



**Drug and Alcohol Prevention
Program (DAAPP)**

Policies for 2021-2022 School Year

Program Information for 2020

October 1, 2021

Lansing Community College

The Drug Free Schools and Campuses Regulations (34 CFR Part 86) of the Drug-Free Schools and Communities Act (DFSCA) requires an institution of higher education such as Lansing Community College, to certify that it has implemented programs to prevent the abuse of alcohol and use and/or distribution of illicit drugs both by LCC students and employees both on its premises and as a part of any of its activities. 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 the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees;

A description of the 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 alcohol abuse;

A description of any drug or alcohol counseling, treatment, or rehabilitation or reentry programs that are available to employees or students; and

A clear statement that the institution will impose sanctions on students and employees 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.

I. Standards of Conduct

A. Employees

Lansing Community College's "Drug Free Workplace Policy" is consistent with the Drug Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act (DFSCA). In conjunction with the "Ethics and Standards of Conduct for Employees Policy", these policies ensure a safe environment for employees, contractors, and temporary workers. These policies are available here:

[Drug and Alcohol Policy](#)

(https://lcc.edu/about/board-of-trustees/documents/policies/4-human-resources/4-003_drug-and-alcohol.pdf)

[Ethics and Standards of Conduct for Employees Policy](#)

(https://www.lcc.edu/about/board-of-trustees/documents/policies/4-human-resources/4-008_ethics-and-standards-of-conduct-for-employees.pdf)

Employees are required to adhere to the requirements of these policies. The

following conduct and behaviors are strictly prohibited (1) on College property, (2) at College sponsored events, or (3) in the conduct of College business or conducting or engaging in an academic program. The policy expressly prohibits:

- Use, possession, purchase, sale, dispensation, distribution or manufacture of any substance defined in the policy (with exceptions).
- Being under the influence by any substance defined in the policy.
- Use, possession, purchase, sale, transfer, or distribution of drug paraphernalia.
- Use, possession, purchase, sale, dispensation or distribution of alcohol on campus except when a written request has been submitted for consideration and approved in writing by the President or the President's designee.

B. Students

Lansing Community College's "Drug Free Workplace Policy" is consistent with the Drug Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act (DFSCA). In conjunction with the "Ethics and Standards of Conduct for Students Policy" and the "Student Code of Conduct", these ensure a safe environment for students. Students are required to abide by both the policies and Student Code of Conduct which are available here:

[Drug and Alcohol Policy](#)

(https://lcc.edu/about/board-of-trustees/documents/policies/4-human-resources/4-003_drug-and-alcohol.pdf)

[Ethics and Standards of Conduct for Students](#)

(https://www.lcc.edu/about/board-of-trustees/documents/policies/3-student-and-instruction/3-012_ethics-and-standards-of-conduct-for-students.pdf)

[Student Code of Conduct](#)

(<https://www.lcc.edu/academics/documents/pdf-policies/student-code-of-conduct.pdf>)

The following conduct and behaviors are strictly prohibited on College property, at College sponsored events, and while pursuing an academic program:

- Use, possession, purchase, sale, dispensation, distribution, or manufacture of any substance defined in the policy.
- Being impaired by any substance defined in the policy.
- Use, possession, purchase, sale, dispensation, or distribution of drug paraphernalia.

The Senior Vice President or their designee, the Dean of Student Affairs or their designee, and the Executive Director of Human Resources or their designee are responsible for the administration of the Drug and Alcohol Policy.

II. Notice of Federal Student Financial Aid Penalties for Drug Law Violations

A federal or state drug conviction can disqualify a student from federal financial aid programs. Convictions apply if they were for an offense that occurred during a period of enrollment for which the student was receiving Title IV federal financial aid; convictions do not count if the offense did not occur during such a period. A conviction that was reversed, set aside, or removed from the student’s record does not impact federal financial aid eligibility. In addition, a conviction received when the student was a juvenile does not apply, unless that student was tried as an adult.

The following chart illustrates the period of ineligibility for federal financial aid programs. Please note that eligibility is dependent upon the nature of the conviction and the number of prior offenses.

Offense Number	Possession of Illegal Drugs	Sale of Illegal Drugs
1st Offense	1 year from date of conviction	2 years from date of conviction
2nd Offense	2 years from date of conviction	Indefinite Period
3+ Offenses	Indefinite Period	

Pursuant to federal law, a conviction for the sale of drugs includes convictions for conspiring to sell drugs. Moreover, those students convicted of both selling and possessing illegal drugs will be subject to ineligibility for the longer period as prescribed under the circumstances.

A student regains eligibility the day after the period of ineligibility ends or when the student successfully completes a qualified drug rehabilitation program. Further drug convictions will make the student ineligible again for federal financial aid programs.

Students denied eligibility for an indefinite period can regain it only after successfully completing a rehabilitation program as described below. Furthermore, eligibility can be regained if a conviction is reversed, set aside, or removed from the student’s record so that fewer than two convictions for the sale or three convictions for the possession of illegal drugs remain on the student’s record. In such cases,

the nature and dates of the remaining convictions will determine when the student regains eligibility. It is the student's responsibility to certify to the College that a qualified drug rehabilitation program has been completed.

For purposes of financial aid eligibility, a qualified drug rehabilitation program must include at least two unannounced drug tests and must satisfy at least one of the following requirements:

- Be qualified to receive funds directly or indirectly from a federal, state, or local government program.
- Be qualified to receive payment directly or indirectly from a federally or state-licensed insurance company.
- Be administered or recognized by a federal, state, or local government agency or court.
- Be administered or recognized by a federally or state-licensed hospital, health clinic, or medical doctor.

For more information regarding illegal drug convictions and financial aid eligibility, please visit the [Free Application for Federal Student Aid \(FAFSA\) website](https://studentaid.ed.gov/sa/fafsa), (<https://studentaid.ed.gov/sa/fafsa>) or contact the [Financial Aid Office](https://www.lcc.edu/admissions-financial-aid/finaid/contact.html), (<https://www.lcc.edu/admissions-financial-aid/finaid/contact.html>).

III. Legal Sanctions

A. Federal

Federal law provides criminal and civil penalties for unlawful possession or distribution of a controlled substance. Under the Controlled Substance Act¹ as well as other related federal laws, the penalties for controlled substance violations include, but are not limited to, incarceration, fines, potential for the forfeiture of property used in possession or to facilitate possession of a controlled substance (which may include homes, vehicles, boats, aircrafts and any other personal property), ineligibility to possess a firearm, and potential ineligibility to receive federal benefits (such as student loans and grants).

FEDERAL TRAFFICKING PENALTIES²

¹ 21 USC §801, *et seq.*

²

DRUG/SCHEDULE	QUANTITY	PENALTIES	QUANTITY	PENALTIES
Cocaine (Schedule I I)	500–4999 grams mixture	First Offense: 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. Second Offense: 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	First Offense: 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. Second Offense: 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. 2 or More Prior Offenses: Life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.
Cocaine Base (Schedule I I)	28–279 grams mixture		280 grams or more mixture	
Fentanyl (Schedule I I)	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 I I)	5–49 grams pure or 50–499 grams mixture		50 grams or more pure or 500 grams or more mixture	
PCP (Schedule I I)	10–99 grams pure or 100–999 grams mixture		100 gm or more pure or 1 kg or more mixture	
PENALTIES				
Other Schedule I & II drugs (and any drug product containing Gamma Hydroxybutyric Acid)	Any amount	First Offense: 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. Second Offense: 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.		
Flunitrazepam (Schedule IV)	1 gram			
Other Schedule III drugs	Any amount	First Offense: 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. Second Offense: 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	First Offense: Not more than 5 yrs. Fine not more than \$250,000 if an individual, \$1 million if not an individual. Second Offense: 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	First Offense: Not more than 1 yr. Fine not more than \$100,000 if an individual, \$250,000 if not an individual. Second Offense: Not more than 4 yrs. Fine not more than \$200,000 if an individual, \$500,000 if not an individual.		

FEDERAL TRAFFICKING PENALTIES—MARIJUANA

<https://www.getsmartaboutdrugs.gov/sites/getsmartaboutdrugs.com/files/publications/Drugs%20o f%20Abuse%202020-Web%20Version-508%20compliant.pdf> Last visited on 07/16/2021

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 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 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 less 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 less 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) marijuana plants; 1 to 49 marijuana plants;	Not less than 5 yrs. Fine not more than \$250,000, \$1 million if other than an individual	Not less 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		

B. State

Under current Michigan state law, “a person shall not knowingly or intentionally possess a controlled substance.”³ If an individual is found guilty of a violation of the state law, they may be subject to large fines and/or imprisonment.

STATE OF MICHIGAN POSSESSION PENALTIES⁴

DRUG TYPE	AMOUNT	PUNISHMENT
Schedule 1 or 2 narcotic or cocaine	1000 grams or more	Life Felony, \$1,000,000 fine
	450 grams or more, but less than 1,000 grams	30-year felony, \$500,000 fine, or both
	50 grams or more, but less than 450 grams	20- year felony, \$250,000 fine, or both
	25 grams or more, but less	4-year felony, \$25,000 fine, or

³ MCL 333.7403, *et seq.*

⁴ MCL 333.7403, *et seq.*

DRUG TYPE	AMOUNT	PUNISHMENT
	than 50 grams	both
	Less than 25 grams of any mixture of that substance	Not more than a 4-year felony, \$25,000 fine, or both
Ecstasy or methamphetamine	Any amount	Not more than a 10-year felony, \$15,000 fine, or both
Any other schedule 1 or 2, or any schedule 3 or 4 (except marihuana)	Any amount	2-year felony, \$2,000 fine, or both
Marihuana ⁵ (must be at least 21 years of age)	More than twice the amount of 2.5 ounces	1 st Offense- Civil Infraction, \$500 fine 2 nd Offense- Civil Infraction, \$1000 fine 3 rd Offense- Misdemeanor, \$2,000 fine
Marihuana under 21 years of age ⁶	Not more than 2.5 ounces	1 st Offense- if the person is less than 18 years of age, by a fine of not more than \$100 or community service, forfeiture of the marihuana, and completion of 4 hours of drug education or counseling; or if the person is at least 18 years of age, by a fine of not more than \$100 and forfeiture of the marihuana. 2 nd Offense- if the person is less than 18 years of age, by a fine of not more than \$500 or community service, forfeiture of the marihuana, and completion of 8 hours of drug education or counseling; or if the person is at least 18 years of age, by a fine of not more than \$500 and forfeiture of the marihuana.
Schedule 5 ⁷	Any amount	1-year misdemeanor, \$2,000 fine
Prescription form or counterfeit form		1-year misdemeanor, \$1,000 fine

Under Michigan law, it is illegal for anyone under the age of 21 to purchase, consume or possess, or have any bodily content of alcohol. The following

⁵ MCL 333.27965

⁶ MCL 333.27965

⁷ MCL 333.7403, *et seq.*

summarizes some of the potential legal consequences for violating state law. A first-time conviction may result in a fine, substance abuse education and treatment, community service and court-ordered drug screenings.

STATE OF MICHIGAN MINOR IN POSSESSION OF ALCOHOL LIQUOR⁸

First Offense	Civil infraction, \$100 fine, The court may order participation in substance use disorder services
Second Offense	30 day misdemeanor, \$200 fine, The court may order participation in substance use disorder services
Third Offense	60 day misdemeanor, \$500, The court may order participation in substance use disorder services

- There also is a provision for possible imprisonment or probation for a second or subsequent offense.
- The use of false identification by minors in obtaining alcohol is a misdemeanor punishable of 93 days in jail with a \$100 fine, loss of driver’s license, probation and community service.
- Individuals can be arrested and/or convicted of operating a vehicle while intoxicated with a blood alcohol concentration (BAC) level at .08 or higher⁹. If a student is under 21, there is a “zero tolerance” law in the state of Michigan, and any blood alcohol level of .02 or higher can lead to a minor in possession (MIP) citation as well as being cited for operating a vehicle while intoxicated, if applicable. This is in addition to suspension of driving privileges in the State of Michigan.

C. Local

The City of Lansing ordinances prohibits the “sale, consumption or possession of an alcoholic beverage in an open container on public property.”¹⁰ Violations of the city ordinance may subject an individual to fines and costs, requirement to participate in alcohol and/or substance abuse treatment and may possibly result in a driver’s license suspension. A violation of this city ordinance is a misdemeanor of not more than 90 days of imprisonment and or a fine not exceeding \$500.¹¹

The City of Lansing ordinances prohibits the use of “drug paraphernalia including the possession with intent to use, drug paraphernalia to plant, propagate, cultivate, grow, harvest, manufacture, compound, convert, produce, process, prepare, test, analyze, pack, repack, store, contain, conceal, inject, ingest, inhale or otherwise introduce into the human body a controlled substance in

⁸ MCL 436.1703

⁹ MCL 257.625

¹⁰ Lansing City Ordinance Part 608.04, *et seq.*

¹¹Lansing City Ordinance Part 202.99 *et seq.*

violation of State or local law”.¹² A violation of this city ordinance is a misdemeanor of not more than 90 days of imprisonment and or a fine not exceeding \$500.¹³

Health Risks

A. Drug Abuse

The following sub-categories are the most frequently used drugs, listed with their associated risks, per the National Institute of Drug Abuse (NIDA).¹⁴

1. **Cannabinoids** (marijuana & hashish)

Known short-term risks include (but are not limited to) enhanced sensory perception, euphoria followed by drowsiness/relaxation, slowed reaction time, balance and coordination issues, increased heart rate, anxiety, panic attacks, and problems with learning and memory. Long-term risks include “mental health problems, chronic cough, [and] frequent respiratory infections.”

Synthetic cannabinoids (K2/Spice) are associated with the following additional risks: vomiting, agitation, confusion, paranoia, and increased blood pressure. The long-term effects are unknown.

Club Drugs (MDMA [also known as: Ecstasy, Adam, clarity, Eve, lover’s speed, peace uppers]; Flunitrazepam [also known as: Rohypnol, forget-me pill, Mexican Valium, R2, roach, Roche, roofies, roofinol, rope, rophies]; GHB [also known as G, Georgia home boy, grievous bodily harm, liquid ecstasy, soap, scoop, goop, liquid X])

Known short-term risks of *MDMA* (Ecstasy/Molly) include (but are not limited to) lowered inhibition, enhanced sensory perception, increased heart rate and blood pressure, muscle tension; nausea; faintness; chills or sweating, and “sharp rise in body temperature leading to liver, kidney, and death.” Long-term risks include confusion, depression, memory and sleep problems, increased anxiety, impulsiveness, and reduced interest in sexual activity.

Known short-term risks of *Flunitrazepam* include (but are not limited to) drowsiness, sedation, amnesia, black out, decreased anxiety, muscle relaxation impaired reaction time and motor coordination, impaired mental functioning, confusion, aggression, excitability, slurred speech,

¹² Lansing City Ordinance Part 622.01(b) *et seq.*

¹³ Lansing City Ordinance Part 202.99 *et seq.*

¹⁴ [National Institute of Drug Abuse \(NIDA\)](https://www.drugabuse.gov/drugs-abuse/commonly-abused-drugs-charts) website at <https://www.drugabuse.gov/drugs-abuse/commonly-abused-drugs-charts>: last visited on 07/16/2021

headache, and slowed breathing/heart rate. Long-term effects are unknown.

Known short-term risks of *GHB* include (but are not limited to) euphoria, drowsiness, confusion/memory loss unconsciousness, seizures, slowed heart rate/breathing, lower body temperature, coma, and death. Long-term effects are unknown.

2. **Dissociative Drugs** (Ketamine [also known as Ketalar SV, cat Valium, Lady K, K, Special K, vitamin K]; PCP and analogs [also known as angel dust, embalming fluid boat, hog, rocket fuel, love boat, peace pill]; Salvia [also known as Chia seeds, Diviner's Sage, Magic Mint, Sally-D, Ska Pastora])

Known short-term risks of *Ketamine* include (but are not limited to) attention, memory issues, and learning issues, dream like states, sedation, hallucinations, confusion, loss of memory, raised blood pressure, unconsciousness, and "Dangerously slowed breathing." Long-term risks include kidney problems, stomach pain, ulcers, poor memory and depression.

Known short-term risks of *PCP* include (but are not limited to) delusions, hallucinations, paranoia, problems thinking, "a sense of distance from one's environment," anxiety. Low doses: slight increase in breathing rate; increased blood pressure and heart rate; shallow breathing; face redness and sweating; numbness of the hands or feet; problems with movement. High doses: nausea; vomiting; flicking up and down of the eyes; drooling; loss of balance; dizziness; violence; seizures, coma, and death. "Long-term risks include memory loss, speech and thinking problems, and anxiety, loss of appetite.

Known short-term risks of *Salvia* include (but are not limited to) "Short-lived but intense hallucinations; altered visual perception, mood, body sensations; mood swings, feelings of detachment from one's body; sweating." Long-term effects are unknown.

3. **Hallucinogens** (LSD [also known as Acid, Blotter, Boomers, Cid, Golden Dragon, Looney Tunes, Lucy Mae, Microdots, Tabs, Yellow Sunshine]; Mescaline [also known as Buttons, cactus, mesc, peyote]; Psilocybin [also known as: Magic mushrooms, purple passion, shrooms, little smoke, sewage fruit, sacred mush, zoomers])

Known short-term risks of *LSD* include (but are not limited to) rapid emotional swings; inability to "recognize reality, think rationally, or communicate with others; raised blood pressure, heart rate, body temperature; dizziness, loss of appetite, tremors, enlarged pupils. Long-term risks include ongoing visual disturbances and frightening flashbacks, paranoia, and disorganized thinking, and mood swings.

Known short-term risks of *Mescaline* include (but are not limited to) enhanced perception and feeling, hallucinations, euphoria, anxiety; increased body temperature, heart rate, and blood pressure; sweating; and impaired movement. Long-term effects are unknown.

Known short-term risks of *Psilocybin* include (but are not limited to) hallucinations, "altered perception of time, inability to tell fantasy from reality, panic, muscle relaxation or weakness, problems with movement," and vomiting, enlarged pupils, nausea, drowsiness. Long-term risks include memory problems and flashbacks.

4. **Inhalants** (Air blast, Aimies, Bullets, Laughing gas, Moon gas, Oz, Poppers, Snappers, Snotballs, Toilet Water, Whippets, Whiteout [includes paint thinners or removers, degreasers, dry-cleaning fluids, gasoline, lighter fluids, correction fluids, permanent markers, electronics cleaners and freeze sprays, glue, spray paint, hair or deodorant sprays, fabric protector sprays, vegetable oil sprays, whipped cream aerosol containers, refrigerant gases] ether, chloroform, halothane, and nitrous oxide)

Known short-term risks include (but are not limited to) Confusion; nausea; slurred speech; lack of coordination; euphoria; dizziness; drowsiness; disinhibition, lightheadedness, hallucinations/delusions; headaches; sudden sniffing death due to heart failure (from butane, propane, and other chemicals in aerosols); death from asphyxiation, suffocation, convulsions or seizures, coma, or choking. Nitrites: enlarged blood vessels, enhanced sexual pleasure, increased heart rate, brief sensation of heat and excitement, dizziness, headache. Long-term risks include "liver and kidney damage; bone marrow damage;" nerve damage; and brain damage; brain damage from lack of oxygen that can cause problems with thinking, movement, vision, and hearing. Nitrites: increased risk of pneumonia.

5. **Opioids** (Heroin; prescription opioids such as: oxycodone [OxyContin ®], hydrocodone [Vicodin ®], codeine, morphine, fentanyl, etc.)

Known short-term risks of *Heroin* include (but are not limited to) Euphoria; "dry mouth; itching; nausea; vomiting; analgesia and slowed breathing and heart rate. Long-term risks include collapsed veins, abscesses, heart lining and valve infection; constipation and stomach cramps; liver and kidney disease, and pneumonia.

Known short-term risks of *prescription opioids* include (but are not limited to), Pain relief, drowsiness, nausea, constipation, euphoria, slowed breathing, death. Long-term risks include (but are not limited to) Increased risk of overdose or addiction if misused.

6. **Over-the-Counter Cough/Cold Medicines** (also known as *Dextromethorphan* or *DXM* [Robotripping, Robo, Triple C], *promethazine-codeine cough syrup*)

Known short-term risks include (but are not limited to) cough relief; euphoria; "slurred speech; increased heart rate, blood pressure;; dizziness; nausea; vomiting; Additionally, promethazine-codeine cough syrup depresses the central nervous system which can lead to slowing or stopping the heart and lungs. Long-term effects are unknown.

7. **Steroids** (*Anabolic steroids*, also known as Nandrolone [Oxandrin ®], oxandrolone [Anadrol ®], stanozolol [Durabolin ®] Testosterone Cypionate [Depo-Testosterone ®], roids, juice, gym candy, pumpers)

Short-term risks include (but are not limited to) "builds muscles; improved athletic performance; acne, fluid retention (especially hands and feet," oily skin, yellowing skin and whites of the eyes, infection. Long-term risks include "kidney damage or failure; liver damage; high blood pressure; enlarged heart, or changes in cholesterol leading to increased risk of stroke or heart attack, even in young people; aggression; extreme mood swings;" extreme irritability; delusions, and impaired judgement.

8. **Stimulants** (*cocaine* [also known as: blow, bump, C, candy, Charlie, coke, crack, flake, rock, snow, toot]; amphetamine; & *methamphetamine* [also known as: crank, chalk, crystal, fire, glass, go fast, ice, meth, speed, Desoxyn ®])

Known short-term risks of *cocaine* include (but are not limited to) narrowed blood vessels; enlarged pupils, "increased body temperature, heart rate, and blood pressure; headache; abdominal pain and nausea;" euphoria; insomnia; anxiety; "erratic and violent behavior; panic attacks; paranoia; psychosis; heart rhythm problems; heart attack; stroke; seizure; [and] coma." Long-term risks include "loss of sense of smell, nosebleeds, nasal damage and trouble swallowing from snorting; infection and death of bowel tissue from decreased blood flow; poor nutrition and weight loss; lung damage from smoking"

Known short-term risks of *methamphetamine* include (but are not limited to) "increased wakefulness and physical activity; decreased appetite; increased breathing, heart rate, blood pressure, and temperature; [and] irregular heartbeat." Long-term risks include anxiety, confusion, insomnia, mood problems, violent behavior, paranoia, hallucinations, delusions, weight loss, severe dental problems, and skin sores from scratching.

B. Alcohol Abuse

Binge drinking is a pattern in which a person consumes 4-5 alcoholic drinks in a short period of time (about 2 hours).¹⁵ Alcohol Use Disorder or Alcoholism results from a continued pattern of drinking alcoholic beverages, dependence on alcohol, and disregard for consequences of alcohol intoxication.¹⁶

Known risks for binge drinking and/or alcoholism include (but are not limited to) disruption of mood; change in behavior; inability to think clearly; decreased coordination; heart problems, including stroke, arrhythmias, and high blood pressure; liver inflammation and other liver complications; dangerous pancreas inflammation; increased risk of mouth, esophagus, throat, liver, and breast cancer; and weakened immune system.¹⁷

IV. Drug and Alcohol Programs

A. Employees

The College offers educational and referral services to employees aimed at preventing substance abuse and assisting in rehabilitation. The Employee Assistance Program (EAP) provides resources to help employees resolve problems with alcohol and drugs. There is 24/7 phone access to live counselors, 365 days a year for assessment and referral. Please refer to the phone number below for counseling or other support services:

1-800-847-7240

Substance abuse needs may be covered by an employee's medical benefits.

Access to the College Drug and Alcohol Policy on the LCC website.

Required new employee trainings on College Policies.

Periodic articles in the weekly employee newsletter 'The Star' regarding alcohol, stress, and mental health.

Public Service Announcements on LCC Radio 89.7FM WLNZ regarding alcohol and drug abuse awareness.

Red Ribbon Drug Awareness Campaign.

Drug/alcohol survey administered to employees annually.

¹⁵ [College Drinking Prevention](http://www.collegedrinkingprevention.gov/NIAAACollegeMaterials/FactSheets/collegedrinkingfactsheet.aspx) website at <http://www.collegedrinkingprevention.gov/NIAAACollegeMaterials/FactSheets/collegedrinkingfactsheet.aspx>: last visited on 07/16/2021

¹⁶ [National Institute of Alcohol Abuse and Alcoholism](https://www.niaaa.nih.gov/alcohol-health/overview-alcohol-consumption/alcohol-use-disorders) website at <https://www.niaaa.nih.gov/alcohol-health/overview-alcohol-consumption/alcohol-use-disorders>: last visited on 07/16/2021

¹⁷ [NIAAA](https://www.niaaa.nih.gov/alcohol-health/alcohols-effects-body) website at <https://www.niaaa.nih.gov/alcohol-health/alcohols-effects-body>: last visited on 07/16/2021

LCC Police Officers trained and equipped with Narcan.

B. Students

The College offers free individual counseling by LCC licensed professional counselors and educational and referral services to community and rehabilitation resources for students who need assistance with substance and alcohol abuse issues.

Information regarding LCC counseling services and community resources is available here:

[Substance/Alcohol Abuse Counseling Resources](#)

(<https://www.lcc.edu/services/counseling/>)

Ongoing promotions and awareness regarding the available alcohol and substance abuse counseling services and community resources continue throughout the year.

Access to the College Drug and Alcohol Policy on the LCC website.

Ongoing presentations and informational events by counselors, police officers, student compliance, and other relevant professionals to students about substance and alcohol abuse awareness and prevention.

Ongoing presentations/training to various departments and employee groups about College drug and alcohol policies for students

Ongoing presentations and information on College drug and alcohol policies as part of new student orientation programs, and specialized new student groups such as high school student programs, police and fire academies, aviation maintenance, international students, and student athletes.

Drug/alcohol survey administered to students annually.

Substance Abuse Awareness Week: Counselors discuss and distribute relevant information relating to drug and alcohol abuse and mental health via online events.

Mood Awareness and Healthy Relationship events providing drug and alcohol awareness, prevention, and risk reduction information related to mental health and sexual misconduct topics.

Ongoing awareness and enforcement of the Student Athlete Drug Testing Program.

Required online Student Title IX and Sexual Misconduct training, including information on drug and alcohol awareness, prevention, and risk reduction information related to sexual misconduct topics.

Materials on underage drinking, drunk driving consequences and alcohol and drug use/abuse available to students in multiple campus offices.

Red Ribbon Drug Awareness Campaign.

Public Service Announcements on LCC Radio 89.7FM WLNZ regarding alcohol and drug abuse awareness.

Ongoing online messaging campaigns and events regarding awareness information about safe use of alcohol and marijuana; and substance/alcohol/drug abuse awareness, prevention, and risk reduction throughout the COVID-19 Pandemic.

V. Disciplinary Sanctions

A. Employees

Section IV of the current Drug and Alcohol Policy states:

“Compliance with this policy, including compliance with mandated drug and alcohol testing, is a condition of employment.

Furthermore, as a condition of continued employment, any employee who is charged with or convicted of a violation of any state or federal criminal statute involving manufacture, distribution, dispensation, use, or possession of any controlled substance or alcohol shall notify the Executive Director of Human Resources, in writing, of the charges or conviction no later than five (5) days after such charges or conviction(s). The Executive Director of Human Resources shall report conviction(s) as required by the Drug-Free Workplace Act.

In accordance with the Drug-Free Workplace Act, the Drug-Free Schools and Communities Act, or applicable College policies, employees shall be subject to mandatory participation in a substance abuse assistance or rehabilitation program; and/or disciplinary action, up to and including discharge or dismissal, as determined by the College for the following reasons:

Failure to comply with mandated drug or alcohol testing.

Failure to timely report being charged with or convicted of a violation of any state or federal criminal statute involving manufacture, distribution, dispensation, use, or possession of any controlled substance or alcohol.

Failure to abide by this policy. In addition, an employee may be subject to criminal prosecution by federal, state, and local authorities.”

The process for ensuring consistency in disciplinary action when an employee violation occurs, is as follows:

- Level one and level two disciplinary actions require approval of the Director of Labor and Employee Relations; and
- Level three and level four disciplinary actions require the recommendation of the Director of Labor and Employee Relations, and the approval of the Executive Director of Human Resources.

B. Students

As required by the Drug-Free Schools and Communities Act, any student found to be in violation of the prohibitions listed in the Drug and Alcohol Policy (including the Student Code of Conduct) shall be subject to disciplinary actions up to and including expulsion. The Student Code of Conduct sanctioning section states:

“In cases of noncompliance with the Student General Rules or a violation of the Student Code of Conduct, the College will impose discipline that is consistent with the impact of the offense on the College community. Progressive discipline principles will be followed in that the student's prior discipline history at the College will be taken into account. Disciplinary action taken against a student may include, but is not limited to, one or more of the following:

- a. Written Warning – A notice in writing to the student that the student is violating or has violated institutional regulations and a copy of the warning letter is placed in the student's disciplinary file.
- b. Probation – A written reprimand for violation of specified regulations. Probation is for a designated period of time and includes the probability of more severe disciplinary sanctions if the student is found to violate any institutional regulation(s) during the probationary period.
- c. Loss of Privileges – Denial of specified privileges for a designated period of time.
- d. Restitution – Compensation for loss, damage, or injury. This may take the form of appropriate service and/or monetary or material replacement.
- e. Discretionary Sanctions – Work assignments, essays, service to the College, Community Service or other related discretionary assignments.

Discretionary assignments for drug and alcohol offenses can include meeting with an LCC Counselor to discuss drug and alcohol abuse and completion of community drug and alcohol rehabilitation and/or education programs.

f. College no contact orders – Between the accused student and the complainant or witnesses (when appropriate).

g. College Suspension – Separation of the student from the College for a definite period of time (usually a year or less) after which the student is eligible to return. Conditions for readmission may be specified. Suspensions may be effective immediately or deferred.

When students are issued a suspension for drug and alcohol offenses, re-entry to the College is determined at the return from suspension meeting with Student Compliance. Additional assignments may be required at this meeting to support the success of the student during their re-entry throughout the first year of return.

h. College Dismissal – Separation of the student from the College for a year or more. The student may be eligible for return. Conditions for readmission may be specified. Dismissals will be effective immediately.

When students are issued a dismissal for drug and alcohol offenses, re-entry to the College is determined at the return from dismissal meeting with Student Compliance. Additional assignments may be required at this meeting to support the success of the student during their re-entry throughout the first year of return.

i. College Expulsion – Separation of the student from the College permanently. Expulsions will be effective immediately.

j. Revocation of Admission and/or Degree – Admission to or a degree awarded from the College may be revoked for fraud, misrepresentation, or other violation of College standards in obtaining the degree, or for other serious violations committed by a student prior to graduation.”

Sanctions are administered on a case by case basis, taking into consideration the severity of the violation, the specific circumstances, the presence of any mitigating or aggravating factors (such as depression or the death of a loved one, an assault or a threat) and/or any prior violations of the Student Code of Conduct, including any prior violations involving drugs or alcohol.

The ultimate goal of the sanctions is to reinforce LCC’s commitment to a positive and safe learning environment consistent with acceptable social standards, and in accordance with federal, state and local laws. To achieve this goal, one or more of the sanctions listed above may be assigned. In addition, sanctions and circumstances (as listed above) of prior student drug and alcohol violations from the current and previous two years are reviewed to maintain consistency of sanctions among students.

Furthermore, when applicable, the Office of Student Compliance will work closely with the LCC Police Department when a student has also violated the law. LCC Police Department will seek prosecution of drug and alcohol related offenses that occur on the college campus and involve currently enrolled students when warranted.

In addition, a student may be subject to criminal prosecution by federal, state, and local authorities.

VI. Annual Notification of the DAAPP and Biennial Review

A. Employee Notification

Notification of the information contained in the DAAPP will be distributed to all current employees of the college via email and through the College Portal on or before October 1st of each year and to any new employees thereafter on a daily basis.

B. Student Notification

Notification of the information contained in the DAAPP will be distributed to all currently enrolled students via email and through the College Portal on or before October 1st of each year and to any new students thereafter on a daily basis.

C. Biennial Review

A biennial review of the DAAPP is conducted in May/June of each year ending in an odd number, and a biennial review report is issued to College leadership. The biennial review includes but is not limited to evaluation of the total number of alcohol and drug violations that occurred within the previous years for students and employees relevant to overall enrolled students and active employees; evaluation of the timeliness and effectiveness (strengths and weaknesses) of previous programming related to drug and alcohol use and abuse; development of a plan for the next two years to provide appropriate and effective drug and alcohol abuse prevention programming to employees and students; evaluation of the sanctions imposed due to drug and alcohol violations; and evaluation of the College's policies related to drugs and alcohol for students and employees.

LCC strives to ensure a safe environment for employees, students and guests. In 2018, there were 4 students who violated the Student Code of Conduct with incidents that involved drugs or alcohol, with a total of 4 violations. In 2019, there were 3 students who violated the Student Code of Conduct with incidents that involved drugs or alcohol, with a total of 3 violations. In 2020*, there were 3 students who violated the Student Code of Conduct with incidents that involved drugs or alcohol, with a total of 3 violations.

**The College operated in a remote environment beginning on March 18, 2020, due to the COVID-19 Pandemic. A limited number of face-to-face courses took place in summer and*

fall semesters 2020, resulting in significantly fewer students on campus. All other activities and services for students remained in a remote environment for the duration of 2020.

Each of the violations were properly addressed, and each of the allegations received a proper investigation and sanction(s) when it was determined that the student violated the Code of Conduct. Sanctions imposed for the drug and alcohol violations included the following (or a combination): written warning, counseling, success coach meetings, alcohol treatment, discretionary sanctions (such as a requirement of preliminary breath test (PBT) testing on days the student would be on campus; research and presentation of information on the effects of alcohol/drugs; code of conduct assignments; reflective writings; apology letters; goal workbooks; athletic agreements), probation, and suspension.

Sanctions were determined on a case by case basis, taking into consideration the severity of the violation, the specific circumstances, the presence of any mitigating or aggravating factors (such as depression or the death of a loved one; an assault or a threat) and/or any prior violations of the Student Code of Conduct, including any prior violations involving drugs or alcohol. Sanctions and circumstances (as listed above) of prior student drug and alcohol violations from the current and previous two years are reviewed to maintain consistency of sanctions among students. A report is generated in the Case Management System, Symplicity Advocate, and reviewed by the Director of Student Compliance and/or the Student Conduct Officer to evaluate current and historical sanctions for students with similar violations and circumstances before sanctions are issued in order to maintain consistency.

Based on the information provided above, the number of student drug and alcohol violations on campus have remained flat during the three-year period, and there were no repeat offenders. From 2018 through 2020, enrollment at LCC ranged from approximately 10,000 to 13,000 students for the fall and spring semesters and 4,500 to 5,500 students for the summer semesters. The three-year average of violations is (10/3) or 3.3 and the three-year average of annual unduplicated enrollment of all students is 18,971 or less than .02% of total enrolled students had a drug/alcohol violation.

In addition, there is a significant reduction in the three-year average of violations from the 2019 Biennial Review (2016 through 2018) to the 2021 Biennial Review (2018 through 2020).

- 2016-2018 - the three-year average of violations for 2016 through 2018 was 32 violations or 10.6%
- 2018-2020 - the three-year average of violations for 2018 through 2020 was 10 violations or 3.3%

LCC has historically had a very low incidence of employee impairment. There were no reported employee incidents from 2018 through 2020.

The College supports the goal of reducing alcohol and drug abuse related offenses on campus. As an institution committed to continuous improvement, LCC will seek to understand the cause(s) of the student substance abuse violations; review prevention and treatment best practices and develop effective strategies to lower these incidents. The College will continue to work to achieve low or no employee and student violations of the College's substance abuse policies.

VII. Oversight Responsibility

The Dean of Student Affairs (or their designee) 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.

Non-Discrimination Statement:

Lansing Community College is committed to providing equal employment opportunities and equal education for all persons regardless of race, color, sex, age, religion, national origin, creed, ancestry, height, weight, sexual orientation, gender identity, gender expression, disability, familial status, marital status, military status, veteran's status, or other status as protected by law, or genetic information that is unrelated to the person's ability to perform the duties of a particular job or position or that is unrelated to the person's ability to participate in educational programs, courses, services or activities offered by the college.

The following individuals have been designated to handle inquiries regarding the nondiscrimination policies: Equal Opportunity Officer, Washington Court Place, 309 N. Washington Square Lansing, MI 48933, 517-483-1730; Employee Coordinator 504/ADA, Administration Building, 610 N. Capitol Ave. Lansing, MI 48933, 517-483-1875; Student Coordinator 504/ADA, Gannon Building, 411 N. Grand Ave. Lansing, MI 48933, 517-483-1885; Sarah Velez, Human Resource Manager/Title IX Coordinator, Administration Building, 610 N. Capitol Ave. Lansing, MI 48933, 517-483-1874; Christine Thompson, Student Title IX Coordinator, Gannon Building, 411 N. Grand Ave. Lansing, MI 48933, 517-483-1261.