

DRUG AND ALCOHOL USE TESTING

Pursuant to the Drug-Free Workplace Act and the Drug-Free Schools and Communities Act, Southeast Community College will require drug and alcohol tests for employees and students in circumstances where reasonable suspicion exists.

EMPLOYEES

The College's Human Resources Office has administrative responsibility for implementing and monitoring the drug and alcohol testing procedures for employees. Inquiries related to these procedures should be directed to the Vice President for Human Resources, 301 S. 68th St. Place, Lincoln NE 68510; 402-323-3408; or btangeman@southeast.edu.

STUDENTS

The College's Vice President for Student Services and the Dean of Students at each campus location are responsible for implementing and monitoring the drug and alcohol testing procedures for students. Inquiries related to these procedures can be found in the College Catalog online.



DISCIPLINARY SANCTIONS

Student and employees who violate the established policies will be subject to disciplinary procedures consistent with applicable federal, state, and local laws, rules, College policy, and collective bargaining agreements. See the SCC Student Code of Conduct (www.southeast.edu/philosophyofstudentconduct) for further information regarding the conduct process. Actions that may be taken include but are not limited to one or a combination of the following disciplinary sanctions:

- Re-assignment and/or re-direction of student/classroom activities
- Dismissal from class session and/or course
- Verbal/Written Warning
- Participation in SCC alcohol and/or drug educational programs
- Disciplinary probation
- Suspension/expulsion/eviction from on-campus facilities/programs
- Referral to an appropriate drug/alcohol treatment program
- Referral to law enforcement agencies
- Any other action deemed necessary by college officials

NOTE: SCC employees and students subject to the College's Criminal Background Check requirements are expected to self-disclose any drug/alcohol related convictions on an annual basis.

If You Need Assistance or Know Someone Who Does, There Is Help.

SCC RESOURCE PERSONNEL

Beatrice Campus	402-228-3468
Dean of Students	402-228-8286
Student Success Specialist	402-228-3468, Ext. 1351
Career Advising/Disability Services	402-228-8242
Residence Life	402-228-8291

Lincoln Campus	402-471-3333
Dean of Students	402-437-2559
Student Success Specialist	402-437-2678
Disability Services	402-437-2620
Wellness Center	402-437-2634

Milford Campus	402-761-2131
Dean of Students	402-761-8270
Student Success Specialist	402-761-8416
Career Advising/Disability Services	402-761-8202
Residence Life	402-761-7398

DRUG & ALCOHOL COUNSELING, TREATMENT AND REHABILITATION

There are numerous drug and alcohol counseling, treatment and rehabilitation centers located within the 15-county area of southeast Nebraska.

The following resources can provide information and assessment relating to drug and alcohol abuse and additional referral to and information about treatment options. They can also provide schedules for local and area meetings of Alcoholics Anonymous, Narcotics Anonymous, Alanon, Adult Children of Alcoholics and Alatot.

Both inpatient and outpatient providers offer help for the entire family.

Southeast Community College makes no representation or endorsement as to the quality, effectiveness, or appropriateness of any of these services. The following directory is provided as an informational service only.

REFERRAL AND TREATMENT OPTIONS

A variety of treatment centers and agencies options are available upon request from the Student Services office or at Nebraska 211 (Dial 2-1-1 or (402) 444-6666, or at <http://www.ne211.org>.

- Blue Valley Behavioral Health serves sixteen counties in Southeast Nebraska. More information about services provided and office location can be found at www.bvvh.net or 402-261-4017. For afterhours emergencies call 1-877-409-6600.
- CenterPointe provides treatment for people suffering from mental health and substance use disorders. More information about services provided can be found at www.centerpointe.org or 402-475-8717. A 24 hour Crisis Line can be reached at 402-475-6695.

- Lutheran Family Services (LFS) provides assistance in identifying and treating abusive and addictive behaviors as well as information, support and coping skills. For more information go to www.lfsneb.org or call Toll Free: (855) 659-2706. For Military & Veteran Services call (402) 292-9105. LFS also operates the Health 360 Integrated Care Clinic which integrates mental health, substance use and primary care services to produce the best outcomes for clients. For more information or to schedule an appointment call 402-441-6642.
- ScreenU is a Screening, Brief Intervention, and Referral to Treatment (SBIRT) tool that SCC provides free to students. ScreenU assists students in identifying risky behavior, providing brief interventions, or referring students for professional help. Information about how to access ScreenU is available from the Student Life or Residence Life offices.
- The SCC Counseling Assistance Program (CAPS) provides students with access to counseling and referrals free of charge through a partnership with masters-level counseling students from area universities. Additional information is available at each campus' Student Success Office (<https://www.southeast.edu/studentssuccess/>).
- Continuum EAP is available at no cost to full-time SCC employees. Counseling assistance is available via face-to-face meetings, telephone, and email. All Continuum assistance is confidential. Employees may obtain information about the EAP through the Human Resource Office, and/or contacting them directly at 402-476-0186 or www.4continuum.com.

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Southeast Community College Board of Governors
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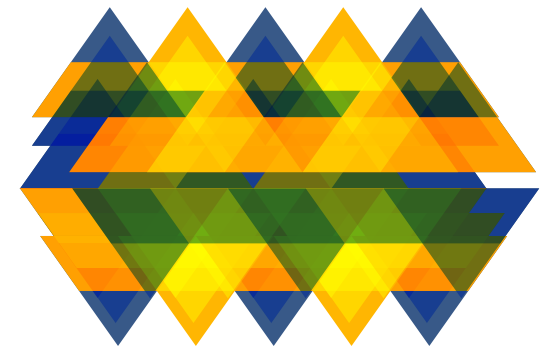
Equal Opportunity/NonDiscrimination Policy - It is the policy of Southeast Community College to provide equal opportunity and nondiscrimination in all admission, attendance, and employment matters to all persons without regard to race, color, religion, sex, age, marital status, national origin, ethnicity, veteran status, sexual orientation, disability, or other factors prohibited by law or College policy. Inquiries concerning the application of Southeast Community College's policies on equal opportunity and nondiscrimination should be directed to the Vice President for Access/Equity/Diversity, SCC Area Office, 301 S. 68th Street Place, Lincoln, NE 68510, 402-323-3412, FAX 402-323-3420, or jsoto@southeast.edu.

Declaración de política sobre equidad/antidiscriminación - La política pública de Southeast Community College es de proveer equidad, y prohíbe discriminación, en todos asuntos referentes a la admisión, participación, y empleo contra toda persona por motivo de raza, color, religión, sexo, edad, estado civil, origen nacional, etnia, condición de veterano, orientación sexual, incapacidad, u otros factores prohibidos por ley o política del Colegio. Preguntas relacionadas a la política sobre equidad/antidiscriminación de Southeast Community College deben dirigirse a: Vice President for Access/Equity/Diversity, SCC Area Office, 301 S 68 Street Place, Lincoln, NE 68510, 402-323-3412, FAX 402-323-3420, o jsoto@southeast.edu.

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DRUG-FREE SCHOOLS & COMMUNITIES ACT

The decision to use or not to use drugs or alcohol is yours to make. However, when facing the choice, certain facts must be considered. This brochure is produced for students, their families, and employees at Southeast Community College to inform them of the problems which can arise from substance use and abuse.



THIS INFORMATIONAL BROCHURE INCLUDES:

- SCC standards of conduct
- Possible disciplinary actions
- Identified College resource personnel
- A directory of counseling, treatment, and rehabilitation services available within the 15-county area of SCC
- Legal sanctions under Nebraska law for violating controlled substances statutes

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WWW.SOUTHEAST.EDU

SUBSTANCE ABUSE

Substance use/abuse is unwise medically, can hurt you economically, can endanger your safety & the safety of others, can lead to chemical dependency and is illegal for many substances.

SCC encourages employees & students to seek help with substance/use problems or concerns. Amnesty may be available for students who bring their own use, addiction, or dependency to the attention of College officials independent of the threat of drug tests or conduct sanctions and who seek assistance.

Additional information about SCC's Student Amnesty Policy can be found at: www.southeast.edu/studentconductamnesty/.



IT'S THE LAW

Nebraska Laws prohibit the possession and use of controlled substances, illegal drugs, and alcoholic beverages on public property. Any changes to state law regarding marijuana or other controlled substances does not negate applicable federal statutes.

Students and employees are reminded that unlawful possession, distribution, or use of illicit drugs or alcohol may subject individuals to criminal prosecution. The College will refer violations of proscribed conduct to appropriate authorities for prosecution. Federal regulations and state laws provide penalties of fines and imprisonment for violations of the criminal statutes which include possessing, offering for sale, possessing with the intent to offer for sale, distributing or manufacturing controlled substances such as opiates, narcotics, depressants, stimulants, or hallucinogenic drugs. Information regarding the federal penalties and sanctions may be found at https://www.dea.gov/druginfo/ftp3_shtml. Relevant Nebraska laws pertaining to drugs and alcohol may be found at <http://nebraskalegislature.gov/laws/browse-statutes.php>.

SCC'S DRUG & ALCOHOL POLICY

In satisfaction of this mandate and in order to fulfill its obligations under the Drug Free Workplace Act and the Drug Free Schools and Communities Act, the College absolutely prohibits employees and students of the College from unlawfully manufacturing, distributing, dispensing, possessing, using, or being under the influence of a controlled substance, including illegal drugs and alcohol, on College premises, in College-owned property, at any College sponsored or sanctioned activities (both on and off-campus) where alcohol is not permitted/is prohibited, and in all places where its employees and students work and learn. This campus prohibition includes campus student housing and applies to any person on College grounds, whether they are a member of the College community or not.

NOTE: SCC guests and visitors suspected of being under the influence of a controlled substance may be asked to leave College property or any officially recognized activity. Failure to comply may result in law enforcement intervention.

FEDERAL TRAFFICKING PENALTIES

DRUG/SCHEDULE	QUANTITY	PENALTIES	QUANTITY	PENALTIES
Cocaine (Schedule II)	500 - 4999 gms mixture	First Offense: Not less than 5 yrs, and not more than 40 yrs. If death or serious injury, not less than 20 or more than life. Fine of not more than \$5 million if an individual, \$25 million if not an individual. Second Offense: Not less than 10 yrs, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$8 million if an individual, \$50 million if not an individual.	5 kgs or more mixture	First Offense: Not less than 10 yrs, and not more than life. If death or serious injury, not less than 20 or more than life. Fine of not more than \$10 million if an individual, \$50 million if not an individual. Second Offense: Not less than 20 yrs, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual. 2 or More Prior Offenses: Life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.
Cocaine Base (Schedule II)	28-279 gms mixture		280 gms or more mixture	
Fentanyl (Schedule II)	40 - 399 gms mixture		400 gms or more mixture	
Fentanyl Analogue (Schedule I)	10 - 99 gms mixture		100 gms or more mixture	
Heroin (Schedule I)	100 - 999 gms mixture		1 kg or more mixture	
LSD (Schedule I)	1 - 9 gms mixture		10 gms or more mixture	
Metham-phetamine (Schedule II)	5 - 49 gms pure or 50 - 499 gms mixture	Second Offense: Not less than 10 yrs, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$8 million if an individual, \$50 million if not an individual.	50 gms or more pure or 500 gms or more mixture	Second Offense: Not less than 10 yrs, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$8 million if an individual, \$50 million if not an individual.
PCP (Schedule II)	10 - 99 gms pure or 100 - 999 gms mixture		100 gm or more pure or 1 kg or more mixture	

FEDERAL TRAFFICKING PENALTIES - MARIJUANA

DRUG	QUANTITY	1st OFFENSE	2nd OFFENSE
Marijuana	1,000 kg or more mixture; or 1,000 or more plants	Not less than 10 years, not more than life. If death or serious injury, not less than 20 years, not more than life. Fine not more than \$10 million if an individual, \$50 million if other than an individual.	Not less than 20 years, not more than life. If death or serious injury, life imprisonment. Fine not more than \$20 million if an individual, \$75 million if other than an individual.
Marijuana	100 kg to 999 kg mixture; or 100 to 999 plants	Not less than 5 years, not more than 40 years. If death or serious injury, not less than 20 years, not more than life. Fine not more than \$5 million if an individual, \$25 million if other than an individual.	Not less than 10 years, not more than life. If death or serious injury, life imprisonment. Fine not more than \$8 million if an individual, \$50 million if other than an individual.
Marijuana	50 to 99 kilograms marijuana mixture, 50 to 99 marijuana plants	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.	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.
Hashish	More than 10 kg		
Hashish Oil	More than 1 kg	Not more than 5 years. Fine not more than \$250,000, \$1 million other than individual.	Not more than 10 years. Fine \$500,000 if an individual, \$2 million if other than individual.
Marijuana	1 to 49 plants; less than 50 kg mixture (but does not include 50 or more marijuana plants regardless of eight		
Hashish	10 kg or less		
Hashish Oil	1 Kg or less		

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

The charts were taken from United States Department of Justice, Drug Enforcement Administration, and Drugs of Abuse. Retrieved January 2017. These charts summarize trafficking penalties under Federal law for various types of drugs.

HEALTH RISKS ASSOCIATED WITH ALCOHOL & OTHER DRUGS

DRUG TYPE	HEALTH RISKS
Alcohol	High blood pressure, higher risk of sexually transmitted diseases & unplanned pregnancy, depression, lowered resistance to disease, insomnia
Marijuana	Slowed reaction time; problems with learning and memory; hallucinations; anxiety; panic attacks; psychosis; problems with balance and coordination; mental health problems, chronic cough, frequent respiratory infections;
Over-the-counter Cough/Cold Medicines (Dextromethorphan or DMX)	Increased heart rate, blood pressure, temperature; numbness; dizziness; nausea; vomiting; confusion; paranoia; altered visual perceptions; problems with movement; buildup of excess acid in body fluids
Steroids	High blood pressure, liver damage; kidney damage or failure, enlarged heart; oily skin, yellowing of the skin and whites of the eyes, acne, shrunken testes, lowered sperm count, breast development in men, breast reduction in women, facial hair and deepening of voice in women, aggressiveness, extreme mood swings, extreme irritability, delusions, and impaired judgment
Solvents-Inhalants	Confusion; nausea; slurred speech; lack of coordination; euphoria; dizziness; drowsiness; disinhibition, light headedness, hallucinations/delusions; headaches; sudden sniffing death due to heart failure (from butane, propane, and other chemicals in aerosols); death from asphyxiation, suffocation, convulsions or seizures, coma, or choking; heart failure, respiratory arrest, liver and brain damage
Depressants	Liver damage, poor concentration, confusion, dizziness, problems with movement and memory, lowered blood pressure, slowed breathing convulsions, depression, disorientation and insomnia
Hallucinogens	Agitation, extreme hyperactivity, reduced eating, flashbacks, persistent psychosis
Stimulants	Headaches, depression; malnutrition, anorexia, strokes, seizures, infection and death of bowel tissue from decreased blood flow; poor nutrition and weight loss from decreased appetite, abdominal pain and nausea; erratic and violent behavior, panic attacks, paranoia, psychosis; heart rhythm problems, heart attack; stroke, seizure, coma
Narcotics/Opioids	Respiratory arrest, sleepiness, organ and lung damage, nausea; collapsed veins; abscesses (swollen tissue with pus); infection of the lining and valves in the heart; constipation and stomach cramps; liver or kidney disease; pneumonia; severe dental problems ("meth mouth"), intense itching leading to skin sores from scratching
Tobacco	Lung cancer, emphysema, chronic bronchitis; heart disease; leukemia; cataracts; oral cancer
Synthetic Cathinones (Bath Salts)	Increased heart rate and blood pressure; paranoia, agitation, and hallucinations; psychotic and violent behavior; nosebleeds; sweating; nausea, vomiting; insomnia; irritability; dizziness; depression; suicidal thoughts; panic attacks; reduced motor control; cloudy thinking; breakdown of skeletal muscle tissue; kidney failure; death .

Additional health risks for these and other drugs can be found at <https://www.drugabuse.gov/drugs-abuse/commonly-abused-drugs-charts> or www.niaaa.nih.gov/alcohol-health/alcohol-effects-body.