



WILLISTON
STATE COLLEGE

Drug and Alcohol Prevention Program

**(DAAPP)
Annual Information 2016**

Williston State College

In accordance with the 1989 amendments to the Drug-Free Schools and Communities Act, as articulated in the Education Department General Administrative Regulations (EDGAR) part 86 (Drug Free Schools and Campuses Regulations), an institution of higher education (IHE) such as Williston State College (WSC), is required to certify that it has implemented programs to prevent the abuse of alcohol and use and/or distribution of illicit drugs by WSC students and employees both on its premises and as a part of any of its activities. All of WSC's Policies and Procedures can be found on our website at www.willistonstate.edu.

Policies specific to Williston State College employee's can be found in the [Employee Handbook](#). Policies specific to the student population at WSC can be found in the [Student Code of Conduct](#).

To ensure every student, faculty member and staff person is informed about WSC's alcohol and other drug policies, at a minimum, an institute of higher education must annually distribute the following in writing to all students and employees:

- Standards of conduct that clearly prohibit, at a minimum, the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on its property or as part of any of its activities;
- A description of the applicable legal sanctions under local, State, or Federal law for the unlawful possession or distribution of illicit drugs and alcohol;
- A description of the health risks associated with the use of illicit drugs and the abuse of alcohol;
- A description of any drug or alcohol counseling, treatment, or rehabilitation or re-entry programs that are available to employees or students; and
- A clear statement that the institute of higher education will impose disciplinary sanctions on students and employees (consistent with local, State, and Federal law), and a description of those sanctions, up to and including expulsion or termination of employment and referral for prosecution, for violations of the standards of conduct required by paragraph (a)(1) of this section. For the purpose of this section, a disciplinary sanction may include the completion of an appropriate rehabilitation program.

I. Standards of Conduct

A. Employees

Williston State College employees are required to abide by the WSC Drug-free Workplace Policy found in the [Employee Handbook](#) . In accordance with the Drug Free Workplace and [State Board of Higher Education \(SBHE\) policy 615](#), the unlawful manufacture, distribution, dispensation, possession or use of a controlled substance in the workplace is prohibited. Every employee is required to abide by applicable laws and SBHE Policy 615 as a condition of employment.

B. Currently enrolled students

Students are expected to obey local, state, and federal laws. Currently enrolled students are also required to abide by WSC's [Student Code of Conduct](#). Any student who violates WSC's Alcohol and Other Drugs policy is subject to disciplinary sanctions stated within the Student Code of Conduct.

II. Legal Sanctions

A. Federal

Federal law provides criminal and civil penalties for unlawful possession or distribution of drugs and alcohol. Please refer to <http://www.deadiversion.usdoj.gov/21cfr/21usc/index.html> for details on federal trafficking penalties for controlled substance violations. Among incarceration and/or fines, there are federal laws allowing the forfeiture of property used in possession or to facilitate possession of a controlled substance. This could include homes, vehicles, boats, aircrafts and any other personal or real property. Fines could range up in the millions of dollars. One becomes ineligible to possess firearms and to receive federal benefits such as student loans and grants.

B. State and Local Law

Individuals in the state of North Dakota must be at least 21 years of age to buy, possess and/or consume alcohol. Person(s) providing alcohol to individuals under the age of 21 violate state law and may be cited for contributing to the delinquency of a minor among other possible citations depending on the circumstances. There are other important state laws and local rules relating to alcohol including driving under the influence (DUI) and open container. For a first DUI offense, violators are fined at least \$500 and are ordered to have an addiction evaluation. State Law and Williston City Ordinances prohibit driving under the influence of intoxicating liquor or controlled substances. State Law and Williston City Ordinances also prohibit open containers of alcohol in vehicles. It is important to note Williston City Ordinances also prohibit disorderly houses (loud gatherings). For more information on Williston City Ordinances, please see <http://clerkshq.com/default.ashx?clientsite=williston-nd>.

North Dakota has adopted the Uniform Controlled Substances Act, which restricts the manufacture, transfer and possession of narcotic drugs and other drugs that have a potential for abuse or that may lead to physical or psychological dependence. It is a Class A felony to manufacture, deliver or possess with intent to manufacture or deliver controlled substances such as methamphetamines or narcotic drugs such as opium or cocaine in North Dakota. Penalties for a Class A felony can be up to 20 years imprisonment and/or \$20,000 fine.

Possession of drug paraphernalia for marijuana and advertising drug paraphernalia are Class A misdemeanors. Possession of one ounce or less of marijuana is a Class B misdemeanor. Possession of more than one ounce of marijuana is a Class B Felony. Inhaling vapors of a volatile chemical in a manner designed to create intoxication, hallucination or elation is a Class B misdemeanor. Possession of drug paraphernalia for controlled substances other than marijuana is a Class A misdemeanor. Possession of drug paraphernalia for marijuana can be classified as a Class A or Class B misdemeanor. It is a Class A misdemeanor to advertise drug paraphernalia. Class A misdemeanors are punishable up to one year's imprisonment and/or \$3,000 fine. Class B misdemeanors are punishable up to 30 days' imprisonment and/or \$1,500 fine. A Class B felony is punishable up to ten years' imprisonment and/or \$20,000 fine. For more information please refer to: <http://www.legis.nd.gov/generalinformation/north-dakota-century-code>.

III. Health Risks

There are many known health risks associated with the use of alcohol and drugs. The health risks range from decreased reaction time and motor coordination to more severe risks of cancer, heart attacks, and even death. More information can be found by using the links below.

<http://niaaa.nih.gov/alcohol-health/alcohols-effects-body>

<http://www.dea.gov/druginfo/factsheets.shtml>

<http://www.drugabuse.gov/drugs-abuse/commonly-abused-drugs-charts>

IV. Drug and Alcohol Programs

A. Employees

The following program is available for employees at Williston State College:

CHI St. Alexius Health has been in the forefront of providing Employee Assistance Program (EAP) services to public and private organizations since 1982. Our goal is to provide your organization with cost-savings and increased productivity and to provide services to employees who may be experiencing personal, emotional or work-related problems.

EAP provides a variety of services and educational benefits to all employees in your organization. Some of these include:

- 24/7 crisis line staffed by EAP counselors
- Chemical dependency evaluations and education
- Crisis intervention
- Supervisory training and employee orientation
- Informational brochures
- Policy and program development
- Professional and management development education and training
- Referrals for job performance
- Bi-monthly professional and supervisory newsletters

- Unlimited management consultations
- Quarterly utilization reports
- Free training through our Enhancing Excellence Series
- Assistance with emotional and behavioral, work-related, marital and family, financial and alcohol and drug-related concerns

B. Currently Enrolled Students

- WSC's offers alcohol and drug prevention programs which strive to educate students about the risks associated with alcohol use, communicate clear messages about the consequences of underage drinking, and provide a variety of on-campus student programming.
- Williston State College offers mental health counseling services for free to students currently enrolled. Personal counseling services provide confidential consultation, brief short term intervention, and referrals. The goal of counseling services is to help students return to their normal functioning as soon as possible. The mental health counseling team consists of three professional counselors. The local counselor, Leah Hoffman, is the primary counselor located on the WSC Campus. WSC also utilizes tele-med services to connect WSC students to two professional counselors on other North Dakota University System campuses.
- Student Life and Residence Life departments consistently plan late night, free events that are open to all students. Events made include, but are not limited to, the following: Dances, hypnotists, magicians, bowling nights, grocery bingo, open mic nights, speakers and lecturers, history symposiums, movie nights, games nights etc.
- All students are encouraged to attend WSC athletics games free of charge. Including: Basketball, hockey, baseball, volleyball and softball.
- Williston State College offers several organized intramural programs which are available to students.
- WSC students, faculty and staff participate in various community projects including the Salvation Army holiday bell ringing and Angel Tree charity events, a Giving Tree benefit for the Family Crisis Shelter, Easter Egg hunt hosted by Phi Theta Kappa (PTK), community-wide spring clean-up day, and Earth Day celebrations and associated clean-up activities and community parades.
- The Williston Area Recreation Center located on campus is open from 6am to 10pm Monday through Saturday and 1pm to 9pm Sunday. All full time students are provided with free membership and facilities include indoor tennis, basketball, track, weights and cardio, waterpark and lap pools.
- In addition, the student center and wellness center are open until 10 p.m. during the week and from 9 a.m.–3 p.m. on the weekends, providing students access to recreational space during the time they are not in class.
- All WSC events, both on and off campus are alcohol free in accordance with [SBHE policy 918](#).

V. Disciplinary Sanctions

A. Employees

An employee who is convicted of violation of any federal or state criminal drug law for conduct in the workplace must notify his/her supervisor of the conviction within five days of the conviction. A conviction means a finding of guilt (including a plea of guilty or nolo contendere or its equivalent) or the imposition of a sentence. Within 24 hours of receiving notice of a conviction, the supervisor must notify the institution's or system's human resource officer. Each new employee, at the time of hiring, shall receive a copy of the [State Board of Higher Education \(SBHE\) policy 615](#), and this procedure and acknowledge in writing that the employee has received and reviewed the policy and procedure. Institutions and the university system office shall document on an annual basis that each benefited employee has received a copy of SBHE Policy 615 and this procedure. This may be done as part of an annual evaluation, in-service training, electronically, or other appropriate procedure. Any employee who violates SBHE Policy 615 or this procedure is subject to disciplinary action up to and including termination.

B. Currently Enrolled Students

When a currently enrolled student violates the Student Code of Conduct, appropriate sanctions will be imposed. These may include, but are not limited to:

- Consultation
- Referral to special classes or counseling sessions
- Restitution and/or fines
- Parental notification
- Verbal and/or written warning that continuation or repetition of prohibited conduct may be the cause for more severe disciplinary action
- Prohibition from serving in elected positions in campus clubs and/or organizations
- Probation: an indication that further violations may result in suspension or expulsion
- Eviction from college-owned housing
- Suspension: temporary withdrawal of enrollment from WSC for a specified period of time
- Expulsion: termination of student enrollment for an indefinite period of time

Sanctions are administered on a case by case basis, taking into consideration the unique facts and/or mitigating or aggravating circumstances presented. The ultimate goal of the sanction is to reinforce Williston State College's commitment to a positive and safe learning environment consistent with acceptable social standards, and in accordance with federal, state and local laws.

VI. Annual Notification of the DAAPP and Biennial Report

A. Employee Notification

Notification of the information contained in the DAAPP will be distributed to all current employees of the college via email on or before October 1st of each year.

B. Student Notification

Notification of the information contained in the DAAPP will be distributed to all currently enrolled students on or before October 1st of each year.

VII. Oversight Responsibility

The Vice President for Student Affairs shall have oversight responsibility of the DAAPP including, but not limited to: updates, coordination of information required in the DAAPP, and coordination of the annual notification to employees and students.