

DRUG-FREE WORKPLACE POLICY

In compliance with the federal statute to insure that Floyd College is and remains a drug-free workplace the following requirements are made to comply with the published policy. These statements are to be a part of the policy and published in the next printing of the faculty and staff handbook.

- A. A drug-free awareness program is hereby established to inform employees about the dangers of drug abuse in the workplace. This is done by the posting of notices and posters concerning the symptoms and penalties of drug abuse. This will be done periodically throughout the year.
- B. Drug abuse in the workplace is to be treated as an illness for the first offense and the employee is expected to use all his resources to correct his or her problem, including the use of personal health insurance, counseling, or rehabilitation, as appropriate to the case. An evaluation will be made of the situation to determine the seriousness of the case in relation to the employee's employment. A second instance of drug abuse in the workplace will require dismissal of the employee.
- C. It is a requirement of this policy that the immediate supervisor and the office of the Vice President for Business and Finance be notified of any criminal drug statute conviction for a violation occurring in the workplace no later than five days after such conviction.
- D. There is a toll free telephone number available for employees' use, questions and the ordering of materials relating to drug-free awareness. The number is 1-800-843-4971.
- E. Copies of this policy for a drug-free workplace must be given to each employee employed under a sponsored contract and a copy of the policy must be included in all grant and contract proposals.

Floyd College is committed to maintaining a campus community that is drug and alcohol free. As part of our commitment to this goal, the following materials are provided to inform you of our policies, the dangers of drug and alcohol use, and disciplinary procedures which may be invoked for illicit drug or alcohol use. Should you have a problem with drugs and/or alcohol, we have included available resources for prevention and treatment. We urge you to carefully read this information and to join us in our effort to improve the health and well being of our campus community.

Floyd College Policies on Drug and Alcohol Use

Floyd College stresses individual responsibility regarding the use of alcohol. In support of the philosophy and purposes of Floyd College, the illegal sale, possession, distribution, and consumption of alcoholic beverages are prohibited on the Floyd College campus and at institutionally approved events off campus.

The unlawful manufacture, distribution, dispensation, possession or use of illegal drugs (including all drugs controlled by Federal or Georgia law) is prohibited on the Floyd College campus and at institutionally approved events off campus.

It should be further noted that Floyd College will fully cooperate and work with the civil authorities in the occurrence of felonious drug and alcohol offenses. The law requires that when such a felony has been committed, civil authorities shall handle the situation rather than college authorities.

It is hoped that this statement will help our employees recognize the implications of full accountability and responsibility for their actions.

Legal Sanctions for Unlawful Possession or Distribution of Illicit Drugs and Alcohol

State of Georgia Criminal Liability - Alcohol

The following alcohol-related offenses are misdemeanors under Georgia Law and are punishable by up to one year in jail and a fine of \$1,000 (O.C.G.A. Section 3-3-9 (b)).

Offenses:

1. Giving an alcoholic drink to a person who is in a state of noticeable intoxication. (O.C.G.A. Section 3-3-22).
2. Selling, giving or furnishing alcoholic drinks to a person under 21 years of age (O.C.G.A. Section 3-3-23(a)(1)).
3. Possession of an alcoholic beverage by a person under 21 years of age (O.C.G.A. Section 3-3-23 (a) (2)).
4. Misrepresentation by a person under 21 of his age for the purpose of obtaining an alcoholic beverage illegally (O.C.G.A. Section 3-3-23 (a)(3)).

Penalties:

A. Penalties for supplying alcoholic beverages to persons under 21. (O.C.G.A. Section 3-3-23.1)

- 1) First Conviction - a misdemeanor but punishment limited to 30 days imprisonment or a fine of not more than \$300, or both.
- 2) Second Conviction - a misdemeanor of a high and aggravated nature punishable by a fine of up to \$5,000 and up to 1 year in a county jail. (O.C.G.A. Section 3-3-23 and 17-10-4.)

B. The penalty for supplying alcohol to a person who is in a state of noticeable intoxication is a misdemeanor and is punishable under O.C.G.A. Sections 3-3-9 and 17-10-3.

C. Alcohol can be given to a person under 21 for:

- 1) Medicinal Purposes. O.C.G.A. Section 3-3-23(b)(1).
- 2) Religious Ceremonies. O.C.G.A. Section 3-3-23(b)(2).
- 3) By his parents in their own home to their children. O.C.G.A. Section 3-3-23(b)(3).
- 4) Sellers of alcoholic beverages who have been furnished proper identification. O.C.G.A. Section 3-3-23(d).

Civil Liability:

This section summarizes the laws of Georgia under which persons who furnish alcohol or drugs in violation of Georgia law may be held liable to compensate third persons for injuries caused by the intoxicated user.

1. Intoxicated Driver

The driver of an automobile who injures someone while under the influence of alcohol or drugs is civilly liable to the injured victim (or the victim's heirs) and may be required to compensate the victim for all injuries that are caused by the driver's intoxication and for possible punitive damages. This liability can be enforced in a civil suit by the victim against the abuser for monetary damages.

2. Persons Who Serve Alcoholic Beverages (or Furnish Illegal Drugs)

Under Georgia law, there are two statutes which prohibit the service of alcoholic beverages to certain categories of persons: (a) any person (adult or minor) who is in a "state of noticeable intoxication," O.C.G.A. Section 3-3-22, and (b) persons under 21 years of age, O.C.G.A. Section 3-3-23(a)(1).

These statutes provide as follows:

"3-3-22. Sale, etc., of alcoholic beverages to intoxicated persons. No alcoholic beverage should be sold, bartered, exchanged, given, provided, or furnished to any person who is in a state of noticeable intoxication."

"3-3-23. Furnishing to, purchase of, or possession by persons under 21 years of age of alcoholic beverages; use of false identification; proper identification for sale of alcoholic beverages; dispensing, serving, etc., of alcoholic beverages by persons under 21 years of age in the course of employment."

"(a) except as otherwise authorized by the law:

"(1) no person knowingly, directly or through another person, shall furnish, cause to furnish any alcoholic beverage to any person under 21 years of age."

If a bar or restaurant, an employer at a social function, or even a person entertaining social guests in his home serves alcoholic beverages in violation of these statutes to one of the prohibited categories of persons, the offense is punishable not only as a crime, but the person serving the beverages in violation of either statute can be held liable to a third party who is injured by the intoxicated person (Sutter vs. Hutchings, 254 Ga. 194, 137 S.E.2d 716 (1985); Brumelow vs. Shoney's Big Boy of Carrollton, Inc., 174 Ga. App. 160, 329 S.E.2d 319 (1985), but not for injuries to the intoxicated drinker (Sutter vs. Hutchings, *supra*; Brumelow v. Shoney's Big Boy of Carrollton, Inc., *supra*; O.C.G.A. Section 51-1-40.

(a) Bars and Restaurants

"The Case for Tavern Keeper Liability in Georgia," 9 Ga. L. Rev. 239 (1974); Annotation: Liability of liquor furnisher under civil damage or dramshop act for injury or death of intoxicated person from wrongful act of a third person, 65 ALR2d 923.

(b) Employer's Social Function

Brumelow v. Shoney's Big Boy of Carrollton, Inc., 174 Ga. App. 170, 329 S.E.2d 319 (1985); Dobozy v. Cochran Airport Systems, 174 Ga. App. 625; "see also Annotation: Intoxicating Liquors: Employer's Liability for Furnishing or Permitting Liquor on Social Occasion, 51 ALR4th 1048.

(c) Hosts

A host or hostess who serves alcohol at a social gathering in their home may be liable to compensate third parties for injuries received as a result of the host/hostess having served alcoholic beverages to (a) an adult or minor guest "who is in a state of noticeable intoxication," O.C.G.A. Section 3-3-22, or (b) to a guest who is under 21 years of age, O.C.G.A. Section 3-3-23(a)(1). Sutter v. Hutchings, 254 Ga. 194, 127 S.E.2d 716 (1985); O.C.G.A. Section 51-1-40. *See also Annotation: Common Law Right of Action for Damage Sustained by Plaintiff in consequence of Sale or Gift of Intoxicating Liquor or Habit-forming Drug to another, 97 ALR3d 528.

It Is a Crime in Georgia

Alcohol-Related Laws

It is a crime for:

- * Minors to purchase or possess alcoholic beverages
- * Parents or other adults to contribute to the delinquency of a minor through the purchase, sale or providing alcoholic beverages to a minor. Parents may sue anyone who serves or gives alcohol to their minor child without their permission.
- * Anyone to use a false driver's license or birth certificate or any other false identification card to obtain illegally any alcoholic beverage.
- * Anyone to possess an alcoholic beverage on public school grounds.
- * Anyone to operate a motor vehicle while under the influence of alcohol or drugs, even if the person is "legally entitled" to use the drug.
- * Anyone to drink alcoholic beverages on the streets, sidewalks, alleyways, parking areas, public parks or other open areas.

The penalties for violating alcohol possession and selling laws can be a misdemeanor charge that is punishable by:

- * 30 days' imprisonment
- * a fine of \$300

The penalties for driving while under the influence of alcohol can be:

- * 10 days' to one year's imprisonment
- * a \$100 to \$1,000 fine
- * suspension of driver's license

Additional penalties apply to minors:

- * A new law passed by the Georgia legislature in November 1982 provides that 16- and 17-year-old drivers convicted of serious traffic offenses will lose their driving privileges.
- * The following violations can result in suspension of a minor's driver's license:
 - driving under the influence of alcohol
 - speeding more than 25 miles per hour above the speed limit
 - other major violations, including vehicular homicide, manslaughter, hit and run, felony use of a vehicle, failure to render aid, making a false statement, use

of a motor vehicle to elude an officer and fraudulent use of a driver's license.

Marijuana Related Laws

In this state, the legal consequences of marijuana use or trafficking are worth serious consideration:

- * Any person charged and convicted of possession of one ounce or less of marijuana is guilty of a misdemeanor which is punishable by imprisonment for a period not to exceed 12 months or fine not to exceed \$1,000, or both. O.C.G.A. Section 16-3-2.
- * Where more than one ounce of marijuana is involved, the law of the state of Georgia states the following: "it is unlawful for any person to possess, have under his control, manufacture, deliver, distribute, dispense, administer, sell, or possess with intent to distribute marijuana. Except as otherwise provided in O.C.G.A. Section 16-3-2 (First Offender Clause), any person who violates this subsection shall be guilty of a felony and shall be punished by imprisonment for not less than one (1) year nor more than ten (10) years." (Georgia Controlled Substance Act, O.C.G.A. Section 16-13-30).

There is in Georgia an extensive list of other drugs that have been determined to have a high potential for abuse or are not currently accepted for medical use or have a potential for leading to psychological or physical dependence. The possession, use or selling of such "controlled substances" carries severe penalties, including imprisonment up to 30 years. Indeed, so serious does society regard these controlled substances that it is a serious violation (punishable by imprisonment from one to 10 years) to possess, manufacture, deliver, sell, etc., a counterfeit of such drugs. Federal laws, too, provide stiff penalties for violations.

Quick Summary

Federal Drug Legislation Which Impacts Institutions of Higher Education

1. Federal Financial Aid Law Requirement (Title IV of the Higher Education Amendment of 1986 P.L. 99-498)

Requires institutions to certify that they have in operation a drug abuse prevention program that is determined by the institution to be accessible to any officer, employee, or student at the institution.

The conference report emphasizes that this requirement should not be construed to direct or permit the Secretary to promulgate any rules or regulations relating to the content or conduct of the drug abuse prevention program.

EFFECTIVE - Periods of enrollment beginning on or after July 1, 1987, 487(a)(10), H, 7978.

2. **Drug-Free Workplace Act** (from Milton Goldberg, Council on Government Relations, Nov. 1, 1988, Memo)

On October 21, 1988, Congress passed the Omnibus Anti-Drug Abuse Act of 1988, which contained the House and Senate compromise provisions of H.R. 5210. The Drug-Free Workplace Act of 1988. The act requires that recipients of federal funds provide a drug-free workplace by:

A. Publishing a statement notifying employees that the unlawful manufacture, distribution, dispensation, possession or use of illegal drugs is prohibited in the workplace, and specifying the actions that will be taken against employees for violations of such prohibition;

B. Establishing a drug-free awareness program to inform employees about the dangers of drug abuse in the workplace, the organization's policy of maintaining a drug-free workplace, any available drug counseling, rehabilitation and employee assistance programs, and the penalties that may be imposed upon employees for drug-abuse violations;

C. Making it a requirement that each employee to be engaged in the performance of a federal grant or contract be given a copy of the statement required by A. above;

D. Notifying the employee in the statement required by A. above that as a condition of employment on such grant or contract the employee will abide by the terms of the statement and notify the employer of any criminal drug statute conviction for a violation occurring in the workplace not later than five days after such conviction;

E. Notifying the granting or contracting agency within 10 days after receiving notice of criminal drug statute conviction under paragraph D. above.

Drug and Alcohol Counseling, Treatment, and Rehabilitation Programs

Floyd College provides information and referral services to employees regarding drug and/or alcohol counseling, treatment, or rehabilitation. A list of community resources is prominently displayed on campus bulletin boards and is on file in each campus office. A copy of this list is provided for your use.

Rome/Floyd County Community Resources for Drug Abuse and Alcohol Treatment

AL ANON	295-9755
Alcoholics Anonymous	1-800-252-6465
Bradford Outreach Center	232-7092
Cocaine Anonymous	295-5500
Coosa Valley Community MH/MR Center	295-6448
Floyd Medical Center Adult	
Chemical Dependency Services	295-5500
	ext. 5636, 5372, 5615
Young Peoples Narcotics Anonymous	295-5500
Northwest Georgia Regional Hospital	295-6246
Star House	(Men) 291-0797
	(Women) 291-7679
Substance Abuse Prevention and	
Education Resources (SUPER)	236-2202

Bradford Outreach Center 404/232-7092
232 S. Broad Street Lisa Smith, CAC Director
Rome, GA 30161

Services Provided: (Private) In-treatment programs for chemically dependent adults and adolescents. Co-dependency programs designed for adult children of alcoholic, parents of children who abuse alcohol and/or other drugs, recovering alcoholics/addicts.

Coosa Valley Community Mental 404/295-6448
Health/Mental Retardation Center or 295-6412
1300 E. 1st Street Tom Joiner, Area Director
Rome, GA 30161

Services Provided: Substance abuse counseling, outpatient psychotherapy, inpatient hospitalization, counseling for mental health issues.

Floyd Medical Center Adult 404/295-5500
Chemical Dependency Services ext. 5636, 5372, 5615
304 Turner McCall Blvd.
Rome, GA 30162

Services Provided: Treatment provided for alcoholism and drug addiction on an in-patient and out-patient basis, to meet the needs of the alcohol/drug addicted person and their family.

Northwest Georgia Regional Hospital 404/295-6246
1305 Redmond Circle
Rome, Georgia 30161

Services Provided: Short term intensive mental health care for adults, children, adolescents, alcoholics and drug abusers.

STAR House 404/291-0797 (men)
212 1/2 N. Fifth Avenue 404/291-7679 (women)
Rome, GA 30161 Wayne Smithson, Director

Services Provided: Treatment rehabilitation, and residence for alcoholic men and women.

Substance Abuse Prevention and 404/236-2202
Education Resource (SUPER) Dr. Jerry Jennings
P.O. Box 5
Mt. Berry Station

Mt. Berry, GA 30149

Services Provided: Early intervention substance abuse program for parents and teens. Facilitates communication and educates.

SUPPORT GROUPS:

AL ANON	295-9755
Alcoholics Anonymous	1-800-252-6465
Cocaine Anonymous	295-5500
Young Peoples Narcotics Anonymous	295-5500

**Alcoholics Anonymous Meetings
Rome, Floyd County**

MEETING TYPES: O-Open Meeting. This meeting is open to all
C-Closed Meeting. This meeting is for alcoholics only

SUNDAYS	8:00 p.m.	Garden Lakes Group "O" Transfiguration Church 304 Coker Drive
	8:00 p.m.	Black Bluff Group "C" (Men Only Institutional Group) Floyd Co. Correctional Institute
MONDAYS	12:30 p.m.	Triple L Group "O" Triple L Club, Watson St.
	8:00 p.m.	Mt. Alto Group "C" West Rome Christian Church 2417-A Shorter Avenue
TUESDAYS	8:00 p.m.	Rome Group "C" (Alanon Available) 203 E. Third Street
WEDNESDAYS	1:00 p.m.	New Beginning Group "O" Triple L Club, Watson St.
	8:00 p.m.	New Life Group "O" (Alanon Meeting) A & D Unit, Northwest Georgia Regional Hospital
	8:00 p.m.	Joy of Living Group "O" Triple L Club, Watson St.
THURSDAYS	1:00 p.m.	Ladies Meeting "C" Star House 216 N. Fifth Avenue
	8:00 p.m.	Rome Study Group "C" Westminster Church 1942 Shorter Avenue
	8:00 p.m.	Garden Lakes Group "C" Transfiguration Church 304 Coker Drive

FRIDAYS	1:00 p.m.	New Beginning Group "O" Triple L Club, Watson St.
	8:00 p.m.	Joy of Living Group "C" Triple L Club, Watson St.

8:00 p.m.	Rome Group "O" 203 E. Third Street
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SATURDAYS	4:00 p.m.	Rome Fellowship Group "C" Triple L Club, Watson St.
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8:00 p.m.	Mt. Alto Group "O" West Rome Christian Church 2417-A Shorter Avenue
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PHONE NUMBERS: 295-4939 OR 295-9755

DRUGS: A DEADLY GAME

Alcohol

Like cocaine or heroin, alcohol is a drug. It can alter moods, cause changes in the body and become habit forming. Alcohol is absorbed into the blood stream through the stomach and small intestine. It depresses the central nervous system.

Signs of Use:

Impaired judgment, decreased self control, impaired coordination, slow reactions, slurred speech, and sometimes unconsciousness.

Long Term Effects:

- * **BRAIN:** Permanent cell damage. Loss of memory. Confusion.
- * **HEART:** High blood pressure. Enlarged heart.
- * **LIVER:** Severe swelling, hepatitis, cirrhosis.
- * **LUNGS:** Severe swelling and chance of infection.
- * **SEX ORGANS:** Impotence (inability to have sex).
- * **PANCREAS/INTESTINES:** Inflammation, diarrhea.
- * **STOMACH:** Inflammation, ulcers.
- * **MUSCLES:** Weakness, loss of tissue.

Amphetamines ("Greenies")

Powerful stimulants. "Pep" pills or "uppers" speed up mental activity and produces abnormal energy and nervous excitement. Possible death from overdose.

Signs of Use:

Loss of weight, sleepiness, diarrhea, depression anxiety, trembling, dilated eye pupils. Fear that

others are out to get you. Violent and crazed behavior.

Long Term Effects:

- * BRAIN: Damage.
- * HEART: Rapid, irregular beat. Disease. Heart attack.
- * BLOOD VESSELS: Infection. Possible AIDS from unsanitary injection.
- * EYES: Dilated pupils.
- * CENTRAL NERVOUS SYSTEM: Damage.
- * POSSIBLE DEATH FROM OVERDOSE.
- * SPEECH: Thought disturbances.

Barbiturates

Slow down body functions. "Downers." Sold in capsules and tablets as prescription drugs, tranquilizers and sleeping pills. Taken with alcohol the effect is multiplied and can cause overdose and death. Factor in 1/3 of all reported drug related deaths including suicides and drug poisoning. Withdrawal more serious than from heroin.

Caution: Little difference in amount that produces sleep and amount that kills.

Signs of Use:

Extreme drowsiness and lack of desire. Slurred speech, slow reflexes, double vision. Lack of balance and coordination. Nausea. Habit forming.

Long Term Effects:

- * EYES: Dangerous double vision.
- * BRAIN: Temporary memory loss.
- * STOMACH: Cramps.
- * POSSIBLE DEATH

Cocaine

Highly addictive brain stimulant. Extremely dangerous. Mind altering, acts on pleasure center of brain. When snorted (inhaled) in powder form changes brain chemistry. Can be sniffed or snorted. Rarely first drug used.

Signs of Use:

Nose bleeds, trembling, sleeplessness, nausea, loss of weight, depression, fever, violence and possible suicide. Mood change, anger, nervous, "hear" voices. Lack of interest or appearance.

Long Term Effects:

- * CENTRAL NERVOUS SYSTEM: Damage.
- * BRAIN: Permanent damage.
- * BLOOD: Possible AIDS when injected with dirty needle.
- * CHRONIC COUGH
- * HEART: Increases rate. Risk of stroke.
- * NOSE: Always runny. Bleeding.
- * WEIGHT LOSS
- * BODY TEMPERATURE INCREASES
- * DRUG DEPENDENCY
- * VIOLENCE
- * POSSIBLE DEATH

Cocaine "CRACK" (free-basing)

A smokable form of cocaine solution. Extremely dangerous and addictive. Victim can become drug addict in 6-8 weeks!

Smoked in heated water pipe. Moves quickly to lungs and brain. Fools the brain into thinking CRACK is more important than food. Habit can cost \$500 per day.

Inhalants

Chemical fumes from model glue, cleaning fluids, paint sprays, gasoline, kerosene vapors when breathed are mind altering. Very dangerous.

Signs of Use:

Slows body functions. Hallucinations, giddiness, temporary "high", sneezing, nosebleed, loss of appetite. Overdose can cause unconsciousness.

Long Term Effects:

- * BRAIN: Damage.
- * LIVER: Damage.
- * KIDNEY: Damage.
- * POSSIBLE DEATH and suffocation.

Marijuana (Pot)

Contains more than 400 chemicals including mind-altering THC. Relaxes the body and mind. Causes

mood changes. "Gateway drug". Addictive. Can lead to heroin, cocaine, and alcohol usage.

Signs of Use:

Reduces short-term memory. Alters sense of time. Reduces coordination and concentration. Increases heart rate by 50%. Creates acute fears and anxiety. Dilates pupils. Decreases motivation.

Long Term Effects:

- * **BRAIN:** Possible permanent brain cell damage.
- * **HEART:** Lowers oxygen supply.
- * **LUNGS:** Contains more cancer-causing agents than tobacco. Possible lung cancer.
- * **SEX ORGANS:** Temporary loss of fertility. Impairs normal sexual development. Especially harmful during pregnancy and adolescence.

Steroids

Artificially made male hormone used by doctors to aid several serious medical problems. Very dangerous when taken in teenage years or younger.

Signs of Use:

Temporary increase in body weight, size, and strength.

Long-Term Effects:

- * **BRAIN:** Can change your personality and emotions--extreme mood swings.
- * **MOUTH:** Possible cancer.
- * **BLOOD:** Build up fat (cholesterol). High blood pressure.
- * **KIDNEY:** Malfunctions.
- * **LIVER:** Damage.
- * **SKIN:** Tumors and acne.
- * **BONE:** Damage.
- * **EYES:** Yellow.
- * **SEX ORGANS:** Lowers sperm count.
- * **POSSIBLE CANCER**

Tobacco (Smoking and Chewing)

Tobacco contains three very dangerous chemicals: nicotine, tar and carbon monoxide. Very habit forming. For every cigarette, smokers lose about 5 and 1/2 minutes of their life expectancy. There is no such thing as an entirely "safe" cigarette. Approximately 400,000 deaths per year are related

to smoking.

Signs of Use:

Shortens breathing, bad breath, smokers cough, wheezing, asthma.

Long-Term Effects:

- * **BLOOD:** Constricts blood vessels. High blood pressure.
- * **HEART:** Possible heart attack.
- * **LUNGS:** Can lead to incurable cancer. Chronic bronchitis, pneumonia, emphysema.
- * **MOUTH:** Possible cancer.