



NCCC Board of Trustees Approved Policy

POLICY: Drug and Alcohol Use and Abuse
ADOPTED: February 21, 1991
REVISED: September 2022
BOT APPROVAL: November 18, 2022

I. POLICY STATEMENT

North County Community College, sponsored by Essex County and Franklin County, is part of the State University of New York (SUNY) system. The establishment of policies is the responsibility of the North Country Community College Board of Trustees, while assisting in the application and compliance with those policies is the responsibility of the College administration. We maintain and affirm that the most equitable and fair policies are those that involve shared governance, and we are committed to engaging the College community in the development/modification of established policies wherever possible. This policy follows that process.

II. SCOPE

This policy applies to all students, all full-time and part-time employees of the College, the Board of Trustees and those affiliated groups which support the College including the employees of the NCCC Association and the NCCC Foundation.

III. POLICY

North Country Community College is committed to helping students, staff, and faculty achieve their personal and educational goals. Having determined that the possession and use of illicit drugs and alcohol are not in alignment with the College's mission and values, the College requires students, employees, and visitors to refrain from unlawful drug activity in accordance with applicable federal and state laws, and to refrain from the unauthorized use of alcohol both on our campuses and when participating in or attending College sponsored events and activities, including clinicals, sporting events, student activities, and/or field trips.

Alcohol: Faculty or staff possessing or consuming alcohol on campus or at a College - sponsored event must have written approval of the President or his/her designee. Students are not permitted to possess, use, manufacture, or distribute alcohol on College, Foundation, or Association-owned property or while in attendance at a college-sponsored activity as per the Student Code of Conduct.

Illicit Drugs: Students, faculty or staff are not permitted to possess, use, manufacture,

cultivate or distribute illicit drugs, including cannabis, on College, Foundation, or Association owned property or at College-sponsored events.

Cannabis: In New York State, the Marihuana Regulation & Taxation Act (MRTA) was signed into law on March 31, 2021 legalizing adult-use cannabis (also known as marijuana, or recreational marijuana) however the United States Federal Government's Controlled Substances Act of 1970, categorized marijuana as a Schedule I substance, meaning it was and still is considered to have no acceptable medical use and was among the class of drugs having the highest potential for abuse. As such, students, faculty or staff are not permitted to possess, use, manufacture, cultivate or distribute cannabis in any form, on College, Foundation, or Association owned property or at College-sponsored events.

Prevention

As guided by Drug-Free Schools and Community legislation, also known as EDGAR Part 86, a written statement will be distributed annually to all students and to all employees. The statement will include:

- A link to the published policy documents for Alcohol and Drugs prevention and response.
- The sanctions that can be levied against violators under existing state or federal law and college policy.
- A description of the health risks associated with the use of illicit drugs and the abuse of alcohol.
- A listing of resources available at the College and in the community to assist students and employees seeking treatment and rehabilitation.
- The process by which the College will communicate its policy on drugs and alcohol to those seeking to use or visit College facilities.
- Signage, where appropriate, to inform even the casual visitor that North Country Community College is a Drug and Alcohol-Free College.

IV. DEFINITIONS

The legal age limit in New York State for purchase, possessions, or consumption of alcohol is 21. Local New York State laws include Open Container laws that make possession of any open container of an alcoholic beverage unlawful.

The Marihuana Regulation & Taxation Act (MRTA) was signed into law on March 31, 2021, legalizing adult-use cannabis (also known as marijuana, or recreational marijuana) in New York State. However, federal laws (including the Controlled Substances Act, the Drug Free Schools and Communities Act, and the Drug Free Workplaces Act) prohibit marijuana use, possession and/or cultivation at educational institutions and on the premises of other recipients of federal funds.

V. REPORTING PROCEDURES AND RESPONSIBILITIES

Students and employees found in violation of the State or Local Laws regarding alcohol use or illicit drug use, including cannabis, will be reported to the appropriate law enforcement agency and an incident report will be submitted to document the violation.

Any and all internal disciplinary practices are not intended to replace those of the local law enforcement agencies. Unlawful behavior will be reported to the appropriate agency

for their action.

VI. INVESTIGATION AND RESPONSE PROCEDURES

Any individual who is found in violation of this policy will be reported to the appropriate office within NCCC. More specifically:

- Faculty/staff will be reported to the Human Resources Office and response procedures will follow the Employee Handbook.
- Students will be reported to Student Affairs and response procedures will follow the Student Code of Conduct.

VII. SANCTIONS

Sanctions imposed by the College are outlined in the Employee Handbook for employees and in the Student Code of Conduct for student. Sanctions may include but are not limited to disciplinary warnings, disciplinary probation, disciplinary suspension, disciplinary expulsion and/or termination of employment.