

Notice to Students & Employees Regarding Illicit Drugs and Alcohol

The College of Southern Nevada (CSN) believes that the unlawful possession or abuse of drugs and alcohol by students and employees presents multilevel risks to the individual, the learning environment and the college community as a whole. Substance abuse impedes the process of learning, teaching, personal development and the overall exercise of a person's true talents and abilities. There are also serious criminal and disciplinary sanctions that can be imposed on students and employees which will disrupt their studies or careers.

CSN provides this notice in compliance with federal law as part of CSN's program to prevent the possession, use, and distribution of illicit drugs and alcohol by students and employees. The information provided here includes campus rules and regulations pertaining to drugs and alcohol, possible health and social effects, the legal sanctions, and contact information for services and programs that can provide further information and assistance. Additionally, this notice informs students of the implications for eligibility of financial aid when students are convicted of possession or sale of illegal drugs.

Illegal Drugs

CSN is a drug free institution. Nevada state law and the Nevada System of Higher Education (NSHE) regulations prohibit the manufacture, distribution, possession or use of illegal or unauthorized drugs or drug paraphernalia on CSN property or at a CSN-sponsored activity.

The possession or use of prescription drugs without a proper prescription is a crime in the State of Nevada. Also, a student's or employee's possession of a "medical marijuana card" or similar documentation supporting the use of illegal drugs will not excuse or permit the manufacture, distribution, or use of illegal or unauthorized drugs or drug paraphernalia on CSN property or at a CSN-sponsored activity. The Board of Regents Handbook Title 4, Chapter 1, Section 32 states:

Possession and Use of Medical Marijuana

The Nevada System of Higher Education is sympathetic to the medical needs of our students, employees and visitors. A growing number of states, including Nevada, are enacting laws decriminalizing or legalizing the use, possession, delivery, manufacture, growth, distribution, production, and/or cultivation (hereinafter "use") of medical marijuana. Federal law prohibits the use of medical marijuana on college and university campuses that receive federal funding. The following provisions shall govern the possession and use of medical marijuana on NSHE property.

1. The use, possession, or cultivation of marijuana, including for medical purposes, on any NSHE or NSHE foundation owned or leased property, or at any NSHE sponsored or authorized activity, is expressly prohibited.

2. Students, employees, faculty, guests, and/or visitors who violate this policy are subject to applicable disciplinary, legal and/or administrative action.

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5. The Board of Regents recognizes the Nevada Legislature's stated commitment to a program evaluating the medical use and distribution of medical marijuana to be conducted by the University of Nevada School of Medicine. Any NSHE institution may

engage in medical marijuana research that is conducted in accordance with state and federal laws and regulations, provided that the following are obtained: (a) the prior written consent of the President of the institution, after consultation with the institution's general counsel; and (b) legal authorization from the proper federal authorities for approved research purposes.

Recent news reports have highlighted that Nevada laws regarding marijuana have changed. To avoid confusion and ensure all students, faculty and staff are clear on what can be done on CSN campuses, we would like to remind everyone that the use and possession of marijuana on any CSN campus or leased property is prohibited. This prohibition applies to prescribed medical marijuana as well as recreational marijuana.

Violations of the law or NSHE regulations will result in disciplinary action for students and employees up to and including expulsion of students and/or termination of employment pursuant to Nevada state law, the CSN Student Conduct Code and the NSHE Code, and referral for criminal prosecution. Nevada law requires CSN to immediately terminate the employment of any employee who is convicted of violating a federal or state law prohibiting the sale of a controlled substance regardless of where the incident occurred. The term **controlled substance** means any drug defined as such under the regulations adopted pursuant to NRS 453.146 (NAC 453.510 to NAC 453.550 inclusive). Many of 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 legal drugs which are not prescribed by a licensed physician.

These violations are serious matters and can significantly impact education and employment.

Alcohol

CSN does not permit possession of alcohol on its property except for limited situations. The legal age for drinking alcohol in the State of Nevada is 21 years of age. Moreover, alcohol abuse or excessive drinking by those of lawful age has become more prevalent with tragic cases reported of death or serious impairment. This includes the forced consumption of alcohol in conjunction with initiations or affiliation with any organization; CSN prohibits any type of initiations requiring the consumption of alcohol.

NSHE regulations allow the use or consumption of alcohol on CSN property only in the following limited situations:

- 1) Upon receipt of a timely advance application, the CSN President may grant permission in writing for the sale or distribution of alcoholic beverages at a CSN sponsored event (including student organizations) and guest organizations approved to use CSN facilities. Such consideration will be based upon, but not limited to, such factors as number and ages of people in attendance, purpose of the event, supervision, security provisions, location, date and time of the function. The President's decision to allow alcohol is discretionary, and the decision is final. No other CSN officer, manager, or employee may approve the use of alcohol on campus or at a CSN-related event/function.
- 2) Alcohol procured and used in association with approved CSN academic classes (e.g. culinary classes).

Impairment in the Workplace and Classroom

It is the policy of the State of Nevada to ensure that its employees do not report for work in an impaired condition resulting from the use of alcohol or illegal drugs, or consume alcohol or use illegal drugs while on duty (including driving a personal vehicle while on college business or driving a state vehicle). Alcohol and drug-abuse and the use of alcohol and drugs in the workplace are issues of concern to the State of Nevada. Any employee who appears to be in an impaired condition at work is subject to a screening test for alcohol or drugs, and disciplinary action up to and including termination of employment. Referral to an employee assistance program is also possible. (NRS 284.406 through NRS 284.407, inclusive and NAC 284.880 through NAC 284.894)

Any State employee convicted of driving under the influence in violation of NRS 484C.110 or any other offense for which driving under the influence is an element of the offense, and the offense occurred while driving a State vehicle or a private vehicle while on CSN business, is subject to discipline up to and including termination.

Any CSN student who comes to campus in an impaired condition resulting from the use or consumption of alcohol, non-prescribed drugs or illegal drugs may be referred for discipline under the CSN Student Conduct Code, especially if their impaired condition causes the student to act out in a particular manner.

Sanctions

Violations of the law or NSHE regulations will result in disciplinary action for students and employees up to and including expulsion of students and/or termination of employment pursuant to the CSN Student Conduct Code and the NSHE Code, and referral for criminal prosecution. Sanctions for student organizations may include, but are not limited to, warning, probation, denial of use of CSN facilities, and withdrawal of organization recognition. A disciplinary sanction may include the completion of an appropriate educational or rehabilitation program. Guests of the college will be subject to denial of permission to come to a CSN campus and for future use of its facilities. These violations are serious matters and can significantly impact education and employment.

Health Risks Associated with Drug Abuse and Alcohol Use

1. Depressants (e.g. alcohol, tranquilizers, benzodiazepines such as Xanax or Valium)
 - a. poor concentration, coordination and judgment
 - b. inability to reason and make decisions
 - c. mood swings
 - d. fatigue
 - e. liver diseases
 - f. ulcers
 - g. birth defects
 - h. depression
 - i. malnutrition
 - j. heart disease and stroke
 - k. certain cancers
 - l. brain damage
 - m. drowsiness
 - n. poor attention span, memory and coordination
 - o. confusion
 - p. birth defects
 - q. possible liver disease
2. Stimulants (e.g. cocaine, crack, amphetamines such as Ritalin, "meth")
 - a. nervousness, short attention span, poor judgment, mood swings, paranoia or hallucinations
 - b. depression caused by withdrawal
 - c. death from heart or respiratory failure; stroke or seizures
 - d. lung and voice damage
 - e. hepatitis or AIDS

3. Opioids & Morphine Derivatives (e.g. Heroin, OxyContin)
 - a. drowsiness, confusion and disorientation
 - b. slows breathing rate, sometimes to the point of death
 - c. coma
 - d. hepatitis or AIDS
4. Cannabinoids (e.g. marijuana, hashish)
 - a. poor short-term memory
 - b. slowed reflexes
 - c. problems judging time, depth, and distance
 - d. lung damage
 - e. may harm immune system or fertility
5. Hallucinogens (LSD, psilocybin mushrooms, PCP/angel dust)
 - a. disorganization
 - b. hostile feelings toward others
 - c. short attention span
 - d. poor motor skills
 - e. self-inflicted injury
 - f. brain hemorrhage
 - g. high blood pressure
 - h. increased heart rate
 - i. heart failure
 - j. convulsions, coma and death
6. Inhalants (glue, nitrous oxide, aerosol sprays)
 - a. confusion
 - b. difficulty walking
 - c. rapid heart rate
 - d. sudden brain damage
 - e. damaged sense of smell
 - f. liver damage
 - g. lung damage
 - h. kidney problems
7. Anabolic Steroids
 - a. aggressive behavior
 - b. mood swings
 - c. withdrawal can cause depression
 - d. liver disease
 - e. heart attack
 - f. stroke
 - g. high cholesterol levels
 - h. in men, breast development, small testicles and sterility
 - i. in women, deep voice, acne, hair growth and decrease in breast size

Services and Programs That Can Help

- A. CSN's Counseling and Psychological Services (CAPS) department offers a variety of free and confidential services that include: prevention, crisis intervention, assessments and evaluations, and treatment via on-campus services and/or community referrals.
- B. For CSN employees, an Employee Assistance Program is also available. CSN currently contracts EAP services through LifeWorks. LifeWorks consultants are available 24 hours a day, 7 days a week, 365 days a year. Employees may contact LifeWorks via:
 - Telephone: 877-234-5151
 - En español, llame al 888-732-9020
 - TTY/TDD: 800-999-3004
 - www.lifeworks.com
- C. Other Resources available through toll-free telephone contacts
 1. Federal Substance Abuse and Mental Health Services Administration's Treatment Routing Services: 1-800-662-4357 (HELP)
 - Refers callers to local drug treatment centers and support groups
 2. American Council on Alcoholism Helpline: 1-800-527-5344
 - Refers callers to local alcohol and drug treatment centers
 3. Al-Anon: 1-800-344-2666
 - Will refer families of substance abusers to group meeting in their local area.
 4. Cocaine Hotline: 1-866-675-4912
 - 24/7 drug helpline
- D. Local Groups/Groups for Families
 1. Las Vegas Recovery Center: (702) 515-1373
 2. Salvation Army Adult Rehabilitation Program: (702) 399-2769
 3. West Care Detox: (702) 383-4044
 4. Alcoholics Anonymous Las Vegas Central Office: (702) 598-1888;
<http://www.lvcentraloffice.org/>
 5. Region 51 Narcotics Anonymous: (888) 495-3222; <http://www.region51na.org/>
 6. Las Vegas Family Counseling Service: (702) 507-5607
 7. Community Counseling Center: (702) 369-8700; www.cccofsn.org

State and Federal Criminal Statutes

In addition to the CSN student conduct code, a student will be subjected to all local, state, and federal laws related to substance abuse or the possession/use of alcohol. The following state laws apply to any student conduct, whether on or off campus.

NRS 202.020

Any person under 21 years of age who, for any reason, possesses any alcoholic beverage in public is guilty of a misdemeanor.

NRS 202.040

Every minor who shall falsely represent him/herself to be 21 years of age in order to obtain any intoxicating liquor shall be guilty of a misdemeanor.

NRS 202.055

aiding a minor to purchase or procure alcoholic beverage. Every person who knowingly sells, gives, or otherwise furnishes an alcoholic beverage to any person under 21 years of age...is guilty of a misdemeanor.

NRS 205.460

(1) Every person who counterfeits, forges, alters, erases, or obliterates, or... (2) Every person under the age of 21 years who uses or attempts to use or proffers any counterfeited, forged, erased or obliterated card, writing paper, document, or any photocopy print, Photostat, or other replica thereof...for the purpose and with the intention of purchasing alcoholic liquor or being served alcoholic liquor...or entering gambling establishments...shall be guilty of a misdemeanor.

NRS 453.011 et seq. The Nevada Uniform Controlled Substances Act provides definitions of illegal drugs and illegal acts relevant thereto, and provides penalties for those illegal acts. The Board (of Pharmacy) may adopt regulations with respect to a substance, to include steroids and other enhancement products without medical necessity, if it is found that the substance has potential for abuse. (NRS 453.146) The regulations adopted by the Board under this authority can be found at NAC 453.510 through NAC 453.550.

Federal criminal laws can also apply depending on the circumstances.

NSHE Code & Handbook, Nevada Administrative Code & CSN Student Conduct Code

The NSHE regulations apply to all CSN employees. NSHE Code Title 2, Chapter 6, Section 6.2.1(h) prohibits any employee to be under the influence of intoxicants, or, without a valid medical excuse, being under the influence of controlled substances while on duty. NSHE Code Title 2, Chapter 6, Section 6.2.2(cc prohibits an employee while on NSHE property or at a NSHE function on or off premises to engage in any act prohibited by local, state or federal law. NSHE Code Title 2, Chapter 10, Section 10.2.1(s) prohibits students from using, possessing or distributing alcoholic beverages without authorization, or public intoxication. Alcoholic beverages may not, in any circumstances, be used by, possessed by, or provided to, any person under 21 years of age. NSHE Code, Title 2, Chapter 10, Section 10.2.1(t) prohibits students from using,

possessing, manufacturing or distributing marijuana, heroin, narcotics, or other controlled substances, use or possession of any illegal and/or unauthorized drugs, prescription drugs, and drug paraphernalia or being under the influence of illegal drugs except as expressly permitted by law.

The Nevada Administrative Code 284.650 (12) lists as a cause for disciplinary action: Drug or alcohol abuse as described in NRS 284.4062 and NAC 284.884.

The CSN Student Conduct Code, Section IV, Paragraph M applies to Students, and prohibits any act prohibited by local, state or federal law which occurs on College premises or at a College sponsored function on or off such premises.

Everyone on NSHE property is subject to all local, state, and federal laws related to substance abuse or the possession or use of alcohol.

Disciplinary and Legal Sanctions

Any act prohibited by NSHE regulations or by local, state or federal law which occurs on NSHE property or NSHE functions shall constitute cause for discipline which for students can include a warning, reprimand, restitution, probation, suspension or expulsion. Sanctions for employees can include any of the above plus termination of employment. Any act that is prohibited by local, state or federal law will be referred for criminal prosecution by the appropriate jurisdictional authorities.

IMPACT ON FEDERAL STUDENT AID ELIGIBILITY: Drug convictions while enrolled as a student at CSN may affect a student's eligibility for federal student aid. "Drug convictions during a period of enrollment in which the student is receiving Title IV, HEA program funds, under any federal or state law **involving the possession or sale of illegal drugs will result in the loss of eligibility** for any Title IV, HEA grant, loan, or work-study assistance." [HEA Sec. 484(r)(1); 20 U. S. C. 109(r)(1)].

For more information refer to the Federal Student Aid Webpage at:

<http://ifap.ed.gov/ifap/byAwardYear.jsp?type=drugworksheets>

For further information refer to the US Department of Education Web site at:

<http://www2.ed.gov/policy/fund/reg/edgarReg/edgar.html>

This annual notice is sent to all College of Southern Nevada students and employees as part of its drug prevention program in compliance with the Drug-free Schools and Communities Act as further articulated in the Dept. of Education General Administrative Regulations, 34 C.F.R. Subtitle A, Part 86.