

Beaufort County Community College



Drug and Alcohol Abuse Prevention Program 2023 Biennial Review

August 1, 2023

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INTRODUCTION

The Drug Free Schools and Campuses Regulations require that, as a condition of receiving funds or any other form of financial assistance under any federal program, Beaufort County Community College (BCCC) must certify that it has adopted and implemented a program to prevent the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees both on college premises and as part of any of its activities.

Creating a program that complies with the regulations requires BCCC to do the following:

- Prepare a written policy on alcohol and other drugs
- Develop a sound method for distributing annual notification information to every student and employee each year
- Prepare a Biennial Review report on the effectiveness of its alcohol and other drug programs and the consistency of policy enforcement
- Maintain its Biennial Review report on file so that, if requested to do so by the U.S. Department of Education, the campus can submit it

Compliance with the Drug-Free Schools and Communities Act (DFSCA)

In order to meet compliance with DFSCA, BCCC conducted a review of their alcohol and drug related policies and programs for the time period 2021-2022 and 2022-2023 Academic Years. The objectives of the review that was compiled by BCCC, as identified by the U.S. Department of Education includes:

- Determining the effectiveness of drug and alcohol abuse prevention program(s) and implementation of any needed changes
- Ensuring disciplinary sanctions for violating standards of conduct are enforced consistently

As part of the Biennial Review, the College's DAAPP was reviewed to ensure that all required components were present.

The President of the College is required to supply a signed statement certifying the Biennial Review to acknowledge awareness of the recommendations within the report. Both the President's signed statement and the final copy of the 2023 report are kept on file by the Drug-Free Schools and Communities Act Coordinator, located in the Human Resources Office. The report and all supporting documentation will be kept on file for seven years. For a hardcopy of the Biennial Review, all email requests should be sent to hr@Beaufortccc.edu. This report has been approved by the President of the College.



David R. Loope, Ed.D.
President

ALCOHOL AND OTHER DRUG (AOD) PROGRAM GOALS

Many of the programs offered to students around alcohol and other drugs (AOD) are collaborated among Human Resources, Security, and Counseling. The College has adopted and implemented programs to prevent the abuse of alcohol and the possession, use or distribution of illicit drugs by students and employees both on its campuses and as a part of any of the College's activities.

BCCC is committed to ensuring, to the best of its ability, that its students, staff and faculty are aware of the dangers of abuse of alcohol and other drugs. We strive to provide appropriate information and resources to end such abuse and to ensure that those that violate these policies are subjected to appropriate sanctions regarding the inappropriate or illegal use or abuse of such substances on campus and at other venues that involve college members.

BCCC employs different strategies and programs to address AOD abuse among its students and employees. AOD efforts focus on harm reduction and recognizing the reality of AOD abuse. BCCC provides a broad array of activities that are alcohol and drug free and support those that choose to remain alcohol and drug free. The College is dedicated to educating and attempting to change the culture of AOD abuse that can be common among college students.

PROGRAMS ADDRESSING AOD USE AND ABUSE

Programs for Students on Campus

- BCCC displays information and resource guides regarding drug and alcohol referrals and resources on the campus monitors.
- The Counseling Department has literature for students with informational brochures from area non-profits and other centers. Information includes resources for alcohol and substance abuse.
- Student Services offered drunk driving simulations during the annual Spring Fling campus-wide event.
- Instructors teach a segment of ACA 111 and ACA 122 on the importance of a drug free campus and the health risks associated with abuse of drugs and alcohol.
- All students receive the following information each semester via email:
 - The College's philosophy on providing an environment free of drug and alcohol abuse
 - Educational efforts to prevent drug and alcohol abuse
 - Counseling and rehabilitation services for drug and alcohol abuse
 - The College's policies and procedures on drug and alcohol abuse and possible disciplinary consequences
 - Common types of drugs in society
- Information is available through the counseling staff in Student Services for community services to which students may be referred for assistance with drug and alcohol addictions.
- Campus Assessment, Response & Evaluation Team (CARE) is available to support students throughout their attendance at the college. The team strongly encourages members of the campus community to report any students who may be struggling, which includes suspicions of alcohol and drug use. The CARE team reviews and assesses the information and provides students with the necessary support, referrals and treatment options as appropriate.

Programs for Employees

- Assistance with drug and alcohol abuse and prevention for College employees will be handled through the Human Resources Department and the Employee Assistance Program.
- Annual notification is distributed to all current employees via BCCC employee email accounts. Distribution occurs in August of each year. In addition, new employees are provided a copy of the program during or immediately following their new employee orientation.
- Annual mandatory training is provided for all full-time, part-time regular and adjunct curriculum instructors on a Drug Free Workplace. The training covers the effects of substance abuse, signs of substance abuse and a description of the health risks and symptoms of commonly abused drugs.

SUPPORT FOR STUDENTS OF CONCERN

BCCC employees care about student's whole well-being. We recognize that college is stressful and students might face pressure to experiment with drugs and alcohol. The College has a team of caring individuals who help connect students to support for all kinds of concerns. If someone is concerned about friends' or their own choices or behavior, the College wants to help. Crisis and stress management services and/or referrals to community counseling services are available.

Students, faculty, staff, and community members can share their concerns about students or employees by making a CARE report. CARE reports can be made anonymously via our link on our college's website.

The CARE team triages referrals and reported information as it comes in and investigates if necessary, to gather all information to prioritize and respond with appropriate resources. This could include referrals for behavior health concerns and/or drug and alcohol violations and abuse.

Concerned individuals may also contact members of our counseling team.

BCCC tracks any drug and alcohol related violations of the Student Code of Conduct or college guidelines and fatalities that are reported to the vice president of student services, Campus Security, or other campus officials and/or local law enforcement entities.

A complete list of drug and alcohol violations and sanctions can be obtained by contacting the Drug-Free Schools and Communities Act Coordinator, located in the Human Resources Office.

RESOURCES FOR STUDENTS AND EMPLOYEES

Misuse of drugs and alcohol often come with legal, personal and academic consequences. BCCC encourages students and employees to utilize treatment services and referral resources to address alcohol and drug use. If a student or employee has questions, needs counseling, treatment or rehabilitation programs, the College provides the following support services:

Resources for Students

Student alcohol and drug abuse referrals are sent to the Director of Counseling for an initial assessment. Access to appropriate mental health/substance abuse resources are shared with the student. Assistance with contacting Mobile Crisis or other providers, to discuss further clinical evaluations and interventions, is provided to students who choose this option. College staff will follow up with students to provide ongoing support as needed.

The BCCC Counseling Resources page, provides a Resource Directory that includes information on substance abuse/prevention.

Resources for Employees

BCCC encourages the identification and treatment of alcohol and chemical dependency in its early stages before work is affected. The College retains the services of an Employee Assistance Program (EAP) to assist employees who request help with substance abuse.

Employees afflicted by substance dependence may be eligible for leave under the Family and Medical Leave Act and should consult with the Human Resources Department for more information regarding these benefits.

Off-campus Referrals

When appropriate, students and employees are referred to off-campus treatment providers, which include the following:

NC Drug Abuse Hotline	1-800-688-4232
Treatment Referral Routing Services	1-800-662-HELP (4357)
Mobile Crisis	1-866-437-1821
Walter B. Jones Alcohol & Substance Abuse Treatment	252-830-3426
Alcoholism/Drug Abuse Alcoholics Anonymous (AA)	252-947-5317
Port Human Services DETOX Facility-Based Crisis Services	252-413-1637
The Family Wellness Center 1035 C Director Court	252-215-9011
Greenville, North Carolina 27858	

POLICIES ADDRESSING AOD USE AND ABUSE

The College reviewed and updated its Drug and Alcohol Use Policy and its Drug and Alcohol Use Procedures in February of 2023.

Policy 6.02

Drug and Alcohol Abuse Policy

Beaufort County Community College (BCCC) is committed to providing its employees and students with a safe and healthy environment. Beaufort County Community College also recognizes the use of alcohol and illegal use of controlled substances on campus grounds is detrimental to the health and safety of students, staff, faculty, and visitors. In compliance with federal requirements of the [Drug-Free Schools and Communities Act \(DFSCA\) of 1989](#) and the [Drug-Free Workplace Act of 1988 \(41 U.S.C.A. § 8103\)](#) to have a drug and alcohol abuse prevention program, the College developed a drug and alcohol program for employees and students. Beaufort County Community College also recognizes that it has the legal authority to establish policies addressing drug and alcohol use pursuant to 1C SBCCC 200.94.

1. 1. Drug-Free Workplace Act of 1988 (41 U.S.C.A. § 8103): The purpose of this Act is to require all federal grantees to agree that they will provide drug-free workplaces as a precondition of receiving a contract or grant from a federal agency. BCCC receives federal funding and must comply with this Act.
https://www.samhsa.gov/sites/default/files/programs_campaigns/division_workplace_programs/drug-free-workplace-act-1988.pdf
2. Drug-Free Schools and Communities Act Amendments of 1989: The purpose of this act is to require institutions of higher education to establish policies that address unlawful possession, use, or distribution of alcohol and illicit drugs for faculty, staff, and students. BCCC is an institution of higher education and must comply with this Act.
<https://www.congress.gov/bill/101st-congress/house-bill/3614>

Therefore, Beaufort County Community College has set campus policies with the intent to accomplish the following:

1. prevent substance abuse through a strong educational effort;
2. encourage and facilitate the use of counseling services and rehabilitation programs by those members of the academic community who require their assistance in stopping substance abuse; and
3. discipline appropriately those members of the academic community who engage in illegal drug or alcohol related behaviors

Prohibitions

Illegal use or possession of controlled substances is prohibited by students, employees, and visitors:

1. on all campus properties or grounds including buildings, facilities and vehicles owned by or representing Beaufort County Community College;

2. at College-sponsored, conferences, meetings, activities, cultural events, trips or activities representing the College.
3. Use of alcohol is prohibited by employees, and visitors except as outlined in the provisions of the Facility Use Policy:
4. on all campus properties or grounds including buildings, facilities and vehicles owned by or representing Beaufort County Community College;
5. Use of alcohol is prohibited by students:
6. on all campus properties or grounds including buildings, facilities and vehicles owned by or representing Beaufort County Community College;
7. at College-sponsored conferences, meetings, activities, cultural events, or trips.

The College will adopt and implement a drug and alcohol prevention program that, at a minimum, includes an annual distribution to each student and employee of the campus that clearly discusses the following:

1. The standards of conduct that clearly prohibit, at a minimum, the unlawful possession, use, or distribution of illegal drugs and alcohol by students and employees on the institution's property or as part of any of the institution's activities.
2. A description of the applicable legal sanctions under local, State, or Federal law for the unlawful possession or distribution of illegal drugs and alcohol.
3. A description of the health-risks associated with the use of illegal drugs and the abuse of alcohol.
4. A description of any drug or alcohol counseling, treatment, or rehabilitation or re-entry programs that are available to employees or students; and
5. A clear statement that the institution will impose sanctions on students and employees (consistent with local, State, 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 (1) above.

The College will perform a biennial review of the institution's drug and alcohol abuse program at each campus that:

1. Determines the program's effectiveness and any needed changes,
2. Determines the number of drug and alcohol related violations and fatalities,
3. Identifies the number and type of sanctions imposed, and
4. Ensures that the sanctions are consistently enforced.

Data and methods used to support conclusions contained in review must be maintained and available upon request.

The Connecting Area Resources to Everyone (CARE) Team is responsible for the development and implementation of the Drug and Alcohol Program. The CARE team is a supportive service available to all students enrolled at the college who may need resources and intervention in order to successfully complete their academic goals. As such, the team will strongly encourage members of the campus community to report any

students who have demonstrated suspicious behaviors that indicate a student may be struggling with, alcohol and/or drug use. The CARE team will review and assess the information and provide students with the necessary support, referrals, and treatment options as appropriate.

Educational Efforts to Prevent Substance Abuse

In keeping with its primary mission of education, BCCC will conduct an educational program aimed at preventing substance abuse and illegal drug or alcohol use.

Educational efforts shall be directed toward all staff, faculty, and students and will include:

1. information about the incompatibility of the use or sale of illegal substances with the goals of BCCC;
2. the health hazards associated with illegal drug or alcohol use;
3. the incompatibility of substance abuse with the maximum achievement of educational, career, and other personal goals;
4. the medical implications and health risks associated with illegal drug use and substance abuse; and
5. the potential legal consequences of involvement with illegal drugs or alcohol.

Drug and Alcohol Programs for Students and Employees

BCCC encourages employees and students to seek help overcoming drug or alcohol abuse. Early recognition and treatment are important for successful rehabilitation. Students may contact the Counseling Department for assistance regarding counseling and treatment referral services. Employees may contact the Human Resources Office for assistance and referral services.

Programs for Students on Campus

1. BCCC will display information and resource guides regarding drug and alcohol referrals and resources in on the campus monitors.
2. The Counseling Department will provide literature for students with informational brochures from area non-profits and other centers. Information will include resources for alcohol and substance abuse.
3. Instructors will teach a segment of ACA 111 and ACA 122 on the importance of a drug free campus and the health risks associated with abuse of drugs and alcohol.
4. All students will receive the following information each semester via email:
5. The College's philosophy on providing an environment free of drug and alcohol abuse
6. Educational efforts to prevent drug and alcohol abuse
7. Counseling and rehabilitation services for drug and alcohol abuse
8. The College's policies and procedures on drug and alcohol abuse and possible disciplinary consequences
9. Common types of drugs in society

10. Information is available through the counseling staff in Student Services for community services to which students may be referred for assistance with drug and alcohol addictions.

Programs for Employees

1. Assistance with drug and alcohol abuse and prevention for College employees will be handled through the Human Resources Department and the Employee Assistance Program.
2. Annual notification will be distributed to all current employees via BCCC employee email accounts. Distribution will occur in August of each year. In addition, new employees will be provided with a copy of the program during or immediately following their new employee orientation.
3. Annual mandatory training will be provided for all full-time, part-time regular and adjunct curriculum instructors on a Drug Free Workplace. The training will cover the effects of substance abuse, signs of substance abuse and a description of the health risks and symptoms of commonly abused drugs.

Counseling and Rehabilitation Services to Prevent Substance Abuse

Those faculty, staff, or students who seek assistance with a substance abuse related problem shall be provided with information about drug counseling and rehabilitation services available through BCCC and community organizations. Those who voluntarily avail themselves of College services shall be assured that applicable professional standards of confidentiality will be observed.

1. Student Alcohol and Drug Treatment. For students who may experience an alcohol or substance abuse problem while enrolled at the College, a substance abuse counseling program is available. Students may call the Student Services Counseling Office at (252) 940-6252 for services and referrals.
2. Employee Alcohol and Drug Treatment. For employees who may experience an alcohol or substance abuse problem while employed at the College, the College's Employee Assistance Program (EAP) is available. Employees may call the Department of Human Resources at (252) 940-6204 for more information regarding the EAP.

Resources for Students and Employees

Misuse of drugs and alcohol often come with legal, personal, and academic consequences. BCCC will encourage students and employees to utilize treatment services and referral resources to address alcohol and drug use. If a student or employee has questions, needs counseling, treatment or rehabilitation programs, the College provides the following support services:

Resources for Students

Student alcohol and drug abuse referrals will be sent to the Director of Counseling for an initial assessment. Access to appropriate mental health/substance abuse resources will be shared with the student. Assistance in with contacting Mobile Crisis or other providers, to discuss further clinical evaluations and interventions, will be provided to students who

choose this option. College staff will follow up with students to provide ongoing support as needed.

The BCCC Counseling Resources page, provides a Resource Directory that includes information on substance abuse/prevention.

Resources for Employees

BCCC will encourage the identification and treatment of alcohol and chemical dependency in its preliminary stages before work is affected. The College has retained the services of an Employee Assistance Program (EAP) to assist employees who request help with substance abuse.

Employees afflicted by substance dependence may be eligible for leave under the Family and Medical Leave Act and should consult with the Human Resources Department for more information regarding these benefits.

Local Resources

When appropriate, students and employees are referred to off-campus treatment providers, which include the following:

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|---|----------------|
| 1. NC Drug Abuse Hotline | 1-800-688-4232 |
| 2. Treatment Referral Routing Services (4357) | 1-800-662-HELP |
| 3. Mobile Crisis | 1-866-437-1821 |
| 4. Walter B. Jones Alcohol & Substance Abuse Treatment | 252-830-3426 |
| 5. Alcoholism/Drug Abuse Alcoholics Anonymous (AA) | 252-947-5317 |
| 6. Port Human Services DETOX Facility-Based Crisis Services | 252-413-1637 |
| 7. The Family Wellness Center 1035 C Director Court
Greenville, North Carolina 27858 | 252-215-9011 |

National Resources

- National Alcohol and Drug Abuse Help Line 1-800-821-4357
- Alcohol Abuse 24 Hour Hotline 1-800-950-7226
- [Department of Drug Enforcement: Drug Fact Sheets](https://www.dea.gov/factsheets)
<https://www.dea.gov/factsheets>
- [Narcotics Anonymous](https://www.na.org/)
<https://www.na.org/>
- [National Institute on Alcohol Abuse and Alcoholism](https://www.niaaa.nih.gov/)
<https://www.niaaa.nih.gov/>
- [National Institute on Drug Abuse \(NIDA\)](https://nida.nih.gov/)
<https://nida.nih.gov/>
- [NIDA's Principles of Drug Addiction Treatment](https://archives.nida.nih.gov/publications/principles-drug-addiction-treatment-research-based-guide-third-edition)
<https://archives.nida.nih.gov/publications/principles-drug-addiction-treatment-research-based-guide-third-edition>

Drug and Alcohol Health Risk Outlined below is a listing of drugs of abuse and their health risks taken from the U.S. Drug Enforcement Administration website. [A complete resource guide provided by the U.S. Department of Justice, Drug Enforcement Administration can be obtained by following this link.](https://www.dea.gov/sites/default/files/2020-04/Drugs%20of%20Abuse%202020-Web%20Version-508%20compliant-4-24-20_0.pdf)
https://www.dea.gov/sites/default/files/2020-04/Drugs%20of%20Abuse%202020-Web%20Version-508%20compliant-4-24-20_0.pdf

Alcohol

Alcohol (beer, wine, or liquor) has a high potential for physical and psychological dependence and increased tolerance. Possible effects include impaired memory, slurred speech, drunken behavior, slow onset, vitamin deficiency, and organ damage. Overdose may result in vomiting, respiratory depression, loss of consciousness, and possible death. Withdrawal may include trembling, anxiety, insomnia, vitamin deficiency, confusion, hallucinations, and convulsions. Females who drink alcohol during pregnancy may give birth to infants with Fetal Alcohol Syndrome. These infants have irreversible physical abnormalities and mental retardation. In addition, research indicates that children of alcoholic parents are at greater risk than other youngsters of becoming alcoholics. Alcohol use is often related to acquaintance rape and failure to protect oneself from sexually transmitted diseases (STDs). Additionally, alcohol-related accidents are the number one cause of death in the 16- to 24-year-old age group.

Narcotics

Narcotics (including heroin, morphine, hydrocodone, oxycodone, codeine, and others) have a high potential for physical and psychological dependence and increased tolerance. The possible effects of using narcotics include euphoria, drowsiness, respiratory depression, constricted pupils, and nausea. Overdose may result in shallow breathing, clammy skin, convulsions, coma, and death. Withdrawal may include irritability, tremors, panic, nausea, chills, and sweating.

Other Depressants

Other depressants (including GHB or liquid ecstasy, valium, Xanax, Ambien, and barbiturates) have a potential for both physical and psychological dependence as well as resulting in increased tolerance. The possible side effects include slurred speech, disorientation, appearance of intoxication, and impaired memory. Overdose may result in shallow respiration, clammy skin, dilated pupils, weak and rapid pulse, coma, and possible death. Withdrawal may include anxiety, insomnia, tremors, delirium, convulsions, and possible death.

Stimulants

Stimulants (including cocaine, methamphetamine, and methylphenidate) have a possible risk of physical dependence and elevated risk for psychological dependence. Tolerance can develop in all stimulants. The possible side effects include increased alertness, excitation, euphoria, increased pulse rate and blood pressure, insomnia, and decreased appetite. Overdose may result in agitation, increased body temperature, hallucinations, convulsions, and possible death. Withdrawal may result in apathy, prolonged periods of sleep, irritability, depression, and disorientation.

Hallucinogens

Hallucinogens (including MDMA, LSD, Phencyclidine, and others) are less likely to result in physical dependence, except for phencyclidines and analogs, and vary in terms of psychological dependence, ranging from none to moderate (MDMA) to high (phencyclidine and analogs). Tolerance can develop. Possible effects include heightened senses, teeth grinding, and dehydration (MDMA and analogs) and hallucinations, altered perception of time and distance in other types of hallucinogens. Overdose may result in increased body temperature and cardiac arrest for MDMA and more intense episodes for LSD. Some hallucinogens may result in muscle aches and depression when in withdrawal (MDMA) or may result in drug seeking behavior.

Cannabis

Cannabis includes marijuana, tetrahydrocannabinol (THC), and hashish or hashish oil. All may result in moderate psychological dependence with THC resulting in physical dependence. Tolerance can develop in all forms. Possible effects include euphoria, relaxed inhibitions, increased appetite, and disorientation. Overdose may result in fatigue, paranoia, and possible psychosis. Withdrawal may occasionally result in insomnia, hyperactivity, and decreased appetite.

Anabolic Steroids

Anabolic Steroids (including testosterone and others) may result in psychological dependence. Less is known as to their potential for physical dependence and increased tolerance levels. Possible effects may include virilization, edema, testicular atrophy, gynecomastia, acne, and aggressive behavior. Effects of overdose are unknown. Withdrawal may possibly include depression.

Inhalants

Inhalants (including amyl and butyl nitrite, nitrous oxide, and others) vary in their level of psychological dependence, with less known about their potential for physical dependence and tolerance. Possible effects may include flushing, hypotension, headache, impaired memory, slurred speech, drunken behavior, slow onset, vitamin deficiency, and organ damage. Overdose may result in methemoglobinemia, vomiting, respiratory depression, loss of consciousness, and possible death. Withdrawal may result in agitation, trembling, anxiety, insomnia, vitamin deficiency, confusion, hallucinations, and convulsions.

Warning Signs of Drug and/or Alcohol Abuse

According to the [Mayo Clinic](#), some common behavior changes you may notice if someone is abusing drugs and alcohol are:

1. Sudden or extreme change in friends, eating habits, sleeping patterns, physical appearance, coordination, or school performance
2. Loss of interest in hobbies or family activities
3. Hostile or uncooperative attitude
4. Secrecy about actions or possessions
5. Stealing money or an unexplained need for money
6. Medicine containers, despite a lack of illness, or drug paraphernalia in the individual's room
7. An unusual chemical or medicine smell on the individual or in the individual's room

Additional Information on Health Risks Associated with Substance Abuse:

- <https://www.cdc.gov/alcohol/fact-sheets/alcohol-use.htm>
- <https://www.niaaa.nih.gov/alcohols-effects-health/alcohols-effects-body>
- <https://www.cdc.gov/pwids/addiction.html>
- <https://archives.drugabuse.gov/publications/media-guide/science-drug-use-addiction-basics>

Enforcement and Penalties Related to Unlawful Drug Possession and Use or Distribution of Illegal Drugs and/or Alcohol

Students, faculty, staff members, and other employees are responsible, as citizens, for knowing about and complying with the provisions of North Carolina law that make it a crime to possess, sell, deliver, or manufacture those drugs designated collectively as “controlled substances” in Article 5 of Chapter 90 of the North Carolina General Statutes. Any staff, faculty or student who violates that law is subject both to prosecution and punishment by judicial or local authorities and to disciplinary proceedings by the College. It is not “double jeopardy” for both the civil authorities and the College to proceed against and discipline a person for the same specified conduct. The College will initiate its own disciplinary proceedings against a student, faculty member, administrator, or other employee when the alleged conduct is deemed to affect the interests of the College.

Penalties will be imposed by the College in accordance with procedural safeguards applicable to disciplinary actions against students, faculty members, administrators, and other employees, as required by applicable BCCC policy.

Penalties to be imposed by the College will vary depending upon the nature and seriousness of the offense and may include a range of disciplinary actions, up to and including expulsion from enrollment and discharge from employment. The College may also refer matters to law enforcement for prosecution.

1. For second or other subsequent offenses involving illegal drugs or alcohol, progressively more severe penalties shall be imposed.
2. When considering appropriate sanctions for students found responsible for an offense involving illegal drugs or alcohol, the College will sanction consistent with, and through the procedures outlined in, the Student Code of Conduct.
3. When considering appropriate disciplinary action for employees found responsible for a violation of this policy, the College will consider the relationship between the offense and the employee’s position and job performance, including assessment of the nature and gravity of the offense or conduct, the time that has passed since the offense or conduction and the nature of the job held. The penalties to be imposed by the College may range from written warnings with probationary status to discharge (or other separation) from employment.

A student, faculty, staff member or other employee found to have violated applicable law or College policies concerning illegal drugs or substance abuse may be required to participate in a drug education and counseling program, consent to regular drug testing, and accept such other conditions and restrictions, including a program of community service, as the president or the president's designee deems appropriate. Refusal or failure

to abide by such conditions and restrictions may result in additional disciplinary action, up to and including expulsion from enrollment and discharge (or other separation) from employment.

Suspension. When a student, faculty, staff member, or other employee has been charged by the College with a violation of policies concerning illegal drugs or alcohol, in accordance with the Student Code of Conduct or the policies/regulations that apply to that particular employee, he or she may be suspended from enrollment or removed from work before initiation or completion of regular disciplinary proceedings if, assuming the truth of the charges, the president or, the president's designee, concludes that the person's continued presence within the College would constitute a clear and immediate danger to the health or welfare of other members of the College. If such a suspension or removal from work is imposed on an employee, it is with full pay until the time of an appropriate opportunity to be heard on the alleged charges against the suspended person, which shall be held as promptly as possible thereafter.

Notification by Employees. In the case of employees, under the Drug-Free Workplace Act of 1988, anyone convicted of a criminal drug statute violation shall notify the College no later than five (5) business days after such conviction. The College should commence with appropriate disciplinary action proceedings against such an individual within thirty business (30) days of notice of conviction. Failure to notify the College by employees may result in disciplinary action upon discovery by the College of said conviction.

Federal, State, and Local Laws

Federal Drug and Alcohol Laws:

Federal law imposes restrictions on the possession, distribution, and illegal sale of any controlled substance, and the sale or distribution of drug paraphernalia. Substances are grouped into five categories in order to easily impose restrictions on several Substances at once instead of having to draft laws on each individual substance The law prohibiting unauthorized possession of any controlled substances is found in 21 USC 844.

Federal Penalties and Sanctions for Illegal Possession of a Controlled Substance 21 U.S.C. 844 (a)

1st conviction: Up to 1-year imprisonment and fined at least \$1,000 but not more than \$100,000, or both.

After 1 prior drug conviction: At least 15 days in prison, not to exceed 2 years and fined at least \$2,500 but not more than \$250,000, or both.

After 2 or more prior drug convictions: At least 90 days in prison, not to exceed 3 years and fined at least \$5,000 but not more than \$250,000 or both.

Special sentencing provision for possession of crack cocaine: Mandatory at least 5 years in prison, not to exceed 20 years and fined up to \$250,000 or both if:

- 1st conviction and the amount of crack possessed exceed 5 grams.
- 2nd crack conviction and the amount of crack possessed exceed 3 grams.

- 3rd or subsequent crack conviction and the amount of crack possessed exceeds 1 gram.

21 U.S.C. 853(a)(2) and 881(a)(7)

Forfeiture of personal and real property used to possess or to facilitate possession of a controlled substance if that offense is punishable by more than 1 year imprisonment. (See special sentencing provisions re: crack).

21 U.S.C. 881 (a) (4)

Forfeiture of vehicles, boats, aircraft or any other conveyance used to transport or conceal a controlled substance.

21 U.S.C. 844 a

Civil fine of up to \$10,000 (pending adoption of final regulations).

21 U.S.C. 853a

Denial of Federal benefits, such as student loans, grants, contracts, and professional and commercial licenses, up to 1 year for first offense, up to 5 years for second and subsequent offenses.

18 U.S.C. 922(g)

Ineligible to receive or purchase a firearm.

Miscellaneous

Revocation of certain Federal licenses and benefits, e.g., pilot licenses, public housing tenancy, etc., are vested within the authorities of individual Federal agencies.

Note: These are only Federal penalties and sanctions. Additional State penalties and sanctions may apply.

Federal Controlled Substances Chart

Federal Trafficking Penalties for Schedules I, II, III, IV, and V (except Marijuana)				
Schedule	Substance	Penalty	Substance	Penalty
II	Cocaine 500-4999 grams mixture	<u>First Offense:</u> Not less than 5 yrs. and not more than 40 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life.	Cocaine 5 kilograms or more mixture	<u>First Offense:</u> Not less than 10 yrs. and not more than life. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine of not more than \$10 million if an individual, \$50 million if not an individual.
II	Cocaine Base 28-279 grams mixture		Cocaine Base 280 grams or more mixture	
IV	Fentanyl 40-399 grams mixture		Fentanyl 400 grams or more mixture	

I	Fentanyl Analogue 10-99 grams mixture	<p>Fine of not more than \$5 million if an individual, \$25 million if not an individual.</p> <p><u>Second Offense:</u> Not less than 10 yrs. and not more than life. If death or serious bodily injury, life imprisonment. Fine of not more than \$8 million if an individual, \$50 million if not an individual.</p>	Fentanyl Analogue 100 grams or more mixture	<p>than life. If death or serious bodily injury, life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.</p> <p><u>2 or More Prior Offenses:</u> Life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.</p>
I	Heroin 100-999 grams mixture		Heroin 1 kilogram or more mixture	
I	LSD 1-9 grams mixture		LSD 10 grams or more mixture	
II	Methamphetamine 5-49 grams pure or 50-499 grams mixture		Methamphetamine 50 grams or more pure or 500 grams or more mixture	
II	PCP 10-99 grams pure or 100-999 grams mixture		PCP 100 grams or more pure or 1 kilogram or more mixture	

Federal Trafficking Penalties for Schedules I, II, III, IV, and V (except Marijuana)

Substance/Quantity	Penalty
Any Amount of Other Schedule I & II Substances	First Offense: Not more 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 not an individual.
Any Drug Product Containing Gamma Hydroxybutyric Acid	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	
Any Amount of Other Schedule III Drugs	<p>First Offense: Not more than 10 yrs. If death or serious bodily injury, not more than 15 yrs. Fine not more than \$500,000 if an individual, \$2.5 million if not an individual.</p> <p>Second Offense: Not more than 20 yrs. If death or severe injury, not more than 30 yrs. Fine not more than \$1 million if an individual, \$5 million if not an individual.</p>

Any Amount of All Other Schedule IV Drugs (other than one gram or more of Flunitrazepam)	<p>First Offense: Not more than 5 yrs. Fine not more than \$250,000 if an individual, \$1 million if not an individual.</p> <p>Second Offense: Not more than 10 yrs. Fine not more than \$500,000 if an individual, \$2 million if other than an individual.</p>
Any Amount of All Schedule V Drugs	<p>First Offense: Not more than 1 yr. Fine not more than \$100,000 if an individual, \$250,000 if not an individual.</p> <p>Second Offense: Not more than 4 yrs. Fine not more than \$200,000 if an individual, \$500,000 if not an individual.</p>

Federal Trafficking Penalties for Marijuana, Hashish and Hashish Oil, Schedule I Substances	
Marijuana 1,000 kilograms or more marijuana mixture or 1,000 or more marijuana plants	<p>First Offense: 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 \$10 million if an individual, \$50 million if other than an individual.</p> <p>Second Offense: 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.</p>
Marijuana 100 to 999 kilograms marijuana mixture or 100 to 999 marijuana plants	<p>First Offense: 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 \$5 million if an individual, \$25 million if other than an individual.</p> <p>Second Offense: Not less than 10 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$8 million if an individual, \$50million if other than an individual.</p>
Marijuana 50 to 99 kilograms marijuana mixture, 50 to 99 marijuana plants	<p>First Offense: Not more 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.</p> <p>Second Offense: Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if other than an individual.</p>
Hashish More than 10 kilograms	
Hashish Oil More than 1 kilogram	
Marijuana less than 50 kilograms marijuana (but does not include 50 or more marijuana plants regardless of weight) 1 to 49 marijuana plants	<p>First Offense: Not more than 5 yrs. Fine not more than \$250,000, \$1 million if other than an individual.</p> <p>Second Offense: Not more than 10 yrs. Fine \$500,000 if an individual, \$2 million if other than individual.</p>

Hashish 10 kilograms or less	First Offense: Not more than 5 yrs. Fine not more than \$250,000, \$1 million if other than an individual.
Hashish Oil 1 kilogram or less	Second Offense: Not more than 10 yrs. Fine \$500,000 if an individual, \$2 million if other than individual.

State Drug and Alcohol Laws:

Most students and employees who choose to participate in illegal drug related activities will be prosecuted under North Carolina law. The [North Carolina Controlled Substances Act](#) prohibits possession of any controlled substance, possession with intent to distribute, and trafficking in any controlled substance. North Carolina has its own scheduling system. See the links below to find more in-depth information concerning North Carolina's Controlled Substances Act.

- https://www.ncleg.net/enactedlegislation/statutes/html/byarticle/chapter_90/article_5.html
- <https://www.alcoholproblemsandsolutions.org/north-carolina-alcohol-laws-aware/>

North Carolina's Controlled Substances Chart

Each drug in North Carolina is categorized in a Schedule. Schedule I drugs are the most serious. To make you aware of the potential penalty for possession or trafficking illegal drugs, North Carolina has a chart to determine mandatory minimums in drug trafficking cases.

Schedule	Substance	First Offense	Second Offense
Schedule I Has a high potential for abuse. It has no medical use. Has a lack of accepted safety.	Heroin Ecstasy GHB Methaqualone Peyote Opiates (and others)	First Offense Class I Felony 4-5 Months	

<p>Schedule II</p> <p>Has a high potential for abuse.</p> <p>It has accepted medical use with severe restrictions.</p> <p>Abuse may lead to physical or psychological dependence.</p>	<p>Cocaine</p> <p>Raw Opium</p> <p>Opium Extracts, Fluid and Powder</p> <p>Codeine</p> <p>Hydrocodone</p> <p>Morphine</p> <p>Methadone</p> <p>Methamphetamine</p> <p>Ritalin (and others)</p>	<p>First Offense</p> <p>Class 1 Misdemeanor</p> <p>45 Days in Jail</p>	<p>Second Offense</p> <p>Class I Felony</p> <p>4-5 Months</p>
<p>Schedule III</p> <p>It has potential for abuse, but less than Schedule I or II substances.</p> <p>It has an accepted medical use.</p> <p>Abuse may lead to limited dependence.</p>	<p>Ketamine</p> <p>Anabolic Steroids</p> <p>Some Barbiturates (and others)</p>	<p>First Offense</p> <p>Class 1 Misdemeanor</p> <p>45 Days in Jail</p>	<p>Second Offense</p> <p>Class I Felony</p> <p>4-5 Months</p>
<p>Schedule IV</p> <p>Has low potential for abuse.</p> <p>It has an accepted medical use.</p> <p>Abuse may lead to limited dependence.</p>	<p>Valium</p> <p>Xanax</p> <p>Rohypnol</p> <p>Darvon</p> <p>Clonazepam</p> <p>Barbital (and others)</p>	<p>First Offense</p> <p>Class 1 Misdemeanor</p> <p>45 Days in Jail</p>	<p>Second Offense</p> <p>Class I Felony</p> <p>4-5 Months</p>

<p>Schedule V</p> <p>It has low potential for abuse.</p> <p>It has an accepted medical use.</p> <p>Abuse may lead to limited dependence.</p>	<p>Over the counter cough medicines with codeine (and others)</p>	<p>First Offense Class 2 Misdemeanor 30 Days in Jail</p>	<p>Second Offense Class 1 Misdemeanor 45 Days in Jail</p>
<p>Schedule VI</p> <p>It has low potential for abuse.</p> <p>It has no accepted medical use.</p> <p>Abuse may lead to limited dependence.</p>	<p>Marijuana Hashish Hashish Oil</p>	<p>First Offense Class 3 Misdemeanor 10 Days in Jail or Suspended Sentence</p>	<p>Second Offense Class 2 Misdemeanor 30 Days in Jail</p>

Illegal Trafficking Penalties:

<p>Marijuana</p>	<p>10 – 49 lbs. 50 – 1,999 lbs. 2,000 – 9,999 lbs. 10,000 lbs. or more</p>	<p>Class H Felony 25 – 30 Months Class G Felony 35 – 42 Months Class F Felony 70 – 84 Months Class D Felony 175 – 219 Months</p>	<p>\$5,000 Fine \$25,000 Fine \$50,000 Fine \$200,000 Fine</p>
<p>Heroin</p>	<p>4 – 13 grams 14 – 27 grams 28 grams or more</p>	<p>Class F Felony 70 – 84 Months Class E Felony 90 – 117 Months Class C Felony 225 – 279 Months</p>	<p>\$50,000 Fine \$100,000 Fine \$250,000 Fine</p>

Cocaine	28 – 199 grams	Class G Felony 35 – 42 Months	\$50,000 Fine
	200 – 399 grams	Class F Felony 70 – 87 Months	\$100,000 Fine
	400 grams or more	Class D Felony 175 – 219 Months	\$250,000 Fine
Methamphetamines	28 – 199 grams	Class F Felony 70 – 84 Months	\$50,000 Fine
	200 – 399 grams	Class E Felony 90 – 117 Months	\$100,000 Fine
	400 grams or more	Class C Felony 225 – 279 Months	\$250,000 Fine

More in depth information concerning penalties is available in [N.C.G.S. 90-95 Page 1 § 90-95. Violations.](#)

https://www.ncleg.gov/enactedlegislation/statutes/pdf/bysection/chapter_90/gs_90-95.pdf

Local Drug and Alcohol Laws

Local drug and alcohol laws follow state laws.

Drug and Alcohol Testing of Employees

Any drug/alcohol screening is conducted in an approved laboratory identified by the College and in accordance with the NC Controlled Substance Examination Regulation Act. All drug/alcohol screens must be approved by, and coordinated through, the Human Resources Department. Drug and/or alcohol testing may occur under the following circumstances:

Post-Offer, Pre-employment Testing: Pre-employment drug screens are required for employees in certain safety-sensitive positions and/or positions requiring a valid operator's license. Pre-employment drug testing is also required in College programs where such screening is a requirement for placement at clinicals or other sites. Before employment with the College commences, these particular applicants who have been given a conditional offer of employment may be required to satisfactorily complete a drug test pursuant to the College's guidelines. In the event an applicant's test results are positive, the applicant will not be considered further for employment with the College, the application will be terminated and such applicant shall have no further rights or privileges under this procedure or otherwise with the College.

Post-Accident/Unsafe Activity Testing: If an employee's impairment could have been a factor in causing the accident or unsafe activity, the College may require the employee to submit to a drug and/or alcohol test after any work-related accident. If the employee is

too seriously injured to provide a sample and/or specimen, authorization must be provided for the College to obtain and review hospital records or other documents that would indicate whether there were any prohibited drugs or alcohol in the employee's system at the time of the accident or unsafe activity. The College will treat any such records as confidential medical records. If testing is required under this policy, post-accident/unsafe activity testing should be conducted as soon as possible after an accident or unsafe activity, generally within 32 hours in the case of drug testing, and within 8 hours in the case of alcohol testing. An employee must not use alcohol following an accident or unsafe activity for which a post-accident/unsafe activity alcohol test is required until the alcohol test has been conducted.

Reasonable Suspicion/For Cause Testing: If the College has a reasonable suspicion that an employee is in violation of the 6-15 Drug Free Workplace Policy, the employee may be required to submit to drug and/or alcohol testing immediately upon request by his or her supervisor or any other member of management. The decision to test an employee should be based on specific and contemporaneous observations concerning the appearance, behavior, or body odor of the employee, or performance indicators of probable prohibited drug use and/or alcohol misuse. This may include involvement in any unusual circumstance that merits further investigation, violence, conduct exhibiting less than total consciousness or self-control, difficulty in performing normal tasks and other behavior for which there appears to be no explanation. The supervisor or other College administrator will arrange for transportation of the employee to an approved testing facility. The employee will not be allowed to drive and will be escorted to the testing facility.

Return to Duty After Testing

An employee who is tested will not be allowed to return to duty if the drug or alcohol test result is positive. The employee will be instructed to make arrangements to be transported home.

Notice and Consent

Prior to drug or alcohol testing conducted under this policy, the individual will be required to sign a written consent form, which will authorize the test to be performed and the urine sample or other sample or specimen to be collected, and will authorize the sample/specimen to be analyzed and the results of the analysis to be communicated to the College, any designated representative of the College and any medical review officer retained by the College. Any applicant who refuses to sign the consent form or to submit to a drug test will not be considered further for employment with the College. Any current employee who refuses to sign the consent form or to submit to a drug or alcohol test will be subject to disciplinary action up to and including an unpaid suspension or immediate dismissal.

Specimen Collection and Testing Procedures

Drug Testing: The College's independent collection facility will collect specimens under reasonable and sanitary conditions, in a manner reasonably calculated to prevent substitution of samples or specimens and interference with the collection, examination or screening of samples or specimens. Individual dignity and privacy will be preserved to the extent practicable.

1. An initial screening test will be conducted. If the initial screening test is positive, the same sample or specimen will be retested using a confirmation test that complies with applicable law. All confirmation tests will be performed by a laboratory approved under the North Carolina Controlled Substance Examination Act (the "CSERA"). The results of the confirmation test will take precedence over the results of the initial screening test, meaning that the results of the confirmation test must be positive before the test will be considered positive. Confirmed positive test results may be reviewed by a medical review officer retained by the College for verification. The College will be responsible for the cost of the test.
2. An applicant or employee who fails to provide an adequate sample or specimen for testing without a genuine inability to provide the sample or specimen (as determined by a medical evaluation), or who engages in conduct that obstructs the testing process, will be considered to have refused to submit to the test. Adulterated or otherwise unreadable samples or specimens, or samples or specimens that clearly are not authentic, also will be considered as evidence of an applicant's or employee's failure to cooperate with the College and its administration of this policy. If a satisfactory explanation is provided, a new drug test may be performed at the College's discretion. If a satisfactory explanation is not provided, an applicant will not be considered further for employment with the College, and his or her application will be terminated, and an employee will be subject to disciplinary action, up to and including an unpaid suspension or

immediate

dismissal.

3. An applicant or employee whose test is confirmed positive may request a retest of the original specimen sample by the same or another approved laboratory at his or her expense. The individual must request release of the specimen in writing to the original laboratory within 90 days of the laboratory's notification to the College of a confirmed positive test result, specifying the approved laboratory to which the sample is to be sent. Any applicant or employee requesting a retest will be responsible for all reasonable expenses for chain of custody procedures, shipping and retesting of confirmed positive specimens related to his or her request.

Alcohol Testing: Alcohol tests will be conducted by qualified individuals. The College may utilize an independent medical facility as an alcohol testing site or may permit a law enforcement officer who is competent to administer an alcohol test to conduct the alcohol test. Any designated alcohol testing site will provide for as much privacy as feasible during the testing process.

An employee who refuses to provide a breath sample, saliva sample, or other sample or specimen, who fails to provide an adequate sample or specimen for testing without a valid medical explanation, or who engages in conduct that obstructs the testing process, will be considered to have refused to submit to the test. If a satisfactory explanation is not provided, an employee will be subject to disciplinary action, up to and including an unpaid suspension or immediate dismissal.

Notification of Results

Upon completion of the requisite procedures at the collection site and at the discretion of Human Resources, the employee may be permitted to resume his or her normal work duties, as is safe and practical, until the College receives the test results. If the test results are negative, the employee will be permitted to return to work without any loss of pay.

An individual who undergoes a drug or alcohol test conducted pursuant to this policy will be notified by the College of the results of any such test if the results are confirmed positive. The College will treat all information relating to an individual's testing as a confidential medical record accessible only to management with a need to know.

Screening and test results will be confidential with disclosure of results provided only to approved Human Resources personnel and those with a need to know. Screening and test results will be maintained separate from other personnel records.

Consequences of Violations

Any applicant who refuses to submit to a drug or alcohol test, has a confirmed positive result in any drug or alcohol test, or otherwise violates this policy will not be considered further for employment with the College, and his or her application will be terminated.

An employee will be immediately dismissed under any of the following circumstances:

1. When he or she refuses to sign a consent and release forms prior to being tested;
2. When he or she refuses to take a drug or alcohol test; or
3. When he or she interferes with the testing process or refuses to cooperate.
4. When the medical review officer advises the College that any employee drug or alcohol test results are verified positive, the following will occur:
5. For the first test in which the employee tests positive, the employee may be given the opportunity to enroll in a drug or alcohol rehabilitation program approved by the College. The expense for such program is the responsibility of the employee. Any employee who refuses to enroll in a program or who fails to successfully complete the program will be dismissed.
 - a. An employee whose job involves a safety-sensitive function may not be allowed to continue working in that job, during the initial drug or alcohol rehabilitation period. The College will use its best efforts to reassign the employee to a no-risk job; however, the College cannot guarantee a job will be available or that the employee will qualify for such job. If there is no available job, the employee must take accumulated leave or leave without pay.
 - b. Once the officials of the drug or alcohol rehabilitation program determine that the employee has successfully completed the program and certifies this to the College, the employee may return to work without any loss of benefits, except for salary if he or she was required to take leave without pay.
6. For the second test in which an employee tests positive, the employee will be dismissed from employment and will be classified as ineligible for re-employment.

Responsibilities Under This Policy

The Connecting Area Recourses to Everyone (CARE) Team is responsible for the development and implementation of the Drug and Alcohol Program.

All employees and students shall be responsible for abiding by the provisions of this policy. In the case of employees, adherence with the provisions of the policy shall be a condition of employment. Students and Employees are encouraged to report suspected substance abuse to BCCC CARE Team at (252) 940-6252.

Pursuant to the authority vested by the President, the Vice President of Student Services is responsible for overseeing all educational programs for students and the Vice President of Administrative Services is responsible for overseeing all educational programs for employees relating to this policy. The President will render an annual report to the Board of Trustees on the effectiveness of this policy.

Dissemination of This Policy

A copy of this policy shall be distributed annually to each student and employee and to all new employees at the beginning of their employment or new students at the time start of their first academic semester enrolled at BCCC. The policy shall be printed in the College catalogues and other materials prepared for all enrolled and prospective students and materials distributed to faculty and staff.

Policy 6.15

Drug-Free Workplace Policy

The unlawful manufacture, distribution, dispensation, possession or use of a controlled substance in the College's workplace is prohibited. Any employee violating this policy will be subject to disciplinary action up to and including termination. The specifics of this policy are as follows:

- Any employee of the College who manufactures, sells, gives, or in any way transfers a controlled substance to another person or possesses a controlled substance with intent to distribute the same while on the job or on College premises (including off-campus or extension classrooms or work areas) will be subject to termination from employment.
- Any employee of the College who possesses or uses a controlled substance while on the job or on College premises (including off-campus or extension classrooms or work areas) will be subject to disciplinary action up to and including termination from employment.
- The term "Controlled Substance" means any drug listed in 21 U.S.C. Subsection 8-12 and other Federal regulations. Generally, these drugs have a high potential for abuse. Such drugs include, but are not limited to, Heroin, Marijuana, Cocaine, PCP, and "Crack." They also include "Prescription Drugs" sold, transferred, used, or possessed other than pursuant to a physician's prescription.
- Each employee of the College is required by law to inform the College within five (5) days after conviction of violation of any Federal or State criminal drug statute. A conviction means a finding of guilt, including a plea of nolo contendere (or the imposition of a sentence by a Judge or jury in any Federal or State court).
- The Office of the Vice President of Academics must notify any United States Government Agency making a grant pursuant to which a program is offered by the College and on account of which compensation is directly or indirectly paid to an employee convicted of violation of a Federal or State criminal drug statute, within ten (10) days after receiving notice from the employee or otherwise receiving actual notice of such conviction.
- As a condition of continued employment pursuant to any Federal grant, Federal law requires all employees of the College to abide by this policy, and it requires that the President of the College certify that this policy is in effect and will be enforced by the College.
- The College will implement and enforce this policy, and in furtherance hereof will provide information and/or counseling to any employees experiencing drug-

related problems, and otherwise aggressively pursue a drug-free workplace awareness program.

- It will be grounds for immediate termination if an employee fails to abide by the terms of this policy.

The Connecting Area Resources to Everyone (CARE) Team will be responsible for the design and implementation of programs to provide information for students and employees related to drug and alcohol abuse. Student services will also provide counseling and referral services for students needing assistance. Human Resources and the Employee Assistance Program will provide information and referrals for employees needing assistance with addictions to drugs and alcohol.

Procedure 6.1501

Drug and Alcohol Abuse Prevention Notification Procedure

Per 34 CFR 86.100(a) and (b) under Section 120 of the Higher Education Act, an Institution of Higher Education must adopt and implement a drug and alcohol abuse prevention program and conduct a Biennial review of that program. The following procedures are applicable to ensure compliance with Beaufort County Community College Policy (BCCC) 6.02. The Connecting Area Resources to Everyone (CARE) Team is the official committee that is responsible for compliance, audit requirements, and communication with students, employees, and other agencies.

Drug Abuse Prevention Materials and Notification

Per 34 CFR 86.100(a) requires, at a minimum, the annual distribution to each student and employee of the campus that clearly discusses:

- The 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 the institution's property or as part of any of the institution's 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 institution will impose sanctions on students and employees (consistent with local, State, 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 above.

Notification requirements

To ensure compliance, The CARE Team shall prepare and send an email notification that meets the requirements as outlined above at the beginning of each semester. If links are included in the email notifications, ensure they are as precise as possible. For example, if a link is included to the campus' Student Service webpage, ensure it is a link that takes the reader directly to the page that discusses drug and alcohol counseling or treatment programs offered. Also, if a link is included to the campus' catalog, ensure the notification includes a reference to the exact page or section where drugs and alcohol are discussed, etc.

This information should also be incorporated into the following areas to ensure optimum coverage and dissemination:

- New Student Orientation
- Late Start Students – Online New Student Orientation
- New Employee Onboarding

Reporting Requirements

The CARE Team is responsible for preparing and disseminating the required notifications to ensure compliance and maintaining the following documentation.

- A copy of the original emails with their content to ensure requirements were met showing when and who they were sent. (Please note: If separate emails are sent to students, faculty and staff, copies of each email must be maintained)
- If links are used in the notification, a document with a screenshot highlighting the location of the required information of each link used must be documented.

Notification Deadlines

The deadline for submitting notifications to the students and employees for the drug and alcohol abuse program are as follows:

- September 20th (or the first business day thereafter): This is the deadline for submitting the drug and alcohol abuse prevention program notifications for the Fall Semester.
- February 28th (or the first business day thereafter): This is the deadline for submitting the drug and alcohol abuse prevention program notifications for the Spring Semester.

Biennial Review

Per 34 CFR 86.100(b), 86.103(a) an Institution of Higher Education must perform and make available the results of a biennial review of the institution's drug and alcohol abuse prevention program that:

- Determines the program's effectiveness and any needed changes,
- Determines the number of drug and alcohol related violations and fatalities,
- Identifies the number and type of sanctions imposed, and
- Ensures that the sanctions are consistently enforced.

Data and methods used to support conclusions contained in review must be maintained and available upon request.

The CARE Team must document data and methods used to support the conclusions reached in their review. They must develop data sources to support the review independent of other required reporting. Other required reporting and sources may supplement data or conclusions but should not be relied upon as the primary source of data (i.e. Clery Report).

Upon completion of the biennial review by August 1st, the CARE Team must distribute the report to students and employees by September 1st.

Procedure 3.0023

Student Conduct Procedure

I. Prohibited College Conduct

Faculty and staff members are reminded that it is their first responsibility to take actions as are necessary to avoid or eliminate disruptive, aggravating, difficult, or dangerous situations. No action should be taken which is prejudicial to the rights of the student or which may restrict the course of action that may later be taken by the College. Procedures for the handling of student disciplinary matters are listed below. All incidents involving students will be referred to the vice president of student services for review and disposal. Sanctions will be imposed on the student by the vice president of student services if necessary. The campus police department and/or local authorities will make initial investigations of prohibited acts that may violate criminal law. Students may face criminal prosecution by the authorities for violations of law on College physical or virtual sites. The vice president of student services will conduct a thorough investigation of all matters referred by the appropriate authorities as a result of information obtained in the investigation. Examples of prohibited conduct are as follows:

- Interruption of or interference with operations of the College.
- [Academic Dishonesty Procedure](#) cheating, plagiarizing, or aiding and abetting another person in cheating or plagiarism.
- Destruction, damage, or misuse of College property.
- Possession, use, or distribution of illegal drugs/controlled substances, or alcoholic beverages inconsistent with the [Alcohol/Substance Abuse Policy](#).
- Possession, use or distribution of weapons inconsistent with North Carolina General Statutes and/or the [Weapons on College Property Policy](#).
- Physical abuse of another person.

- Theft of another's property.
- [Violation of Campus Sexual Violence Act/Violence Against Women Act \(SaVE Act/VAWA\)](#).
- Lewd or indecent acts on College premises, at College sponsored or College supervised activities or functions.
- When there is an articulable, imminent, and significant threat to the student or other individuals.
- Any other violation of College rules, regulations, and policies pertaining to conduct issues; as well as any other violation of state, federal, and local law not listed above.

Individuals having questions may contact the vice president of student services at 252-940-6417 or the vice president of administrative services at 252-940-6213.

II. Reporting Incidents

A. A Beaufort County Community College student who violates a college regulation or any other policy of Beaufort County Community College is subject to disciplinary action. Any Beaufort County Community College student, faculty, or administrator may submit a complaint against a student accused of infractions of rules applying to student behavior. The complaint should be written on an incident report form as soon as practical but no later than two (2) college working days following the incident. Incident report forms are available on BCCC's web page. An incident reported within two (2) college working days may be investigated by the vice president of student services. The incident report form must also be submitted by the vice president of student services to the following individuals or their designees:

- Incident reports involving Curriculum students shall be submitted to the vice president of academics.
- Incident reports involving Continuing Education students shall be submitted to the vice president of continuing education.

Student Complaint Against Another Student

B. The complainant shall submit an incident report form to the vice president of student services that shall include the name of the accused, the date and time of the incident, a specific description of the alleged behavior, witnesses to the incident, and the rules violated by the alleged behavior. The vice president of student services shall immediately schedule an appointment with the complainant and will decide with the complainant:

- If the complaint can be resolved by a discussion between the complainant and the accused; or

- Whether the complaint should be forwarded to the Student Appeal Committee. For complaints to be heard by the Student Appeal Committee, the complainant or the vice president of student services must notify in writing to the appropriate vice president of the complaint and also request that the Student Appeal Committee be convened to hear the charges.

III. Sanctions

A. Reprimand

A BCCC student committing minor misconduct will be counseled and reprimanded by the vice president of student services. A copy of the incident report will be given to the student as an official written notice. The vice president of student services will place a copy of the incident report in a student discipline file.

***The incident report and the reprimand will be recorded on the same form that is placed in the student's discipline file.

B. Conditional Status

A BCCC student who has received a reprimand and then violates a college regulation may be placed on conditional status by the vice president of student services. A student who violates a college regulation as listed under Students' Rights, Responsibilities, and Regulations may be placed on conditional status without having previously received a reprimand. Conditional status may include a restriction from an area or service a student has abused (e.g. computer access in the library) or from the college campus entirely. Conditional status may include other requirements such as specific academic, attendance, or behavioral standards. BCCC Campus Police Department will be notified of and will enforce the student's conditional status. The appropriate dean and vice president of said program shall be notified as well. If any of the conditions of conditional status are violated, the student who is placed on conditional status may be subject to more severe sanctions up to and including dismissal.

C. Restitution

A student who damages, misuses, destroys, or loses college property will be required to pay for the replacement of such property. Campus Police will investigate initially and will complete an incident report. The fair market value of the property will be calculated by Campus Police. The report shall be turned over to the vice president of student services for proper recourse. Other disciplinary procedures and or criminal charges may be applied in addition to restitution. Students with an outstanding monetary balance are not allowed to register at BCCC, receive transcripts, etc.

D. Withdrawal from Class or Program

Responsibility for classroom control and discipline rests with the instructor. Instructors are not expected to tolerate the continued presence of any student whose behavior adversely affects the progress of a class. An instructor who believes it is necessary to withdraw a student because of serious violation of college policy or other behavior which adversely influences the educational process should report the incident to the dean. If both the dean and the instructor

decide that removal of the student from the class or program is necessary, the student will be informed and a withdrawal form will be completed and processed. The dean will inform the vice president of academics of the student's withdrawal from class and advise the student of his/her right to appeal to said dean or through the Student Appeals Procedure.

E. **Suspension/Banning**

A BCCC student who commits an act of misconduct which threatens the health or well-being of any member of the academic community or causes serious disruption will be suspended or banned immediately from the College. Examples of these incidents include, but are not limited to:

- Possession of weapon inconsistent with North Carolina General Statutes and/or the Weapons on College Property Policy
- Physical Assault
- Violation of court order
- Communication of threats (to campus employees or students whereby the perceived threat of physical harm is evidenced)
- Sexual Assault
- Non-affiliated loitering
- Possession/Consumption of alcohol
- Possession/Sale/Use/Consumption of illegal drugs/controlled substances

An incident report form shall be completed and submitted to the vice president of student services. The vice president of student services is responsible for investigating the incident and for implementing the suspension of a student from Beaufort County Community College's program under his/her respective purview. The student shall be notified of the suspension in writing via certified mail. Written notice shall include a list of the charges, the rules that were violated, the suspension decision, and [Student Incident Appeals Procedure](#). A student may be notified in person, or by phone of his/her suspension/banning, but written notice must also be given.

IV. **Right of Appeal**

A student who has received discipline from the vice president of student services or been banned from campus by the BCCC police department may appeal their discipline or banning by following the [Student Incident Appeals Procedure](#).

Policy 6.16

College Conduct Policy

All persons are expected to conduct themselves as responsible adults while on the College campus or site. Failure to do so may result in discipline, including but not limited to, expulsion, dismissal, or other legal action. The campus police department and/or local authorities will make initial investigations of all alleged breaches of proper conduct and violations of state, federal, and local law that jeopardize the operation, mission or safety of the College.

Procedure 6.1602

College Conduct Procedure

I. Prohibited Campus Conduct

Faculty and staff members are reminded that it is their first responsibility to take such actions as are necessary to avoid or eliminate disruptive, aggravating, difficult, or dangerous situations. No action should be taken which is prejudicial to the rights of the student or which may restrict the course of action that may later be taken by the college. Procedures for the handling of student disciplinary matters are listed below. All incidents involving students will be referred to the vice president of student services for review and disposal. Sanctions will be imposed on the student by the vice president of student services if necessary. The campus police department will make initial investigations of prohibited acts that may violate criminal law. Students may face criminal prosecution by the campus police department for violations of law on campus property. The vice president of student services will conduct a thorough investigation of all matters referred by the campus police as a result of information obtained in the initial investigation. Examples of prohibited conduct are as follows:

- Interruption of or interference with normal operations of the College.
- Academic Dishonesty – cheating, plagiarizing, or aiding and abetting another person in cheating or plagiarism
- Destruction, damage, or misuse of College property.
- Possession, use, or distribution of illegal drugs, or alcoholic beverages inconsistent with the [Alcohol/Substance Abuse Policy](#).
- Possession, use or distribution of weapons inconsistent with North Carolina General Statutes and/or the [Weapons on College Property Policy](#).
- Physical abuse of another person.
- Theft of another's property.

- [Violation of Campus Sexual Violence Act/Violence Against Women Act \(SaVE Act/VAWA\)](#).
- Lewd or indecent acts on College premises, at College sponsored or College supervised activities or functions.
- When there is an articulable, imminent, and significant threat to the student or other individuals.
- Any other violation of College rules, regulations, and policies pertaining to conduct issues; as well as any other violation of state, federal, and local law not listed above.

Individuals having questions may contact the vice president of student services at 252-940-6417 or the vice president of administrative services at 252-940-6213.

II. Reporting Incidents

A. A Beaufort County Community College student who violates a college regulation or any other policy of Beaufort County Community College is subject to disciplinary action. Any Beaufort County Community College student, faculty, or administrator may submit a complaint against a student accused of infractions of rules applying to student behavior. The complaint should be written on an incident report form as soon as practical but no later than two (2) college working days following the incident. Incident report forms are available on BCCC's web page. An incident reported within two (2) college working days may be investigated by the vice president of student services. The incident report form must also be submitted by the vice president of student services to the following individuals or their designees:

- Incident reports involving Curriculum students shall be submitted to the vice president of academics.
- Incident reports involving Continuing Education students shall be submitted to the vice president of continuing education.

B. The complainant shall submit an incident report form to the vice president of student services that shall include the name of the accused, the date and time of the incident, a specific description of the alleged behavior, witnesses to the incident, and the rules violated by the alleged behavior. The vice president of student services shall immediately schedule an appointment with the complainant and will decide with the complainant:

- If the complaint can be resolved by a discussion between the complainant and the accused; or

- Whether the complaint should be forwarded to the Student Appeal Committee. For complaints to be heard by the Student Appeal Committee, the complainant or the vice president of student services must notify in writing to the appropriate vice president of the complaint and also request that the Student Appeal Committee be convened to hear the charges.

III. Sanctions

A. Reprimand

A BCCC student committing minor misconduct will be counseled and reprimanded by the vice president of student services. A copy of the incident report will be given to the student as an official written notice. The vice president of student services will place a copy of the incident report in a student discipline file.

***The incident report and the reprimand will be recorded on the same form that is placed in the student's discipline file.

B. Conditional Status

A BCCC student who has received a reprimand and then violates a college regulation may be placed on conditional status by the vice president of student services. A student who violates a college regulation as listed under Students Rights, Responsibilities, and Regulations may be placed on conditional status without having previously received a reprimand. Conditional status may include a restriction from an area or service a student has abused (e.g. computer access in the library) or from the college campus entirely. Conditional status may include other requirements such as specific academic, attendance, or behavioral standards. BCCC Campus Police will be notified of and will enforce the student's conditional status. The appropriate dean and vice president of said program shall be notified as well. If any of the conditions of conditional status are violated, the student who is placed on conditional status may be subject to more severe sanctions up to and including dismissal.

C. Restitution

A student who damages, misuses, destroys, or loses college property will be required to pay for the replacement of such property. Campus Police will investigate initially and will complete an incident report. The fair market value of the property will be calculated by Campus Police. The report shall be turned over to the vice president of student services for proper recourse. Other disciplinary procedures and or criminal charges may be applied in addition to restitution. Students with an outstanding monetary balance are not allowed to register at BCCC, receive transcripts, etc.

D. Withdrawal from Class or Program

Responsibility for classroom control and discipline rests with the instructor. Instructors are not expected to tolerate the continued presence of any student whose behavior adversely affects the progress of a class. An instructor who believes it is necessary to withdraw a student because of serious violation of college policy or other behavior which adversely influences the educational process should report the incident to the dean. If both the dean and the instructor decide that removal of the student from the class or program is necessary, the

student will be informed and a withdrawal form will be completed and processed. The dean will inform the vice president of academics of the student's withdrawal from class and advise the student of his/her right to appeal to said dean or through the Student Appeals Procedure.

E. Suspension/Banning

A BCCC student who commits an act of misconduct which threatens the health or well-being of any member of the academic community or causes serious disruption at the college will be suspended or banned immediately from the college. Examples of these incidents include but are not limited to

- Possession of weapon inconsistent with North Carolina General Statutes and/or the Weapons on College Property Policy
- Physical Assault
- Violation of court order
- Communication of threats (to campus employees or students whereby the perceived threat of physical harm is evidenced)
- Sexual Assault
- Non-affiliated loitering
- Possession/Consumption of alcohol
- Possession/Sale/Use/Consumption of illegal drugs

An incident report form shall be completed and submitted to the vice president of student services. The vice president of student services is responsible for investigating the incident and for implementing the suspension of a student from Beaufort County Community College's program under his/her respective purview. The student shall be notified of the suspension in writing immediately. Written notice shall be presented in person or by mail, providing the student with a list of the charges, the rules that were violated, the suspension decision, and Disciplinary Appeals Procedures. A student may be notified by phone of his/ her suspension/banning but written notice must also be given.

IV. Right of Appeal

A student who has received discipline from the vice president of student services or been banned from campus by the BCCC police department may appeal their discipline or banning by following the Student Incident Appeal Procedure.

RESEARCH METHODOLOGY

The Committee obtained and reviewed supporting documentation from various key areas within the College as evidence of the following:

- Distribution of required materials
- The number of students and employees who were involved in the unlawful possession, use, or distribution of illicit drugs and alcohol.
- The number of any fatalities
- The sanctions imposed

ANALYSIS OF EFFECTIVENESS OF AOD USE AND ABUSE EFFORTS

Student data for review period (2021-2022 and 2022-2023 Academic Years):

- There were no AOD related incidents on campus.

Factors that can be attributed to the College having no student AOD violations during the review period may include the following:

- The College is not a residential campus.
- The College does not have social Greek organizations/houses.
- College Disciplinary Officers have a history of diligent enforcement of the Student Code of Conduct.
- Very few students are provided with storage lockers on campus that could be used to store/access illegal contraband.

Employee data for review period (2021-2022 and 2022-2023 Academic Years):

- There was 1 DAAPP related incidents on campus.
 - Employee was offered a last chance agreement and required to complete a counseling program through the College's EAP services.

Factors that can be attributed to the College having only one employee DAAPP violations during the review period may include the following:

- The new employee welcome packet and the new employee orientation are effective in communicating the College's position on alcohol and drugs.

The College has data available to show that it enforces the disciplinary sanctions for violating standards of conduct consistently during the Biennial Review period.

AOD PROGRAM RECOMMENDATIONS

BCCC has several recommendations which are outlined below:

- Provide programs that focus specifically on alcohol and drug abuse
- Collaborate with campus faculty to incorporate alcohol and drug abuse information by structuring academic assignments when appropriate.
- Continue to provide alcohol and drug awareness training to students and employees.
- Create a stand-alone webpage dedicated to Drug and Alcohol resources and information that contains community resources, the Drug and Alcohol Abuse Prevention Program and the biennial reports in one section and continue to update and monitor with the latest information for students and employees.
- Develop a resource brochure for students and employees on the Drug-Free Schools and Communities Act.
- Conduct a policy inventory and gap analysis review of Drug and Alcohol Use policies and procedures every two years.

APPENDIX
DAAPP Distribution Materials

STRUGGLING WITH DRUG OR ALCOHOL MISUSE?

**BCCC wants to help. Scan the QR Code below
for more info about our Drug and Alcohol
Prevention program and resources available
to you.**



Don't suffer in silence.

**Email:
care@beaufortccc.edu
for assistance.**



ALCOHOL: Is Your Health at Risk?

What counts as ONE DRINK?



One drink is:

- One 12-ounce can of beer
- One 5-ounce glass of wine
- One shot of hard liquor (1.5 ounces)

Are you at risk?

If you use alcohol, taking a look at your drinking pattern and knowing your risks is important for your health, now and in the future. Know the difference between low-risk versus risky or harmful drinking. You owe it to yourself!

What is low-risk drinking?

- For healthy adults age 65 and under:

LOW-RISK DRINKING LIMITS		MEN	WOMEN
	On any single DAY	No more than 4 ■■■■ drinks on any day	No more than 3 ■■■ drinks on any day
	Per WEEK	No more than 14 ■■■■■■■■■■ drinks per week	No more than 7 ■■■■■■■ drinks per week

To stay low risk, keep within BOTH the single-day AND weekly limits.

National Institute on Alcohol Abuse and Alcoholism

- For people over 65: low-risk limits are 3 drinks a day or 7 drinks a week.
- Women who are pregnant or may become pregnant should not drink.

What's risky or harmful drinking?

- Risky alcohol use** is drinking more than the single-day or weekly amounts shown above.
- Harmful alcohol use** is drinking more than the single-day or weekly amounts shown above, and having negative effects from drinking such as accidents, not being able to stop drinking, or not doing what you normally do (work, school, family) because of drinking.

What can happen from risky or harmful alcohol use?

- People who use alcohol at risky or harmful levels are at greater risk for health problems—cancer, obesity, high blood pressure, stroke, injury, diabetes, accident/death, suicide, and cirrhosis.
- It makes a difference both how much you drink on any day and how often you have a heavy drinking day.
- The more drinks in a day and the more heavy drinking days over time, the greater risk for problems.

Tips for cutting down on alcohol use

- Measure and Count.** Measure drinks per standard drink size and count how much you drink on your phone, a card in your wallet, or calendar.
- Set Goals.** Decide how many days a week you want to drink, and how many drinks to have on those days.
- Pace and Space.** Pace yourself. Sip slowly. Have no more than one drink per hour. Alternate “drink spacers”—non-alcohol drinks (water, soda, or juice).
- Include Food.** Don't drink on an empty stomach.
- Avoid “Triggers.”** What triggers you to drink? Avoid people, places, and activities that trigger the urge to drink.
- Plan to Handle Urges.** When an urge hits: remind yourself of reasons for changing, talk it through with someone, do a healthy, distracting activity, or “urge surf” and accept the feeling and ride it out, knowing it will pass.
- Know your “no.”** Have a polite, convincing “no” ready for times when you don't want a drink.

Adapted from US Department of Health and Human Services, NIH, NIAAA

Helpful Links:

- <http://rethinkingdrinking.niaaa.nih.gov/>
- <http://www.niaaa.nih.gov/alcohol-health>
- <http://findtreatment.samhsa.gov>



Mid-America (HHS Region 7)

ATTC

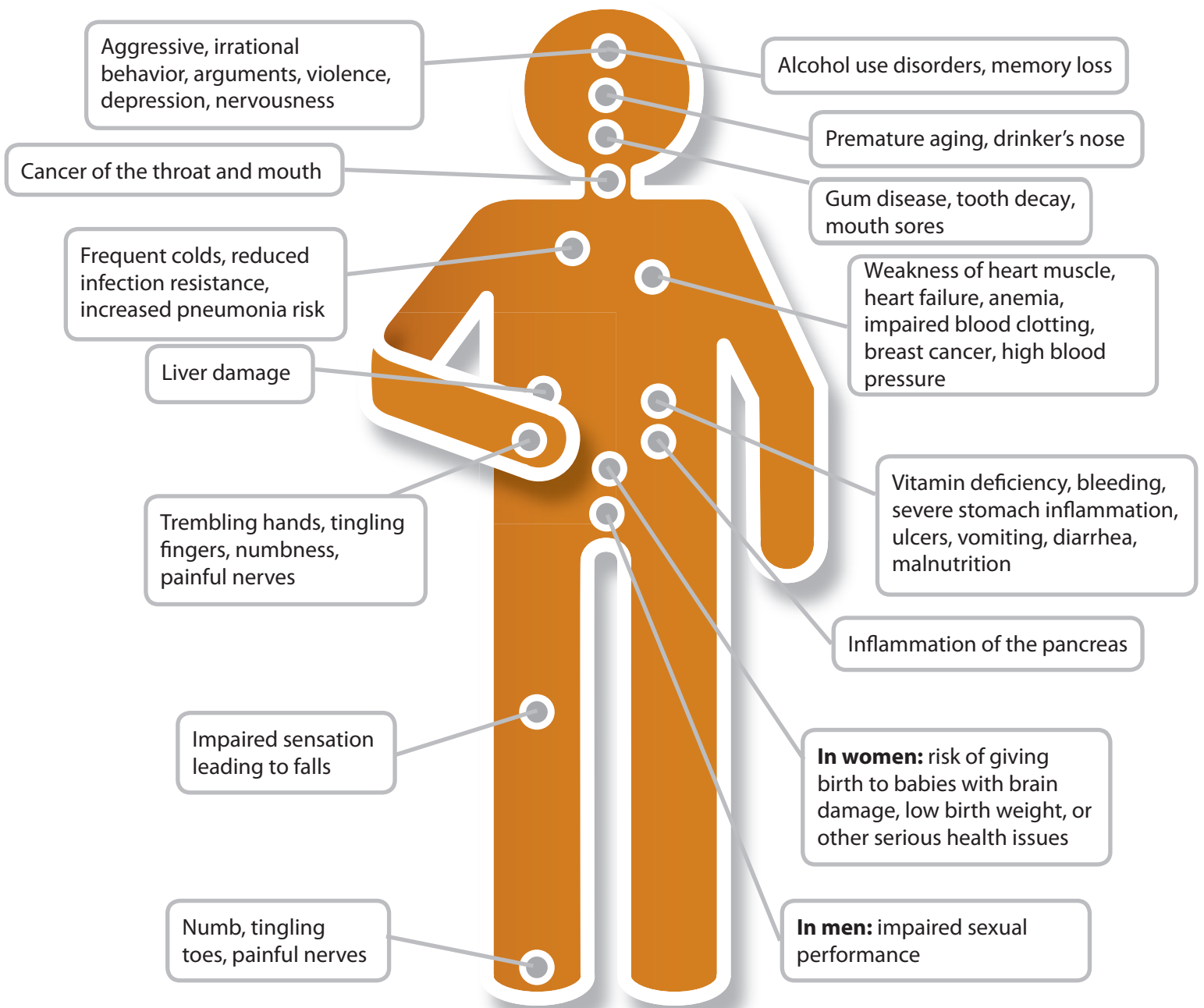
Addiction Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration



Visit www.sbirt.care
for more resources!

RISKY AND HARMFUL ALCOHOL USE

Effects on the Body



Alcohol can worsen existing health problems:

- Liver disease
- Heart disease and high blood pressure
- Diabetes
- Ulcers and stomach problems
- Depression and anxiety
- Sleep problems

Something to think about:

Risky and harmful alcohol use frequently leads to social, legal, medical, domestic, job, and financial problems. Alcohol may shorten your lifespan and lead to accidental injury or death.



*Stop addiction
Before it starts*

PREVENT SUBSTANCE MISUSE

IN ADOLESCENTS

TREATMENT PROVIDERS

WHAT IS TEEN TALK?

Teen Talk is a class designed to educate youth about the dangers of engaging in substance use and other risky behaviors. Education is a very useful tool in the prevention of substance misuse. With proper education, youth are able to make safe decisions that will benefit them throughout life.

- Agape | [252-940-0602](tel:252-940-0602) | <https://www.agapechc.org/>
- Beaufort County Health Department | [252-946-1902](tel:252-946-1902) | www.BCHD.net
- Clear Point | [833-781-6474](tel:833-781-6474) | <https://www.clearpointnc.org/>
- DREAM Provider Care Services | [252-946-0585](tel:252-946-0585) | <http://www.dreamprovidercare.com/>
- Passages Counseling | [252-975-3111](tel:252-975-3111) | <http://www.passagescounseling.biz/home.html>



TEEN TALK

WHAT WILL THEY LEARN

1. **Consequences substance misuse**
2. **Risk factors of substance misuse**
3. **Refusal skills**
4. **Healthy coping mechanisms**
5. **Decision making skills**
6. **Healthy habits**

WHAT IS ACES AND WHY IS IT IMPORTANT?

Adverse Childhood Experiences (ACEs) are potentially traumatic events that occur in childhood. ACEs can include violence, abuse, and growing up in a family with mental health or substance use problems (Centers for Disease Control and Prevention).

Trauma that your child may have experienced at a young age can have a lasting effect on them throughout their life. This may have an effect on certain choices they make and may cause them to make risky decisions. ACEs can lead to mental illnesses and substance misuse.

WHAT CAN PARENTS DO?

01. **Talk to your teen**

When talking with your teen about drugs remember to listen to what they have to say. Try to avoid scare tactics and be understanding.

02. **Be aware**

Be aware of where your teen goes, who they hang around, and what apps they use. Notice any changes in your teen's behavior that could point to drug use.

03. **Seek help**

If your teen has already begun to use drugs do not be afraid to seek professional help. Contact a healthcare provider or counselor for help.

04. **Be supportive**

Your teen needs to know that you are there and willing to support them. Being there for your teen is a very important factor in substance misuse prevention.



ABOUT PORT HEALTH

PORT Health is licensed by the State of North Carolina Department of Health and Human Services (NCDHHS). We are the largest substance use and mental health agency in eastern North Carolina, with over 25 locations throughout our region.

Our comprehensive approach allows us to treat the whole person, providing clinical health services for mental illness in addition to substance use therapy treatments. This unique approach allows us to meet the full continuum of care for each person we serve by providing individualized care plans, tailored to each patients' needs. By doing so, we are able to achieve the outcomes that our patients and providers desire in all areas of life.



PORThealth.org



OUR MISSION

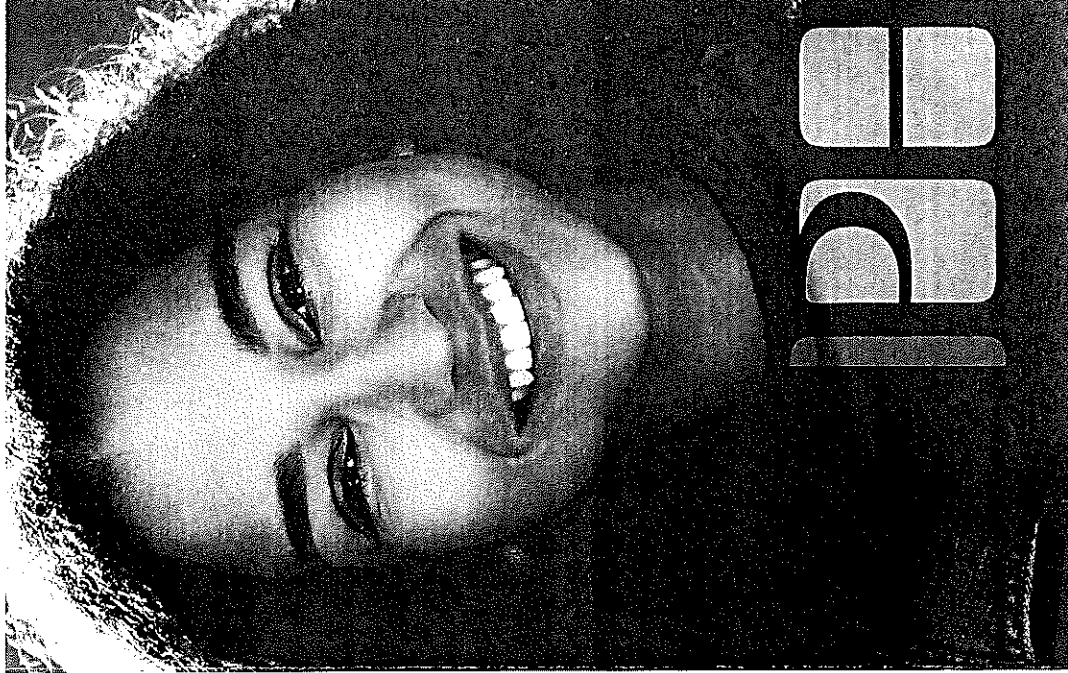
To improve the lives, health and well-being of individuals and families dealing with substance use and mental health disorders by providing a comprehensive range of services that treat the whole person and empower patients to find their way forward.



PORT HEALTH

Corporate Office
4300-110 Sapphire Ct.
Greenville, NC 27834
tel: 252-830-7540

PORThealth.org



Clinical &
Rehabilitative
Services



ADULT SERVICES

Through a comprehensive range of adaptive clinical services, we are able to treat the whole patient and achieve greater outcomes. By providing a wide array of clinical adult services, from outpatient treatment to court-ordered screenings and services to facility-based crisis management, we create a personalized path to a better life and help each patient stay true to their course.

Counseling & Mental Health Treatment

Adult Outpatient Services

Alcohol & Substance Use Treatment

- Halfway House
- Kelly House Program
- Criminal Justice / Court Ordered Services
- Facility-based Crisis
- Opioid Substitution Therapy
- Community Intervention Center
- Self Assessment



YOUTH SERVICES

Our proven, evidence based prevention and treatment services are well known in eastern North Carolina. We provide outcome-driven residential and out-patient services for adolescents throughout the region. Our process begins with a thorough assessment and continues with a personalized care plan from our licensed counseling team and experienced medical staff.

Child & Adolescent Outpatient Treatment

Prevention

PORT Residential

PARTNER WITH
PORT HEALTH TODAY

PORThealth.org/contact



OUR LOCATIONS

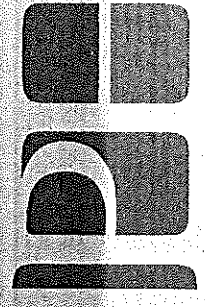


We have over 25 locations in eastern North Carolina, from Elizabeth City to Wilmington and everywhere in between, including a total of 25 beds for substance use and mental health crisis and various residential programs for men, women and adolescents.

INSURANCE & PAYMENTS

We proudly accept most private insurance plans as well as Medicaid, Medicare and self-payments. For patients without insurance, we may be able to help access funds to support their treatment.

PORThealth.org



In 2020, **76%** of drug deaths in people ages 14-23 involved fentanyl.



Fentanyl is up to **50** times stronger than heroin and **100** times stronger than morphine.



Fake pills and other drugs made with fentanyl might look like the real thing, but they can be deadly.

Find out how to keep yourself and others safe.



The Real Deal on **FENTANYL**

Know What's in Your Drugs

TRANQ | XYLAZINE

Xylazine in NORTH CAROLINA:

As seen across many parts of the United States, people in North Carolina are also being affected by a drug supply contaminated with xylazine. People who use drugs, drug researchers, and harm reduction advocates have worked hard to ensure their communities have access to drug checking resources. Data from the UNC Drug Analysis Lab shows that xylazine is showing up in the drug supply in North Carolina.



WHAT is it?

Xylazine is a powerful sedative and tranquilizer that is used in veterinary medicine. Illicit xylazine is commonly found in a powder form and mixed with heroin, fentanyl, fentanyl analogues and other illicit opioids.



However, it has been found in samples of cocaine and methamphetamine as well. It is showing up in the drug supply several different ways.

To learn more about how, check out [this link](#) from Dr. Nabarun Dasgupta and our partners at the UNC Street Drug Checking Lab.

HOW does it affect the body?

Heroin and Fentanyl mixtures containing xylazine are often referred to as “Tranq Dope” because of its powerful tranquilizing effects.

Xylazine affects the body in several ways. As a tranquilizer, xylazine often puts people to sleep for long periods of time after its use. Because it is a Central Nervous System Depressant, xylazine slows breathing, slows heart rate and lowers blood pressure.

Xylazine may also cause serious wounds, ulcers and abscesses on people's bodies. These wounds are painful and can lead to long-term effects such as scarring, infection, and even death. Wounds from xylazine may be more common on the legs and arms of people who inject drugs.

TRANQ DOPE SIDE EFFECTS

Sleeping for very long periods



Slows breathing & heart rate



Skin lesions, ulcers & abscesses



more than
1-IN-4
drug samples
FROM NC
were positive for
XYLAZINE

WHO is being affected?

Since first launching in 2021 for programs in Greensboro and then launching statewide in April 2022 the UNC Drug Analysis Lab and North Carolina Survivors Union, tests have confirmed that 153 of 574 samples from North Carolina that were tested contained xylazine. With roughly 27%, or more than 1 in 4, of samples from North Carolina testing positive for xylazine, contaminated samples have come from 30 counties.

Some of the most recent samples that contained xylazine were from: Guilford, Randolph, Robeson, Surry, Buncombe, Wake and Henderson. Despite having a small sample size that does not include all 100 counties, this data is vital in advancing public health and public safety responses. The illicit drug supply in other counties may or may not contain xylazine.



TIPS for healthcare workers:

Xylazine injection may cause wounds and ulcers in locations that are not being used for injection. These wounds may appear as “pick marks” but oftentimes worsen and become ulcers and open wounds. Wounds from xylazine may be more common on the legs and arms of people who inject drugs.

According to the FDA: “Signs and symptoms of acute xylazine toxicity may include CNS and respiratory depression, hypotension, bradycardia, hypothermia, miosis, or high blood glucose levels. This toxidrome may appear similar to that of opioids, making it difficult to distinguish between toxicity from opioids versus xylazine.” While naloxone will not reverse the effects of xylazine itself, administering naloxone is always important if the person is not breathing as xylazine is often found in combination with opioids.

Furthermore, the FDA states: “Additionally, health care professionals who see patients with severe, necrotic skin ulcerations should consider repeated xylazine exposure as part of the differential diagnosis.” It is reported that some medicated dressings and gauzes may help with the healing of wounds caused by xylazine. Providers can begin wound care in an office-based setting or “in the field” prior to culture or test results.

HARM REDUCTION TIPS

for people who use drugs:

Try not to use alone. If you are alone, **call the 24/7 Never Use Alone Hotline: 1-800-484-3731**

Always carry naloxone and administer in the event of a suspected overdose. Although Naloxone is not an antidote to xylazine itself, xylazine is oftentimes mixed with opioids, which are responsive to naloxone.

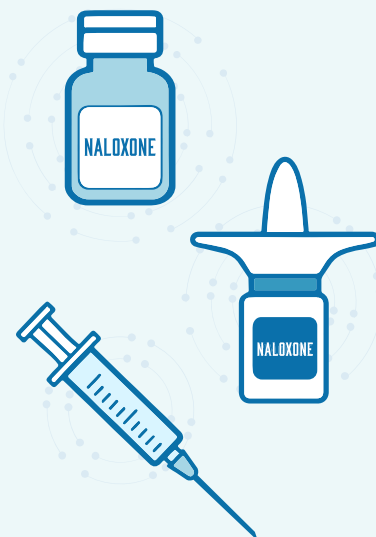
It is safest to not use drugs that contain xylazine, but if you do, don't inject. Other routes of administration such as smoking, snorting or boofing/booty bumping may be safer.

If you can, clean wounds with soap and water (not peroxide, alcohol or dilute bleach). Keep wounds bandaged to aid healing and keep them from drying out. Monitor wounds for signs of infection, such as swelling, heat, putrid discharge or fever.

Test your drugs. Even if you think your drugs do not contain xylazine, get them tested. You may be surprised!

Connect with your local Syringe Services Program or Drug User Union. They can provide you with information on how to protect yourself as well as help get you connected with drug checking resources.

To request a testing kit or to learn more you can use this link: [Contact – UNC Street Drug Analysis Lab \(streetsafe.supply\)](https://streetsafe.supply)



RESOURCES:

- [National Harm Reduction Coalition: https://harmreduction.org/issues/xylazine/](https://harmreduction.org/issues/xylazine/)
- [NC Drug Analysis Lab: https://ncxylazine.streamlit.app/](https://ncxylazine.streamlit.app/), [UNC Street Drug Analysis Lab \(streetsafe.supply\)](https://streetsafe.supply)
- [North Carolina Survivors Union: Poster, Presentation or Paper | Xylazine informational flyer for people who use drugs | ID: kp78gr054 | Carolina Digital Repository \(unc.edu\)](#)
- [Food and Drug Administration Alert: FDA alerts health care professionals of risks to patients exposed to xylazine in illicit drugs | FDA “If you can, clean wounds with soap and water \(not peroxide or dilute bleach\). Keep wounds bandaged to aid healing and keep them from drying out. Monitor wounds for signs of infection, such as swelling, heat, putrid discharge, fever...”](#)
- [NASTAD: PDF-Wound-Care-And-Triage.pdf \(nastad.org\)](https://nastad.org/PDF-Wound-Care-And-Triage.pdf)
- [NASTAD Webinar: Beyond the Alerts: Practical Guidance for Responding to Xylazine: NASTAD Webinar](#)