



# **Drug and Alcohol Prevention Program (DAAPP) 2023**



## **Kellogg Community College**

The Drug Free Schools and Campuses Regulations (34 CFR Part 86) of the Drug-Free Schools and Communities Act (DFSCA) requires an institution of higher education (IHE) such as Kellogg Community College (KCC), to certify that it has implemented programs to prevent the abuse of alcohol and use and/or distribution of illicit drugs both by KCC students and employees both on its premises and as a part of any of its activities. At a minimum, an IHE must annually distribute the following in writing to all students and employees:

- Standards of conduct that clearly prohibit the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees.
- A description of the legal sanctions under local, state, or federal law for the unlawful possession or distribution of illicit drugs and alcohol.
- A description of the health risks associated with the use of illicit drugs and alcohol abuse.
- A description of any drug or alcohol counseling, treatment, or rehabilitation or reentry programs that are available to employees or students; and
- A clear statement that the institution will impose sanctions on students and employees and a description of those sanctions, up to and including expulsion or termination of employment and referral for prosecution, for violations of the standards of conduct.

### **I. Standards of Conduct**

#### **A. Employees**

In March 1989, the Drug-Free Workplace Act of the Omnibus Anti-Drug Legislation required all educational institutions who receive Federal Funds to give public notice of the implementation of policies and procedures that prohibit the unlawful appearance and use of controlled substances in the workplace. Since Kellogg Community College is the recipient of Federal Funds, both in the Federal Financial Aid area and in the Special Grant categories, we are obligated to adhere to the requirements of the Drug-Free Workplace Act.

Kellogg Community College prohibits the unlawful manufacture, distribution, dispensation, possession or use of a controlled substance, including marijuana, or alcohol on property owned or controlled by the College or during or as part of any College sponsored event or program off campus while on duty. In addition, an employee may not have controlled substances, including marijuana or alcohol, in their bodily system while on College property or at College-sponsored events, while on duty, or performing work for the College. Employees violating such prohibition will be subject to disciplinary actions, up to and including discharge.

All employees must abide by the terms of the policy statement. Furthermore, in accordance with the Drug-Free Workplace Act of 1988, an employee must notify the employer of any criminal drug statute conviction for a violation occurring in the workplace no later than five (5) days after such conviction.

#### **B. Currently enrolled students**

Currently enrolled students are required to abide by KCC's [Student Code of Conduct](#).

The following acts are considered violations under the Code. The Code expressly prohibits:

“The unauthorized use, possession, manufacturing, or distribution of illegal drugs, controlled substance, look-alike drugs, narcotics, drug paraphernalia, alcoholic beverages or being under the influence of the same while on KCC premises or at KCC sponsored activities, engaged in coursework, or conducting any college-related business.”

Failure to abide by the Student Code of Conduct may result in sanctions listed in Student Handbook in addition to those listed below.

## **II. Legal Sanctions**

### **A. Federal**

Federal law provides criminal and civil penalties for unlawful possession or distribution of a controlled substance. Under the Controlled Substance Act<sup>1</sup> as well as other related federal laws, the penalties for controlled substance violations includes, but is not limited to, incarceration, fines, potential for the forfeiture of property used in possession or to facilitate possession of a controlled substance (which may include homes, vehicles, boats, aircrafts and any other personal or real property), ineligibility to possess a firearm, and potential ineligibility to receive federal benefits (such as student loans and grants).

### **B. State**

Under current Michigan state law, “a person shall not knowingly or intentionally possess a controlled substance.”<sup>2</sup> If an individual is found guilty of a violation of the state law, they may be subject to large fines and/or imprisonment.

*Note: Effective December 6, 2018 The State of Michigan legalized the possession and use of a small amount of Marijuana for adults 21 years and older<sup>3</sup>. See the following link for further information:*

#### [Michigan Legislature](#)

A minor may not “purchase or attempt to purchase alcoholic liquor, consume or attempt to consume alcoholic liquor, possess or attempt to possess alcoholic liquor, or have any bodily alcohol content.”<sup>4</sup> Violation of the law may subject a minor to fines, participation in a substance abuse program or treatment center, or detainment in a Juvenile detention center and/or imprisonment, community service hours, and/or out of pocket expenses related to required substance abuse screenings.<sup>5</sup>

### **C. Local**

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<sup>1</sup> 21 USC §801, et seq.

<sup>2</sup> MCL 333.7403, et seq.

<sup>3</sup> MCL.333.27955, et seq.

<sup>4</sup> MCL 436.1703, et seq.

<sup>5</sup> MCL 436.1703, et seq.

The Cities of Battle Creek, and Coldwater, have ordinances, which prohibit the “consumption or possession of an alcoholic beverage in an open container.”<sup>6 7</sup> Violations of the city ordinances may subject an individual to fines and costs and up to 90 days in jail. Additionally, the City of Battle Creek has ordinances possessing controlled substances, “No person shall possess, sell, offer for sale, distribute, administer, dispense, prescribe or give away any controlled substance unless authorized by law.”<sup>8</sup> Violations of the city ordinances may subject an individual to fines and costs and up to 90 days in jail.

### **III. Health Risks**

According to the National Institute of Drug Abuse (NIDA), the following are risks associated with drugs and alcohol abuse.

#### **A. Drug Abuse**

The following sub categories are the most frequently used drugs, listed with their associated risks, per NIDA.<sup>9</sup>

1. **Cannabinoids** (marijuana & hashish) - Known short-term risks include (but are not limited to) slowed reaction time, balance and coordination issues, increased heart rate, anxiety, panic attacks, and problems with learning and memory. Long-term risks include “mental health problems, chronic cough, [and] frequent respiratory infections.”

Synthetic cannabinoids (K2/Spice) are associated with the following additional risks: vomiting, agitation, confusion, paranoia, and heart attack.

2. **Club Drugs** - (MDMA [also known as: Ecstasy, Adam, clarity, Eve, lover’s speed, peace uppers]; Flunitrazepam [also known as: Rohypnol, forgetme pill, Mexican Valium, R2, roach, Roche, roofies, roofinol, rope, rophies]; GHB [also known as G, Georgia home boy, grievous bodily harm, liquid ecstasy, soap, scoop, goop, liquid X]) Known short-term risks of MDMA (Ecstasy/Molly) include (but are not limited to) depression, sleep problems, increased heart rate and blood pressure, teeth clenching, chills or sweating, and “sharp rise in body temperature leading to liver, kidney, or heart failure and death.” Longterm risks include confusion, depression, memory and sleep problems, aggression, and reduced interest in sexual activity.

Known short-term risks of Flunitrazepam include (but are not limited to) sedation, amnesia, impaired reaction time and coordination, impaired mental functioning, aggression, headache, and slowed breathing/heart rate.

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<sup>6</sup> Part 604.02, et seq.

<sup>7</sup> Part 660.02 (n) et seq.

<sup>8</sup> Part 620.02, et seq.

<sup>9</sup> National Institute of Drug Abuse (NIDA) website at <https://www.drugabuse.gov/drugs-abuse/commonly-abused-drugs-charts>

Known short-term risks of GHB include (but are not limited to) confusion/memory loss, excited and aggressive behavior, nausea, unconsciousness, seizures, slowed heart rate/breathing, lower body temperature, coma, and death.

**3. Dissociative Drugs** - (Ketamine [also known as Ketalar SV, cat Valium, K, Special K, vitamin K]; PCP and analogs [also known as angel dust, boat, hog, love boat, peace pill]; Salvia [also known as Shepherdess's herb, Maria Pastora, magic mint, Sally-D])

Known short-term risks of Ketamine include (but are not limited to) attention, memory, and learning issues, confusion, speech problems, immobility, and "slowed breathing that can lead to death." Long-term risks include kidney problems, stomach pain, ulcers, and depression.

Known short-term risks of PCP include (but are not limited to) delusions, paranoia, "a sense of distance from one's environment," anxiety, numbness of the hands and feet, movement problems, altered blood pressure and breathing rate, nausea, drooling, "violence, suicidal thoughts, seizures, coma, and death." Long-term risks include memory loss, depression, speech and thinking problems, and anxiety.

Known short-term risks of Salvia include (but are not limited to) "altered visual perception, mood, [and] body sensations; mood swings; [and] feelings of detachment from one's body."

**4. Hallucinogens** - (LSD [also known as acid, blotter, cubes, microdot yellow sunshine, blue heaven]; Mescaline [also known as Buttons, cactus, mesc, peyote]; Psilocybin [also known as: Magic mushrooms, purple passion, shrooms, little smoke])

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

Known short-term risks of Mescaline include (but are not limited to) anxiety; increased body temperature, heart rate, and blood pressure; and impaired movement.

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

**5. Inhalants** - (Poppers, snappers, whippets, laughing gas [includes paint thinners or removers, degreasers, dry-cleaning fluids, gasoline, lighter fluids, correction fluids, permanent markers, electronics cleaners and freeze sprays, glue, spray paint, hair or deodorant sprays, fabric protector sprays, vegetable oil sprays, whipped cream aerosol containers, refrigerant gases] ether, chloroform, halothane, and nitrous oxide).

Known short-term risks include (but are not limited to) "confusion; nausea; slurred speech;" lightheadedness; hallucinations/delusions; "sudden sniffing death due to hear failure (from butane, propane, and other chemicals in aerosols); death from asphyxiation, suffocation, convulsions or seizures, coma, or choking." Long-term risks include "liver and kidney damage; bone marrow damage;" nerve damage; and brain damage.

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

Known short-term risks of Heroin include (but are not limited to) “dry mouth; heavy feeling in the hands and feet; clouded thinking; alternate wakeful and drowsy states;” and slowed breathing and heart rate. Longterm risks include collapsed veins, abscesses, heart lining and valve infection, liver and kidney disease, and pneumonia.

Known short-term risks of prescription opioids include (but are not limited to) nausea, constipation, confusion, slowed breathing, and death.

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

Known short-term risks include (but are not limited to) “slurred speech; increased heart rate, blood pressure, temperature; numbness; dizziness; nausea; vomiting; confusion; paranoia; altered visual perceptions; problems with movement; [and] buildup of excess acid in body fluids.” Additionally, promethazine-codeine cough syrup depresses the central nervous system, which can lead to slowing or stopping the heart and lungs.

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

Short-term risks include (but are not limited to) “headache, acne, fluid retention,” injection-site infection, yellowing skin and whites of the eyes. Long-term risks include “kidney damage or failure; liver damage; high blood pressure; enlarged heart, or changes in cholesterol leading to increased risk of stroke or heart attack, even in young people; aggression; extreme mood swings;” and impaired judgement.

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

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

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

## **B. Alcohol Abuse**

Binge drinking is a pattern in which a person consumes 4-5 alcoholic drinks in a short period of time.<sup>10</sup> Alcohol Use Disorder or Alcoholism result from a continued pattern of drinking alcoholic beverages, dependence on alcohol, and disregard for consequences of alcohol intoxication.<sup>11</sup>

Known risks for binge drinking and/or alcoholism include (but are not limited to) disruption of mood; change in behavior; inability to think clearly; decreased coordination; heart problems, including stroke, arrhythmias, and high blood pressure; liver inflammation and other liver complications; dangerous pancreas inflammation; increased risk of mouth, esophagus, throat, liver, and breast cancer; and weakened immune system.<sup>12</sup>

## **IV. Drug and Alcohol Programs**

### **A. Employees**

The following programs are available for employees at KCC:

- Access to an Employee Assistance Program – Help Net. Information regarding this program is available here: <https://kellogg.edu/about/departments/hr/benefits/>
- Substance abuse needs may also be covered by an employee’s medical benefits.
- General substance abuse information available at this CDC website: <https://www.cdc.gov/pwid/addiction.html>
- For general alcohol abuse information, it is available at this CDC website: <https://www.cdc.gov/alcohol/fact-sheets/alcohol-use.htm>
- Training regarding substance abuse via the Vector Solutions web page which the college uses for training. Such training is found in Vector Solutions Library: <https://kellogg-mi.safecolleges.com/>

### **B. Currently enrolled students**

The following information/programs are available to currently enrolled students at KCC:

- Training regarding substance abuse via the website at <https://kellogg.edu/current-students/studentrights/>
- Substance Awareness programs/presentations sponsored by Public Safety.
- Individual counseling by KCC Counselors for students who need assistance with substance and alcohol abuse issues. Contact KCC Counseling at 269-441-CHAT(2428).
- Substance abuse counseling information available at: <https://kellogg.edu/current-students/counseling/>
- Informational booths and tables on substance and alcohol abuse at student events such as the “Bruin Blast.”

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<sup>10</sup> College Drinking Prevention website at <https://www.collegedrinkingprevention.gov/Default.aspx>

<sup>11</sup> National Institute of Alcohol Abuse and Alcoholism website at <https://www.niaaa.nih.gov/alcohol-health/overview-alcohol-consumption/alcohol-use-disorders>

<sup>12</sup> NIAAA website at <https://www.niaaa.nih.gov/alcohol-health/alcohols-effects-body>

- General substance/alcohol abuse information available on the MDHHS website: <https://www.michigan.gov/fyit/health/sub-abuse>

## **V. Disciplinary Sanctions**

### **A. Employees**

“As required by the Drug Free Workplace Act, any employee found to be in violation of the above prohibition shall be subject to (1) mandatory participation in drug abuse assistance or rehabilitation program as a condition of continued employment; and/or (2) disciplinary action, up to and including discharge or dismissal.

Furthermore, as a condition of continued employment, any employee who is convicted for a violation occurring in the workplace of any state or federal criminal statute involving manufacturer, distribution, dispensation, use, or possession of any controlled substance shall notify the Director of Human Resources of the conviction no later than five (5) working days after such conviction. Failure to timely report such conviction shall subject an employee to disciplinary action, up to and including discharge. Any employee who is convicted as described above shall be subject to (1) participation in a drug abuse assistance or rehabilitation program as a condition of continued employment; and/or (2) disciplinary action, up to and including discharge.”

### **B. Currently Enrolled Students**

Violations of the Student Code of Conduct are taken very seriously. If a student is found responsible for a conduct violation at the conclusion of the Student Code of Conduct procedures as outlined in the College’s Student Code of Conduct Policy, the College may apply a range of sanctions up to and including expulsion. A list of the sanctions are listed below. They may be also viewed in the Student [Code of Conduct](#), which is in the Student Handbook.

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

- **Administrative Course Withdrawal**—Administrative withdrawal from any course as a result of a violation of the Student Code of Conduct. The student remains responsible for the course(s) monetarily, and the action will result in a grade of “W” or “F” on the student’s academic record.
- **Warning**—A verbal or written warning that the Student Code of Conduct has been violated and that continued misconduct may be cause for more severe actions.



- Probation—Probation is for a designated period of time and further violation(s) may result in more severe action(s).

- Interim Action - Action taken pending the completion of an investigation. Interim action may include but is not limited to: temporary no-contact order, alternative course completion options, changing of class and/or work schedules, limited access to campus facilities, providing a campus escort, and/or any other remedy that can be tailored to the student(s) in order to achieve the goals of this policy.

- Interim Suspension—The KCC Chief of Police (or designee) may interim suspend a student pending the completion of an investigation, particularly when the safety of the College and/or members of the campus community may be jeopardized by the on-campus presence of the responding party(s). Interim suspension is immediate and will last until the threat has been fully assessed, as determined by the KCC Chief of Police (or designee). At the discretion of the College, the responding party(s) may be denied access to the College campus/facilities/events, and alternative coursework options may be pursued to ensure as minimal an impact as possible on the student(s).

- Suspension—Separation from KCC for up to one year during which time the student shall not participate in any College-sponsored activities and/or may be barred from College premises. At the conclusion of the suspension, the student is eligible to make written request for readmission to the College to the Dean of Student Services office ([deanofss@kellogg.edu](mailto:deanofss@kellogg.edu)). Readmission is not automatic, may be granted with conditions, and will be considered along with incidents that may have occurred during the suspension status.

- Dismissal—Permanent separation from the College which may include being barred from College premises and/or College-sponsored activities.

- Expulsion—Permanent expulsion from College including employment, using College services, participating in College-sponsored activities, appearing on campus or at College-owned facilities, or representing the College in any manner.

- Loss of Privileges—Denial of specific privileges for a designated period of time.

- Restitution—Requirement to make payment to KCC or to other persons, groups, or organizations for monetary damages incurred. When appropriate, restitution may take the form of appropriate community service or other compensation.

- No Contact Order—Prohibited contact between students when there exists a reasonable concern that physical or psychological harm may result from such contact.

- Other Sanctions—Other sanctions may include, but are not limited to, recommendations for counseling and/or psychiatric assessments, specific behavior related courses, educational or rehabilitative programs, or community service projects.

Note: *Students should refer to the Student Handbook on how to file an appeal.*

Sanctions are administered on a case-by-case basis, taking into consideration the unique facts and/or mitigating or aggravating circumstances presented. The ultimate goal of the sanctions is to reinforce KCC's commitment to a positive and safe learning environment consistent with acceptable social standards, and in accordance with federal, state and local laws. To achieve this goal, one or more of the sanctions listed above may be assigned.

Furthermore, when a student has also violated the law, the KCC Department of Public Safety will seek prosecution of drug and alcohol related offenses that occur on the college campus or college events.

## **VI. Annual Notification of the DAAPP and Biennial Report**

### ***A. Employee Notification***

The KCC Department of Public Safety will make notification of the information contained in the DAAPP to all current employees of the college via email on or before October 1st of each year.

### ***B. Student Notification***

Notification of the information contained in the DAAPP will be distributed to all currently enrolled students on or before October 1st of each year.

### ***C. Biennial Review***

The KCC Clery Act Team will be responsible for conducting the biennial review, of the DAAPP. This review will generally occur in June of every even year.

Members of KCC Clery Act Team include:

Vice President for Student and Community Services  
Chief of Public Safety and designee.  
Chief Human Resources Officer.  
Dean of Student Services.

## **VII. Oversight Responsibility**

The Vice President for Student and Community Services, and Chief of Public Safety, shall have overall oversight responsibility of the DAAPP including, but not limited to updates, coordination of information required in the DAAPP, and coordination of the annual notification to employees and students.

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