

## Appendix D: Drug and Alcohol Policy

Drug and alcohol use and abuse are growing concerns in our society. The associated problems are typically very complex and are difficult to resolve. Drug or alcohol use may impair a person's well being and jeopardize his or her personal safety and the safety of others. To help prevent the use and abuse of drugs and alcohol, College policy prohibits distribution, dispensation, possession, or use of a controlled substance in the workplace, on College premises, or as part of any College-sponsored activities. Exceptions to this policy may only be made by the College's Board of Trustees and/or the President. Students who are impaired by alcohol or a controlled substance while on College premises or during a College-sponsored activity are also subject to this policy.

Any student violating this policy will be subject to disciplinary action up to and including termination from employment and/or expulsion and referral for prosecution. The specifics of the policy are as follows:

1. The term alcoholic beverage includes beer, wine, whiskey, and any other beverage listed in Chapter 18B of the General Statutes of North Carolina. The term "controlled substance" means any drug listed in 21 CFR Part 1308 and other federal regulations, as well as those listed in Article V, Chapter 90 of the North Carolina General Statutes. Generally, these drugs have a high potential for abuse. Such drugs include, but are not limited to heroin, marijuana, cocaine, PCP, and "crack." They also include "legal drugs" which are not prescribed by a licensed physician.
2. Students employed under the College Work Study-Program are considered to be employees of the college if the work is performed for the college in which the student is enrolled. For work performed for a federal, state, local public agency, a private nonprofit or a private for profit agency, students are considered to be employees of the college unless the agreement between the college and the organization specifies that the organization is considered to be the employer.
3. Gaston College does not differentiate between drug users, drug pushers, or sellers. Any student who possesses, uses, sells, gives, or in any way transfers a controlled substance to another person, or manufactures a controlled substance while in the workplace, on college premises, or as part of any college-sponsored activity, will be subject to disciplinary action up to and including termination or expulsion and referral for prosecution.
4. The college may require a person to successfully undergo a drug and/or alcohol rehabilitation program sponsored by an approved private or governmental institution as a precondition for continued employment and/or enrollment at the College.
5. Each student is required to inform the college, in writing, within five (5) days after he or she is convicted for violation of any federal, state, or local criminal drug statute where such violation occurred while on college premises, or as part of any college-sponsored activity. A conviction means a finding of guilt (including a plea of nolo contendere) or the imposition of a sentence by a judge or jury in any federal or state court.