

Alcohol and Drug Policy

In compliance with the Federal Drug-Free Workplace Act of 1988; the Federal Drug-free Schools and Communities Act of 1989; the Maryland Drug and Alcohol Abuse Control Plan of 1990; and the Maryland Higher Education Commissioner's policies of 1990, Garrett College is dedicated in spirit and in compliance with law to a drug-free workplace and educational environment.

Students and employees are expected and required to be in appropriate mental and physical condition and to be free from the influence of alcohol or drugs. Alcohol use is not permitted on campus except under limited conditions that require the approval of the President (see section E of the Drug and Alcohol Policy in the HR manual).

The unlawful manufacture, distribution, sale, possession, or use of illicit drugs and the illegal use of alcohol as a part of any Garrett College activity, are absolutely prohibited, in accordance with all applicable federal, state, and local laws.

Violations of this policy by employees or students will result in disciplinary action, up to and including dismissal, consistent with normal college policy and procedure (See Student Code of Conduct and Human Resources Manual for sanctions). In addition, any violations may have legal consequences consistent with local, state, and federal law.

The College recognizes drug or alcohol abuse as a major health problem as well as a potential safety and security issue. Students and employees needing assistance in dealing with such problems are encouraged to use community or campus assistance services. Contact information for these services can be found on the ?resources? page (20) of the annual security report.

The College will maintain a program to increase the awareness of the College community about:

- The dangers of drug and alcohol abuse. All students, staff and faculty will be advised individually through mail, email, advertisements, sessions, awareness programs, and through other appropriate avenues.
- The availability of drug and alcohol counseling and rehabilitation programs. The College will distribute a description of drug or alcohol counseling, treatment, rehabilitation, or re-entry programs available to the College community at least once per year.
- The College employs a counselor for 24 hours per week for students. The counselor provides an intake that identifies potential alcohol and/or drug use, has the ability to refer students for drug/alcohol screening, and provides counseling services.

At the beginning of each semester (typically the third week of September and the third week of January), the College will hold a drug and alcohol awareness and prevention week. Throughout the year, the College will hold special programs on drug and alcohol prevention sponsored and organized by the Campus Security, Counseling, and Health Services offices in conjunction with the Garrett County Health Department. Times, dates, and locations of these event will be advertised weeks in advance to the college community on the College website, the Intranet, and emailed to students' college accounts.

Employees in need of assistance may be referred by area supervisors, department heads, administrators, or security personnel. Drug counseling and rehabilitation program information can be obtained through the College's Director of Human Resources or the Health Services Office.