

DRUG FREE CAMPUS

The College recognizes chemical dependency as an illness and a major health problem. It also recognizes substance abuse as a potential health, safety and security problem. Employees and students are expected to perform College responsibilities in a condition appropriate to the level of quality and attention required.

Employees and students needing assistance in dealing with their chemical dependency are required to utilize the appropriate resources within the Health System and community for diagnosis and treatment.

Employees must, as a condition of employment, abide by the terms of this policy and report any conviction under a criminal drug statute for violations occurring on or off Health System premises while conducting College business. A report of a conviction must be made within five days after the conviction. (This requirement is mandated by the Drug Free Workplace Act of 1988.)

The appropriate licensing board will be notified of violations of this policy as required.

Procedure

St. Luke's College assumes the responsibility of maintaining an environment, which promotes responsible behavior and respects individuals' rights. In meeting this responsibility, the College will establish, publish and enforce regulations, which are essential to the implementation of its mission.

The possession, use, and/or distribution of drugs or alcoholic beverages on College property, is prohibited. This includes unlawful possession, use and/or distribution of illegal drugs, other chemicals having potential for abuse and/or instruments to administer such drugs.

The chemically impaired employee and student may be subject to disciplinary action which will include a report of the substance abuse to the appropriate board for review as required by licensing agencies.

Disciplinary action may also take the form of any of the following at the discretion of the authority involved:

- Reprimand
- Assessment of a fine
- Restitution for damages
- Suspension or termination of a particular privilege
- Referral for prosecution for violation of the law
- Probation

Legal sanctions under federal, state, and local laws for unlawful possession, use, or distribution of illicit drugs and alcohol are as follows:

Federal	The maximum penalty for manufacturing, delivery or possessing with intent to deliver a controlled substance is no less than 10 years and no more than life imprisonment and a fine of no more than \$4,000,000 if committed by an individual or no more than \$20,000,000 if committed by an entity other than an individual. Additionally, since this is the maximum penalty, there are many fines and penalties less than this depending on the type of drug and the weight. 21 U.S.C. 841(b)
Iowa	The maximum penalty for manufacturing, and possessing controlled or counterfeit controlled substances but the actual penalty will depend on type and weight of drug. The maximum penalty, to wit, is a class "B" felony punishable by "confinement for no more than fifty years and a fine of not more than one million dollars." Iowa Code § 124.401 (2008).
Sioux City	For drug crimes, Sioux City outlaws the possession of drug paraphernalia. Sioux City Municipal Code § 8.20.050. A person found to have violated this provision will be fined no less than \$65 but not exceeding \$500 and/or by imprisonment not to exceed 30 days. A violation of this provision is considered a simple misdemeanor. For alcohol intoxication, Sioux City outlaws the use or consumption "of alcoholic liquor, wine or beer upon the public streets or highways, or alcoholic liquors in any public place, except premises covered by a liquor control license, or to possess or consume alcoholic liquors, wine or beer on any public school property or while attending any public or private school-related functions, and a person shall not be intoxicated nor simulate intoxication in a public place." A violation of this provision is considered a simple misdemeanor and subject to no less than \$65 fine but not to exceed \$500 and/or by imprisonment not to exceed 30 days.

*subject to federal, state, and local changes

The following physical and psychological risks are associated with the abuse of these substances:

<i>Alcohol</i>	
Physical Effects:	Depression of central nervous system, peripheral nerve damage, malnutrition, muscle wasting, muscle pain and weakness, Wernicke's encephalopathy, stupor, Korsakoff's psychosis, confusion, enlarged heart, edema, nonproductive cough, palpitations, esophagitis, pancreatitis, abdominal pain, weight loss, hepatitis, jaundice, ascities, cirrhosis, portal hypertension, esophageal varicies, leucopenia, thrombocytopenia, infertility, aggression, mood changes, slurred speech, incoordination, nystagmus.
Psychological Effects:	Loss of inhibitions and concentration, impaired judgment, blackouts, decreased social and occupational functioning.

<i>Central Nervous System Stimulants</i>	
Physical Effects:	Tremors, anorexia, hypertension, tachycardia, myocardial infarction, ventricular fibrillation, sudden death, pulmonary hemorrhage, bronchiolitis, pneumonia, rhinitis, constipation, difficulty urinating, elevated body temperature, dilated pupils, weight loss, weakness, respiratory depression, chest pain, seizure, coma.
Psychological Effects:	Insomnia, paranoia, hallucinations, aggression, hypervigilance, anxiety, impaired judgment, confusion.
<i>Hallucinogens</i>	
Physical Effects:	Tachycardia, hypertension, increased body temperature, trembling, sweating, respiratory depression, elevated blood sugar, dilated pupils, incoordination, nystagmus, numbness, muscle rigidity, seizure, coma.
Psychological Effects:	Insomnia, distorted vision, paranoia, terror, panic, flashbacks, acute psychosis, anxiety, depression, impaired judgment, belligerence, assaultive, impulsive, unpredictability.
<i>Cannabis</i>	
Physical Effects:	Tachycardia, hypotension, obstructive airway disorder, infertility, tremors, muscle rigidity, conjunctival redness, panic reaction, poor motor coordination.
Psychological Effects:	Disorientation, impaired judgment, decreased memory and learning, amotivational syndrome, anxiety.
<i>Opioids</i>	
Physical Effects:	Sedation, respiratory depression, pinpoint pupils, vomiting, hypotension, slurred speech.
Psychological Effects:	Mood changes, decreased sexual pleasure, apathy, impaired judgment, decreased memory.
<i>Sedative/Hypnotics</i>	
Physical Effects:	Rebound insomnia, respiratory depression, hypotension, decreased cardiac output, decreased cerebral blood flow, impaired cardiac contractility, jaundice, decreased body temperature, slurred speech, unsteady gait, nystagmus, impaired memory, coma.
Psychological Effects:	Aggressiveness, impaired social functioning, mood changes, impaired judgment.
<i>Inhalants</i>	
Physical Effects:	Damage to nervous system, weakness, cerebral wasting, pulmonary hypertension, acute respiratory distress, sinus discharge, death, abdominal pain, renal failure, nystagmus, incoordination, slurred speech, lethargy, tremor, coma.
Psychological Effects:	Belligerence, assaultive, impaired judgment.

Source: *Essentials of Psychiatric Mental Health Nursing: Concepts of Care in Evidence-Based Practice, 4th Ed.*, by Mary Townsend (2008), pages 262-303.

Family and social problems, as well as potential for infectious disease transmission, may be health risks also.

Problems that impair an employee's ability to perform on the job, such as evidence of substance abuse, warrants immediate referral to the Employee Assistance Program (EAP) Counselor and/or the employee's personal or emergency services physician. Refusal to seek referral may result in discharge. The UnityPoint Health - St. Luke's Employee Health and Wellness must certify the employee's ability to return to work.

Employees and students must follow the recommendations for treatment. Evaluation and treatment services are offered at the following agencies:

Jackson Recovery Centers.....	(712) 234-2300
The Center for Siouxland	(712) 252-1861
Boys and Girls Home & Family Services	(712) 293-4700
Mercy Medical Center	(712) 279-2940
Siouxland Mental Health Center	(712) 252-3871

In cases of voluntary treatment for chemical dependency or substance abuse, employees and students must request a leave of absence prior to hospitalization.

Following completion of treatment and prior to returning to work, employees must schedule an appointment with the Chancellor and/or immediate supervisor.

Decision on continued employment will depend on the recommendations in the report, upon employee adherence to future treatment recommendations, and on the job performance.