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 can 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 of becoming alcoholics than other children.

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 brain 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.

The following are health risks of commonly abused substances.

<b>Substance</b>	<b>Nicknames/Slang Terms</b>	<b>Short Term Effects</b>	<b>Long Term Effects</b>
Alcohol		slurred speech, drowsiness, headaches, impaired judgment,	toxic psychosis, physical dependence, neurological and liver

		decreased perception and coordination, distorted vision and hearing, vomiting, breathing difficulties, unconsciousness, coma, blackouts	damage, fetal alcohol syndrome, vitamin B1 deficiency, sexual problems, cancer, physical dependence
Amphetamines	uppers, speed, meth, crack, crystal, ice, pep pills	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
Cocaine	coke, cracks, snow, powder, blow, rock	loss of appetite, increased blood pressure and heart rate, contracted blood vessels, nausea, hyper-stimulation anxiety, paranoia, increased hostility, increased 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
Gamma Hydroxy Butyrate	GHB, liquid B, liquid X, liquid ecstasy, G, georgia homeboy, grievous bodily harm	euphoria, decreased inhibitions, drowsiness, sleep, decreased body temperature, decreased heart rate, decreased blood pressure	memory loss, depression, severe withdrawal symptoms, physical dependence, psychological dependence
Heroin	H, junk, smack, horse, skag	euphoria, flushing of the skin, dry mouth, "heavy" arms and legs, slowed breathing, muscular weakness	constipation, loss of appetite, lethargy, weakening of the immune system, respiratory (breathing) illnesses, muscular weakness, partial paralysis, coma, physical dependence,

			psychological dependence
Ketamine	K, super K, special K	dream-like states, hallucinations, impaired attention and memory, delirium, impaired motor function, high blood pressure, depression	Urinary tract and bladder problems, abdominal pain, major convulsions, muscle rigidity , increased confusion, increased depression, physical dependence, psychological dependence
LSD	acid, stamps, dots, blotter, A-bombs	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	may intensify existing psychosis, panic reactions, can interfere with psychological adjustment and social functioning, insomnia, physical dependence, psychological dependence
MDMA	ecstasy, XTC, adam, X, rolls, pills	impaired judgment, confusion, confusion, blurred vision, teeth clenching, depression, anxiety, paranoia, sleep problems, muscle tension	same as LSD, sleeplessness, nausea, confusion, increased blood pressure, sweating , depression, anxiety, memory loss, kidney failure, cardiovascular problems, convulsions, death, physical dependence, psychological dependence
Marijuana/Cannabis	pot, grass, dope, weed, joint, bud, reefer, doobie, roach	sensory distortion, poor coordination of movement, slowed reaction time, panic, anxiety	bronchitis, conjunctivas, lethargy, shortened attention span, suppressed immune system, personality changes, cancer, psychological dependence, physical dependence possible for some
Mescaline	peyote cactus	nausea, vomiting, anxiety, delirium,	lasting physical and mental trauma,

		hallucinations, increased heart rate, blood pressure, and body temperature,	intensified existing psychosis, psychological dependence
Morphine/Opiates	M, morf, duramorph, Miss Emma, monkey, roxanol, white stuff	euphoria, increased body temperature, dry mouth, “heavy” feeling in arms and legs	constipation, loss of appetite, collapsed veins, heart infections, liver disease, depressed respiration, pneumonia and other pulmonary complications, physical dependence, psychological dependence
PCP	crystal, tea, angel dust, embalming fluid, killer weed, rocket fuel, supergrass, wack, ozone	shallow breathing, flushing, profuse sweating, numbness in arms and legs, decreased muscular coordination, nausea, vomiting, blurred vision, delusions, paranoia, disordered thinking	memory loss, difficulties with speech and thinking, depression, weight loss, psychotic behavior, violent acts, psychosis, physical dependence, psychological dependence
Psilocybin	mushrooms, magic mushrooms, shrooms, caps, psilocybin & psilocyn	nausea, distorted perceptions, nervousness, paranoia,	confusion, memory loss, shortened attention span, flashbacks may intensify existing psychosis,
Steroids	roids, juice	increased lean muscle mass, increased strength, acne, oily skin, excess hair growth, high blood pressure	Cholesterol imbalance, anger management problems, masculinization or 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

## **Summary of Legal Sanctions Related to 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 (mandatory minimum fine of \$500 or 50 hours of community service), 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

For more information on Virginia laws related to alcohol possession and consumption, please see the publication, [Learn Alcohol Basics](#).

Controlled Substances and Illicit Drugs. The unlawful possession, distribution, and use of controlled substances and illicit drugs, as defined by Virginia and federal law, are prohibited. Controlled substances are classified under the federal Controlled Substances Act ("CSA") 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 marijuana - 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 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.

The CSA also provides penalties for unlawful manufacturing, distributing, and dispensing controlled substances. The penalties are determined by the schedule of the drug or other substance, and sometimes are specified by drug name, as in the case of marijuana. The following charts are an overview of the penalties for trafficking or unlawful distribution of controlled substances. This is not inclusive of the penalties provided under the CSA.

### **Federal Trafficking Penalties**

Drug/Schedule	Quantity	Penalties	Quantity	Penalties
Cocaine (Schedule II)	500–4999 grams mixture	<b>First Offense:</b> Not less than 5 yrs, and not more than 40 yrs. If death or serious injury, not less than 20 or more than life. Fine of not more than \$5 million if an individual, \$25 million if not an individual. <b>Second Offense:</b> Not less than 10 yrs, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$8 million if an individual, \$50 million if not an individual.	5 kgs or more mixture	<b>First Offense:</b> Not less than 10 yrs, and not more than life. If death or serious injury, not less than 20 or more than life. Fine of not more than \$10 million if an individual, \$50 million if not an individual. <b>Second Offense:</b> Not less than 20 yrs, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual. <b>2 or More Prior Offenses:</b> Life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.
Cocaine Base (Schedule II)	28–279 grams mixture		280 grams or more mixture	
Fentanyl (Schedule II)	40–399 grams mixture		400 grams or more mixture	
Fentanyl Analogue (Schedule I)	10–99 grams mixture		100 grams or more mixture	
Heroin (Schedule I)	100–999 grams mixture		1 kg or more mixture	
LSD (Schedule I)	1–9 grams mixture		10 grams or more mixture	
Methamphetamine (Schedule II)	5–49 grams pure or 50–499 grams mixture		50 grams or more pure or 500 grams or more mixture	
PCP (Schedule II)	10–99 grams pure or 100–999 grams mixture		100 gm or more pure or 1 kg or more mixture	

<b>Penalties</b>		
Other Schedule I & II drugs (and any drug product containing Gamma Hydroxybutyric Acid) Flunitrazepam (Schedule IV)	Any amount  1 gram	<b>First Offense:</b> Not more than 20 yrs. If death or serious injury, not less than 20 yrs, or more than life. Fine \$1 million if an individual, \$5 million if not an individual. <b>Second Offense:</b> 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.



Other Schedule III drugs	Any amount	<b>First Offense:</b> Not more than 10 years. If death or serious injury, not more than 15 yrs. Fine not more than \$500,000 if an individual, \$2.5 million if not an individual. <b>Second Offense:</b> 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.
All other Schedule IV drugs	Any amount	<b>First Offense:</b> Not more than 5 yrs. Fine not more than \$250,000 if an individual, \$1 million if not an individual. <b>Second Offense:</b> Not more than 10 yrs. Fine not more than \$500,000 if an individual, \$2 million if other than an individual.
Flunitrazepam (Schedule IV)	Other than 1 gram or more	
All Schedule V drugs	Any amount	<b>First Offense:</b> Not more than 1 yr. Fine not more than \$100,000 if an individual, \$250,000 if not an individual. <b>Second Offense:</b> Not more than 4 yrs. Fine not more than \$200,000 if an individual, \$500,000 if not an individual.

#### Federal Trafficking Penalties - Marijuana

Drug	Quantity	1st Offense	2nd Offense *
Marijuana (Schedule I)	1,000 kg or more marijuana mixture; or 1,000 or more marijuana plants	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.	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.
Marijuana (Schedule I)	100 kg to 999 kg marijuana mixture; or 100 to 999 marijuana plants	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.	Not less than 10 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.
Marijuana (Schedule I)	More than 10 kgs hashish; 50 to 99 kg marijuana mixture  More than 1 kg of hashish oil; 50 to 99 marijuana plants	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.	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.
Marijuana (Schedule I)	Less than 50 kilograms marijuana (but does not include 50 or more marijuana plants regardless of weight) 1 to 49 marijuana plants	Not more than 5 yrs. Fine not more than \$250,000, \$1 million if other than an individual.	Not more than 10 yrs. Fine \$500,000 if an individual, \$2 million if other than individual.
Hashish (Schedule I)	10 kg or less		

Hashish Oil (Schedule I)	1 kg or less		
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\*The minimum sentence for a violation after two or more prior convictions for a felony drug offense have become final is a mandatory term of life imprisonment without release and a fine up to \$20 million if an individual and \$75 million if other than an individual.

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.

More information about drugs, drug abuse and the penalties for violation of the CSA may be found in the publication, [Drugs of Abuse](#), developed by the U.S. Department of Justice.

### 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 for students and employees, and students and employees are informed of the programs. 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 Student 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 refer students for substance abuse treatment by other providers.
- Bridgewater College places an emphasis on alcohol education before and when new students arrive on campus.
  - All new students complete the Alcohol Wise program, delivered in two parts, which is a personalized, evidence-based, online prevention and intervention tool tailored to the individual underage drinker to educate them on the impact of alcohol on health, academics, and athletic performance. Students receive a confidential drinking profile that summarizes personal drinking-related problems, compares habits with social norms, challenges personal expectations, and provides a range of strategies.
  - New students participate in several mandatory sessions during new student orientation that focus specifically on substance use and abuse (alcohol education session as well as a bystander intervention program).
    - Incoming students attend a one-hour program with Linda Hancock, FNP, called "Molecules that Monkey with your Mind". This program talks about risk reduction strategies, alcohol and substance use in college.
    - Peer groups Speak Up and Step Up provide bystander intervention training
- All student-athletes also participate in alcohol and drug education programs
  - Athletic training and strength and conditioning staff instruct all student-athletes prior to first practice about NCAA drug testing, NCAA banned substances, BC drug testing, and supplement use
  - Twice a year peer group Step Up conducts hour-long workshops with each athletic team that covers alcohol use, banned substances and social norms on their teams

- Peer groups Speak Up and Step Up provide bystander intervention training
- The department of student life conducts four educational programs to address student alcohol abuse.
  - CHOICES is an alcohol education class designed to allow students to reflect on their choices about alcohol and 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. BASICS is conducted over the course of two interviews. This brief, limited intervention prompts students to change their drinking patterns and reduce alcohol-related harm to themselves and others.
  - Alcohol-Wise is an online program tailored for an individual student who is an underage drinker to educate on the impact of alcohol on health, academics, and athletic performance. Students receive a confidential drinking profile that summarizes personal drinking-related problems, compares habits with social norms, challenges personal expectations, and provides a range of strategies.
  - Under the Influence is a six (6) session, online intervention program tailored to the individual that covers key issues such as health effects, drinking and driving, state-specific laws, and alcohol/prescription interactions. Students receive a confidential drinking profile that summarizes personal drinking-related problems, compares habits with norms, challenges personal expectations, and provides a range of non-drinking strategies.
  - CASICS (Cannabis Abuse Screening and Intervention for College Students) is a harm-reduction approach to a brief-intervention for marijuana use. This two-interview program encourages students to examine the role marijuana plays in their life and plan for changes.
  - Marijuana 101 is an online program tailored to the individual that covers a variety of key issues regarding use. Students receive a confidential personalized-feedback report that summarizes use and negative consequences, compare social norms, challenge personal expectations, and provides strategies to quit.
- Health care benefits for treatment of alcohol and drug problems are available through the health insurance policy available to employees.
- A free, confidential Employee Assistance Program is available 24/7 through the College's health insurance provider, Anthem. In addition, both Sentara RMH Medical Center in Harrisonburg, Virginia and Augusta Health in Fishersville, Virginia, offer Employee Assistance Programs, which the College can access for employees on a case-by-case basis. Information is available in the Human Resources Office.
- Any employee who seeks rehabilitation through an inpatient program may be eligible for 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 Campuses 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.