



**SOUTHWEST**  
**TENNESSEE COMMUNITY COLLEGE**

Drug/Alcohol Prevention Program  
2019

Police Services Division  
[www.southwest.tn.edu/police/](http://www.southwest.tn.edu/police/)



## **Drug-Free Campus Drug/Alcohol Prevention Program**

In Accordance with the provisions of the Drug-Free Workplace Act of 1988 (41 U.S.C. 701, et. Seq.) and the Drug-Free Schools and Communities Act Amendments of 1989 (20 U.S.C. 3171, et. Seq.), Southwest Tennessee Community College has adopted the policy that the unlawful manufacture, distribution, possession, use, or abuse of alcohol and illicit drugs on the Southwest Tennessee Community College campus, any off-campus site, and at any College functions at off-campus locations is strictly prohibited. All employees and students are subject to applicable federal, state, and local laws related to this matter. Additionally, any violation of this policy will result in disciplinary actions as set forth in Southwest Tennessee Community College Student Disciplinary Rules, Employment Policies and Procedures.

### **Employees:**

Southwest Tennessee Community College prohibits students and employees from engaging in the unlawful manufacture, distribution, dispensation, possession, use or being under the influence of illicit controlled substances and/or alcohol on Southwest Tennessee Community College campus or on property owned or controlled by Southwest or as a part of any College-sponsored activities. TBR 5:00:00:00/10

### Sanctions

All students and employees are subject to applicable laws related to this matter and any violation of this policy will result in disciplinary action up to and including expulsion or termination of employment with the College and referral for prosecution or mandatory, satisfactory participation in a drug/alcohol abuse assistance or rehabilitation program.

As a condition of continued employment, all employees must abide by the terms of this policy and must notify the Associate Vice President of Human Resources of any criminal drug statute conviction for a violation occurring in the workplace no later than (48) hours after such conviction. A conviction includes a finding of federal judicial body.

Upon receiving notice that an employee is in violation, or that an employee has been convicted of a violation of a criminal drug statute or alcohol abuse occurring on campus or as a part of College activities, the College will take appropriate disciplinary action against the employee. Any employee, who fails to report a conviction will be subject to disciplinary actions. Disciplinary actions for failure to comply with this policy, including failure to notify of conviction, may include one or more of the following:

1. Termination;
2. Suspension;
3. Mandatory participation in and satisfactory completion of a drug/alcohol abuse program, or rehabilitation program;
4. Recommendation for professional counseling;
5. Referral for prosecution;
6. Reprimand;
7. Letter of warning.

## **Students:**

Southwest Tennessee Community College offers Advising/*Counseling* services. Counseling and/or referral services are made available individuals whose lives may *be* adversely affected by the use and/or abuse of alcohol and/or drugs. The Office of Student Activities and Multicultural Affairs periodically sponsor programs of interest to the faculty, staff, and students that highlight the effects of drug and/or alcohol abuse. The Behavior Intervention Team, a college committee will conduct a biennial review of the College's Drug and Alcohol Abuse Prevention Program to determine its effectiveness and to implement changes to the program, as deemed necessary, and to ensure that disciplinary sanctions are consistently enforced. (TBR 3:05:01:01/19)

The use and/or possession of alcoholic beverages on the Southwest Tennessee Community College campus is prohibited. The following guidelines apply to the use of alcoholic beverages by individuals, groups, or an organization's members and invited guests at functions sponsored by the College at off-campus locations.

1. At no time will an alcoholic beverage be served to persons under 21 years of age;
2. The officers of an organization or individual(s) hosting a social function are responsible for compliance with applicable state and local laws as well as with College and TBR policies; and
3. Organizations, as well as individuals, will be subject to College disciplinary action and to arrest and prosecution when they fail to comply with College and/or TBR policies regarding drugs and alcohol.

Possession of drugs, such as narcotics, hallucinogens, stimulants, depressants and the like, except as authorized by prescription, is prohibited and will subject the individual to appropriate disciplinary action. Southwest Tennessee Community College will cooperate fully with the investigation by state and/or local law enforcement agency of any violation of the law.

### Sanctions

As a condition of continued enrollment, students must abide by the terms of this policy and must notify the Vice President of Student Affairs of any criminal drug statute conviction for a violation occurring on the Southwest Tennessee Community College campus, or at college functions, at off-campus locations no later than five days after such conviction. A conviction includes a finding of guilt, a plea of Nolo Contendere, or imposition of a sentence by any state, local, or federal judicial body.

Upon receiving notice that a student is in violation of these procedures, or that said student has been convicted of a violation of a criminal drug statute or alcohol abuse occurring on campus or as a part of College activities, the College will take appropriate disciplinary action. Disciplinary actions for failure to comply with this policy, including failure to notify of conviction, may include one or more of the following:

1. Expulsion;
2. Suspension;
3. Mandatory participation in and satisfactory completion of a drug/alcohol abuse program, or rehabilitation program;
4. Referral for prosecution;

5. Probation;
6. Warning.

## **Legal Sanctions**

Various federal, state, and local statutes make it unlawful to manufacture, distribute, dispense, deliver, sell, or possess with intent to manufacture, distribute, dispense, deliver, or sell controlled substances. The penalty imposed depends upon many factors, including the type and amount of the controlled substance involved, the number of prior offenses, if any, whether death or serious bodily injury resulted from the use of such substance, and whether any other crimes were committed in connection with the use of the controlled substance. Possible maximum penalties for a first-time violation include imprisonment for any period of time up to a term of life imprisonment, a fine of up to \$4,000,000 if an individual, supervised release, any combination of the above, or all three. These sanctions are doubled when the offense involves either:

- A. The distribution or possession at or near a school or college campus, or
- B. Distribution to persons under 21 years of age.

Repeat offenders may be punished to a greater extent as provided by statute. Further, a civil penalty of up to \$10,000 may be assessed for simple possession or “personal use amount” of certain specified substances under federal law. Under state law, the offense of possession or casual exchange is punishable as a Class A misdemeanor. If there is an exchange between a minor and an adult at least two years the minor’s senior, and the adult knew that the person was a minor, the offense is classified as a felony as provided in T.C.A. 39-17-417. (21 U.S.C. 801, et. Seq.; T.C. A. 39-17-417)

It is unlawful for any person under the age of twenty-one (21) to buy, possess, or transport alcoholic beverages for any purpose unless it is in the course of employment. It is further an offense to provide alcoholic beverages to any person under the age of twenty-one (21). These offenses are classified as Class A misdemeanors (T.C.A. 39-15-404) and are punishable by imprisonment no greater than eleven (11) months and twenty-nine (29) days or a fine not to exceed two thousand five hundred dollars (\$2,500) or both, unless otherwise provided by statute. The offense of public intoxication is a Class C misdemeanor punishable by imprisonment of not more than thirty (30) days or a fine of not more than \$50, or both (T.C.A. 39-17-310).

## **Health Risks Associated with the Use of Illicit Drugs and the Abuse of Alcohol**

Many health risks are associated with the use of illicit drugs and the abuse of alcohol, including organic damage; impairment of brain activity, digestion, and blood circulation; impairment of physiological processes and mental functioning; and physical and psychological dependence. Such use during pregnancy may cause spontaneous abortion, various birth defects, or fetal alcohol syndrome. Additionally, the illicit use of drugs increases the risk of contracting hepatitis, AIDS, and other infections. If used excessively, the use of alcohol or drugs singly or in certain combinations may cause death.

## **Available Drug and Alcohol Counseling, Treatment, Rehabilitation Programs, and Employee Assistance Programs**

Southwest Tennessee Community College has staff who are available to students and employees to discuss any drug and/or alcohol related referrals. Information concerning specific programs and activities may be obtained by referring to the Alcohol and Drug Abuse Prevention program. Referrals may be made to the agencies listed below or individuals may contact the agency directly.

## Agency Referrals

Alcoholics Anonymous.....	(901) 454-1414
Semmes Murphy Therapy Center .....	(901) 522-7700
Lakeside Hospital Crisis Care.....	(901) 377-4733
Cocaine Anonymous.....	(901) 350-5030
Delta Medical Behavioral Health.....	(901) 369-6021
Alcohol and Drug Outpatient Treatment Center.....	(901) 572-7208
Memphis Recovery Center .....	(901) 272-7751
Narcotics Anonymous.....	(901) 276-5483
Alliance Health .....	(901) 369-1400
St. Francis Hospital Behavioral Unit .....	(901) 765-1400
Teen Challenge .....	(901) 272-2308
Employee Assistance Program/ Employees Benefits .....	(800) 253-9981
Employee Assistance Program – Behavioral Health Benefits .....	(855) 437-3486
VA Medical Center Alcohol & Drug Center .....	(901) 523-8990
Shelby County Rape Crisis Center.....	(901) 222-4350

## Weapons

Weapons of any kind are prohibited on all Southwest Tennessee Community College campus locations. This includes but not limited to firearms, guns of any kind, ammunitions, explosives of any kind, bows and arrows of any kind, and knives. Anyone possessing or using any of these weapons may and will be subject to disciplinary action and possible arrest, according to local, state or federal law.

One exception to the weapon prohibition law allows full time employees who register with the Police Services/Public Safety Department their intent to conceal carry on campus may do so after they have provided a valid handgun carry permit.

## Timely Warnings

A Timely Warning is triggered by a crime that has already occurred but poses a continuing threat. In the event that a situation arises either on or off campus, that, in the judgment of the Director of Police Services/Public Safety, constitutes an ongoing or continuing threat, a campus wide warning will be issued. Depending on the particular circumstances of the situation, the warning will be issued via email, campus closed circuit television, Rave Alert, or personally to Southwest staff and students.

The department issues Crime Alerts for incidents of

- Murder/Non-Negligent Manslaughter
- Aggravated assault (cases involving assaults among known parties, such as two roommates fighting which results in an aggravated injury, will be evaluated on a case by case basis to determine if the individual is believed to be an on-going threat to the larger Southwest community)
- Robbery involving force or violence (cases including pick pocketing and purse snatching will typically not result in the issuance of a Crime Alert, but will be assessed on a case by case basis)

- Sexual Assault (considered on a case by case basis depending on the facts of the case, when and where the incident occurred, when it was reported, and the amount of information known by the Memphis Police Department)
- Major incidents of arson
- Other crimes as determined necessary by the Director of Police, or his or her designee in his or her absence

### **Emergency Notification**

An Emergency Notification is triggered by an event that is currently occurring or imminently threatening the campus. If a serious crime, a natural disaster, or a manmade emergency occurs that poses an immediate threat to the health and safety of the Southwest Tennessee Community College community or a segment of the college community, an Emergency Notification may be issued. The types of incidents that may cause an immediate threat to the Southwest community could include but are not limited to emergencies such as:

- An active shooter/armed intruder on campus
- A hostage/barricade situation
- A riot
- A suspicious package with confirmation of a device,
- A tornado
- A fire/explosion
- A suspicious death
- Structural damage to a Southwest owned or controlled facility
- A biological threat (anthrax, etc.)
- Significant flooding
- A gas leak
- Hazardous materials spill, etc.