

**P**olk Community College has a sincere concern for the well-being of students and employees. In light of overwhelming evidence that drug abuse causes a dramatic reduction in the ability to succeed in education and in job performance, a drug-free program has been designed. This drug-free campus awareness program informs you about:

- The College's policy of maintaining a drug free environment.
- The dangers of drug abuse on campus.
- Available drug counseling, rehabilitation and assistance programs.
- The sanctions that may be imposed upon employees for drug abuse violations occurring on the campus or at a College related activity.

Federal Law, including the Drug-Free Work Place Act of 1988, as well as Section 22 of the Drug-Free Schools and Communities Act of 1989, requires Polk Community College, as a recipient of federal grants and contracts, to implement a drug-free work place program.

## **PCC POLICY**

On September 24, 1990, after a series of meetings and hearings, the Board of Trustees adopted Rule #2.25 "Drug-Free Work Place."

The rule states: The purpose of this Rule is to state the College policy concerning drug prevention, and to direct the establishment by the President of a drug prevention program for students and employees of the College that, as a minimum, meet the requirements of the Drug-Free Schools and Communities Amendments of 1989 (Public Law 101.226).

- A.** College employees and students are prohibited from the unlawful possession, use, or distribution of illicit drugs and alcohol on College property, or as part of College activities.

**B.** College employees and students who violate the above standard will be subject to termination, expulsion, or other appropriate sanctions as established by Board Rule or College Procedure.

**C.** The health risks associated with the use of illicit drugs and the abuse of alcohol are severe. Therefore, the President will ensure the implementation of a program which will inform students and employees of those risks.

**D.** The College will ensure that information concerning the availability of drug or alcohol counseling, treatment, or rehabilitation, is made available to employees and students.

**E.** The President will undertake a biannual review of the effectiveness of College Drug Prevention programs and report the findings to the Board.

## **THE DANGERS OF DRUG ABUSE**

Illegal drug use in the work place endangers colleagues, students and ourselves. A U.S. Government study published in 1984 estimated the overall annual costs to society of drug abuse to be \$60 billion. The costs of drug use include not only loss of productivity, but costs related to absenteeism, accidents, health care, loss of trained personnel, theft, as well as the cost of prevention, treatment and deterrence programs. These funds could better be used to help educate our students and provide a good work place for you.

The use of illegal drugs can result in a wide spectrum of extremely serious health problems. The use of stimulants can lead from short-lived euphoria to depression, nervousness, irritability, anxiety, tremors and danger resulting from hallucinations, convulsions and respiratory arrest. Narcotics produce insensitivity to pain, euphoria, sedation, nausea, vomiting, itchiness, watery eyes, runny nose, apathy, malnutrition resulting from infection, hepatitis and weight loss.

Dangers include loss of judgment and self-control, convulsions, coma, and death from overdose.

Depressants decrease alertness and muscle control, slur speech, and increase drowsiness, confusion and depression.

Personal costs of drug usage are very high. Approximately 25 percent of all victims of AIDS acquired the disease through intravenous drug use. There is a strong link between teenage suicide and the use of illegal drugs. Approximately 10 to 15 percent of all highway fatalities involve drug use and the linkage between drugs and crime is well proven.

## **PENALTIES FOR DRUG OFFENSE CONVICTION**

Read, understand and obey the College Drug Policy as stated in DBOT Rule #2.25, which is a condition of employment subject to applicable law. The College requires that any employee who is convicted of any offense relating to the sale, purchase, delivery, use, manufacturing or distribution of illegal drugs or controlled substances on campus, or while attending a College sponsored event or conducting College business must report such convictions to the Human Resources Office, 297-1070, no later than five days after the conviction.

An employee who is convicted for a College drug-related offense will be sanctioned up to and including suspension or termination from College employment.

You should be aware that State of Florida statutes provide that it is "unlawful for any person to sell, purchase, manufacture, or deliver, or to possess with the intent to sell, purchase, manufacture or deliver, a controlled substance in, on, or within 200 feet of the real property comprising a public college or other post-secondary educational institution." Any person who violates this paragraph with respect to a controlled substance, named or described in s.893.03 (1)(a), (1)(b), (1)(d), (2)(a), or (2)(b), commits a felony of the first degree punishable as provided in s.775.082, s.775.083, or s.775.804, and shall not be eligible for parole or release under the Control Release Authority or statutory gain time.

## HELP AND INFORMATION

Polk Community College recognizes illegal drug use and/or dependency to be a health, safety and security problem. Employees who need assistance with problems related to drug abuse are encouraged to use any available resources including:

- PCC Human Resources Office
- Tri-County Addiction Rehabilitation Services

Your College has certified pursuant to the Drug-Free Work Place Act of 1988 and The Drug-Free Schools and Communities Act (Public Law 101-226), that it will provide a drug-free work place for all employees. For specific information on the certification regulations, the employee should refer to the Drug-Free Work Place Act of 1988, 34 CFR Part 85, Subpart F. Other laws and regulations that apply include Florida Statute 240.133, 240.139 (3)(h)(i)(e)(1); 240.325, 120.57 and rule 6A-14.0247 (6)(c); 6A-14.0262(7)(e)8.

For information regarding education, rehabilitation and other aspects of the College program contact:

Human Resources Offices  
(863) 297-1070

## Polk Community College

Human Resources Offices  
999 Avenue H, N.E.  
Winter Haven, FL 33881-4299  
(863) 297-1070  
FAX (863) 297-1075



Building futures to last a lifetime!

# DRUG-FREE CAMPUS AWARENESS PROGRAM

*Polk Community College*  
Dr. Eileen Holden, President

EMPLOYEE INFORMATION