

Drug and Alcohol Abuse Prevention Program (DAAPP)

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 such as Bergen Community College, to certify that it has implemented programs to prevent the abuse of alcohol and use and/or distribution of illicit drugs both by Bergen students and employees both on its premises and as a part of any of its activities. At a minimum, an institute of higher education 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; a n d

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

The Bergen Board of Trustees has adopted the "Drug Free Workplace Policy" (in accordance with the Drug Free Workplace Act of 1988) and "Standards of Conduct Policy" to ensure a safe environment for employees, contractors, and temporary workers. These policies are available here: https://bergen.edu/faculty-staff/human-resources/compliance-training/drug-free-workplace-act/

As a representative of the College, each employee is expected to exercise discretion and act within the limits of decorum and propriety at all times and in all places.

The unauthorized use and abuse of alcohol and the illegal use and abuse of drugs (while on the job or attending College functions either on or off campus) are violations of employee conduct.

Examples of violations which will not be condoned are: (1) jeopardizing one's own safety or the safety of others, (2) damage or abuse of equipment/facilities, (3) violation of College rules and regulations, (4) violation of local, state or federal laws, and (5) disruption of College programs or activities.

The College reserves the right to proceed with appropriate disciplinary action up to and including termination based upon the seriousness of the violation.

Employees are required to adhere to the requirements of these policies. Failure to adhere to these policies may result in disciplinary action as listed in Section V (A) below. Human

Resources is responsible for the administration of this policy.

B. *Currently Enrolled Students*

Currently enrolled students are required to abide by Bergen's Student Code of Conduct. Under the Code of Conduct, the following acts are considered violations under the Code. The Code expressly states:

> Reckless, Irresponsible and Criminal Conduct Students are given and required to accept a high level of responsibility as role models in all their dealings. Behavior that demonstrates a lapse of responsibility includes, but is not limited to:
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> Use, possession, manufacture, sale, purchase, transportation, and/or distribution of alcoholic beverages while on College premises. Use, possession, manufacture, sale, purchase, transportation, and/or distribution of narcotics, or other controlled dangerous substances, as well as drug paraphernalia, and/or abuse of prescription medications and drugs. For the purposes of this Code, distribution is determined by the quantity of drugs, means and materials for distribution. Please see the full policy on illicit drugs in the Student Handbook.

Bergen's Alcohol and Drug Use Policy further states:

> Bergen Community College prohibits the unlawful possession, use, or distribution of illicit drugs and alcohol on college property or as part of any of its students and employees activities, including underage drinking.
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> Bergen Community College further prohibits the possession or consumption of alcohol on the College campus, with the exception of special, approved receptions in the meeting and training center. Violators may be subject to suspension or dismissal.

Failure to abide by the Student Code of Conduct may result in sanctions listed in Section V(B) 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[1] as well as other related federal laws, the penalties for controlled substance violations include, but are 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 property), ineligibility to possess a firearm, and potential ineligibility to receive federal benefits (such as student loans and grants). Below is a schedule of federal drug 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 $2 million if an individual, $5 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 $4 million if an individual, $10 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 $4 million if an individual, $10 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 $8 million if an individual, $20 million if not an individual. **2 or More Prior Offenses:** Life imprisonment
Cocaine Base (Schedule II)	5-49 gms mixture		50 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	
Methamphetamine (Schedule II)	5 - 49 gms pure or 50 - 499 gms mixture		50 gms or more pure or 500 gms or more mixture	
PCP (Schedule II)	10 - 99 gms pure or 100 - 999 gms mixture		100 gm or more pure or 1 kg or more mixture	

		PENALTIES
Other Schedule I & II drugs (and any drug product containing Gamma Hydroxybutyric Acid)	Any amount	**First Offense**: Not more that 20 yrs. If death or serious injury, not less than 20 yrs, or more than Life. Fine $1 million if an individual, $5 million if not an individual. **Second Offense**: Not more than 30 yrs. If death or serious injury, not less than life. Fine $2 million if an individual, $10 million if not an individual
Flunitrazepam (Schedule IV)	1 gm or more	
Other Schedule III drugs	Any amount	**First Offense**: Not more than 5 years. Fine not more than $250,000 if an individual, $1 million if not an individual. **Second Offense**: Not more 10 yrs. Fine not more than $500,000 if an individual, $2 million if not an individual
Flunitrazepam (Schedule IV)	30 to 999 mgs	
All other Schedule IV drugs	Any amount	**First Offense**: Not more than 3 years. Fine not more than $250,000 if an individual, $1 million if not an individual. **Second Offense**: Not more than 6 yrs. Fine not more than $500,000 if an individual, $2 million if not an individual.
Flunitrazepam (Schedule IV)	Less than 30 mgs	
All Schedule V drugs	Any amount	**First Offense:** Not more than 1 yr. Fine not more than $100,000 if an individual, $250,000 if not an individual. **Second Offense**: Not more than 2 yrs. Fine not more than $200,000 if an individual, $500,000 if not an individual.

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 $4 million if an individual, $10 million if other than an individual	• Not less than 20 years, not more than life • If death or serious injury, mandatory life • Fine not more than $8 million if an individual, $20 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 serous injury, not less than 20 years, not more than life • Fine not more than $2 million if an individual, $5 million if other than an individual	• Not less than 10 years, not more than life • If death or serious injury, mandatory life • Fine not more than $4 million if an individual, $10 million if other than an individual
Marijuana	more than 10 kgs hashish; 50 to 99 kg mixture more than 1 kg of hashish oil; 50 to 99 plants	• Not more than 20 years • If death or serious injury, not less than 20 years, not more than life • Fine $1 million if an individual, $5 million if other than an individual	• Not more than 30 years • If death or seroius injury, mandatory life • Fine $2 million if an individual, $10 million if other than individual
Marijuana	1 to 49 plants; less than 50 kg mixture	• 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
Hashish	10 kg or less		
Hashish Oil	1 kg or less		

B. *New Jersey State and Local Drug and Alcohol Laws*

State of New Jersey

The purchase and consumption of alcohol is a right extended by the State of New Jersey. The legal age to purchase and consume alcoholic beverages in the State of New Jersey is twenty-one. (N.J.S.A. 9:17b-1)

Possession or Consumption of Alcoholic Beverages in Public Places by persons under legal age (N.J.S.A. 2C:33-IS)

Any person under the legal age to purchase alcoholic beverages who knowingly possesses without legal authority or who knowingly consumes any alcoholic beverage in any school, public conveyance, public place, place of public assembly, or motor vehicle is guilty of a disorderly persons offense and shall be fined not less than $500.

Purchase of Alcohol by/for the under aged (N.J.S.A. 33:1-81)

An under aged person who purchases or attempts to purchase alcohol, or who misstates his/her age, or a person of legal age who purchases alcohol for an under aged person faces a conviction of a disorderly persons offense, which incurs a fine of not less than $500 and loss of license for six months.

In addition, under aged persons may be required to participate in a state-sponsored alcohol education program.

Offering Alcoholic Beverages to Underage Person (N .J.S.A. 2C:33-17)
Anyone who purposely or knowingly offers or serves or makes available an alcoholic beverage to a person under the legal age for consuming alcoholic beverages or entices that person to drink an alcoholic beverage is a disorderly person. This provision does not apply to certain close relatives, certain activities confined to the home, or if the consumption is part of a religious observance.

Transfer of ID (N.J.S.A. 33:1-81.7)
Someone who is under aged and uses another person's ID card to obtain alcohol, or someone of legal age who gives his/her ID card to an under aged person so that he/she can obtain alcohol, faces a fine of up to $300 or up to 60 days in jail.

False ID (N.J.S.A. 2C:21-2.1 Id)
A person who knowingly possesses a document or other writing which falsely purports to be a driver's license or other document issued by a governmental agency and which could be used as a means of verifying a person's identity or age or any other personal identifying information is guilty of a crime in the fourth degree.

Host/Hostess Liability
Under a 1984 New Jersey Supreme Court decision, Kelly vs. Gwinnell, a host or hostess who serves alcoholic beverages to a guest, knowing that the guest is intoxicated and will soon be driving, can be held liable for injuries inflicted on a third party if that guest is involved in a motor vehicle accident.

Driving While Intoxicated
Operating Motor Vehicles While Under the Influence of Intoxicants (N.J.S.A. 39:4-50)
A person is said to be legally drunk in New Jersey if his/her blood alcohol concentration is at or above .08%.
Penalties: All persons convicted of DWI must pay an insurance surcharge of$ 1,000 per year for three years. In addition:

- For the first offense, there are additional fines and charges of at least $470 (bringing the total minimum charges for a first offense to $3,470); loss of license for 7-12 months; and a requirement to spend 12-48 hours in an Intoxicated Driver Resource Center. A first-time offender also faces a possible 30-day jail term.
- For a second offense, there are additional fines and charges of at least $720; loss of license for two years; a requirement to perform 30 days of community service and to spend 48 hours in an Intoxicated Driver Resource Center or jail. Also, there is a possible 90-day jail term.
- For a third offense, additional fines and charges of at least

$1,220; loss of license for 10 years; and a 180-day jail term. The insurance surcharge for a third-time offender is $1,500 per year for three years. These fines and charges do not include court and legal fees.

Driving While License is Suspended Due to DWI (N.J.S.A. 39.3-40)
If a person is found driving while his/her license is suspended due to a conviction for Driving While Intoxicated, that person upon conviction again shall be fined $500, shall have his license to operate a motor vehicle suspended for an additional period of not less than one year nor more than two years, and may be imprisoned in the county jail for not more than 90 days.

Refusal to Take the Breathalyzer Test (N.J.S.A. 39:4-50.4a)
Refusal to take the breathalyzer test where there is probable cause for arrest for DWI will result in up to 10 year loss of license, a fine of $300-$1000, and an obligation to satisfy the requirements of an alcohol education or rehabilitation program. A person can also be convicted of DWI without the results of a breathalyzer test. In that case, s/he will suffer all the additional fines and penalties specified for the DWI conviction.

Borough of Lodi, New Jersey
ORDINACE NO. 78-10
An ordinance prohibiting the consumption of alcoholic beverages in public and other places and providing penalties for the violation thereof. Be it ordained, by the Municipal council of the Borough of Lodi, in the county of Bergen and State of New Jersey as follows:
SECTION 1: No person shall consume, drink, or imbibe or offer to another for consumption, drinking or imbibing, any alcoholic beverages in or upon
(d) Any private property not his or her own, without the express permission of the owner or other person having authority to grant such permission
SECTION 3: For violation of any provision of this Ordinance, the maximum penalty shall, upon conviction of a violation, be a fine not exceeding Five Hundred ($500.00) Dollars, or imprisonment in the County Jail for a period not exceeding ninety (90) days or both, at the discretion of the court.

Borough of Rutherford, New Jersey
7-8. Consumption; possession of open containers.
A. No person shall drink or have in his possession any open container of alcoholic beverage in any public or quasi-public place or while in or on a public street or thoroughfare or while in a parked vehicle on any street or public thoroughfare in the Borough of Rutherford.
B. Every person who drinks or has in his possession an open container or any alcoholic beverages in any public or quasi-public place or on a public street or thoroughfare in the Borough of Rutherford shall, upon conviction, be subject to a fine of $50 for the first offense or violation and, in default of payment thereof, be imprisoned in the county jail for a period not exceeding 30 days, in the discretion of the court.
C. Every person who drinks or has in his possession an open container or any

alcoholic beverages in any public place or quasi-public place or on a public street or thoroughfare in the Borough of Rutherford shall, upon conviction, be subject to a fine of $100 for the second and each subsequent offense or violation and, in default of payment thereof, be imprisoned in the county jail for a period not exceeding 30 days, in the discretion of the court.

7-9. Prohibited transfers to minors.

A. It shall be unlawful for any person to sell, distribute, transfer, give or by any other means supply any beer, wine, alcohol or alcoholic beverage to any person under the legal age to purchase alcoholic beverages in any public or quasi-public place or while in or on a public street or thoroughfare or while in a parked vehicle on any street or public thoroughfare in the Borough of Rutherford, except such transfers between a parent and his minor child.

B. Every person who violates the provisions of Subsection A above shall, upon conviction thereof, be subject to a fine in an amount not exceeding $500 for each offense or violation or be imprisoned in the county jail for a period not exceeding 30 days in the discretion of the court.

7-21. Restrictions on minors.

A. Persons under the legal age for purchasing alcoholic beverages shall not be allowed in any room in which any bar is located unless accompanied by a parent or guardian.

B. No sale of alcoholic beverage for consumption on the licensed premises shall be made to any person under the legal age for purchasing alcoholic beverages.

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1 21 USC §801, *et seq.*

III. Health Risks

A. Drug Abuse

The following sub-categories are the most frequently used drugs, listed with their associated risks, per the National Institute of Drug Abuse (NIDA).[6]

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, forget- me pill, Mexican Valium, R2, roach, Roche, roofies, roofinol, rope, rophies]; GHB [also known as G, Georgia home boy, grievous bodily harm, liquid ecstacy, 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." Long- term 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

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[5] Part 608.04, *et seq.*

[6] National Institute of Drug Abuse (NIDA) website at https://www.drugabuse.gov/drugs- abuse/commonly-abused-drugs-charts: last visited on 09/21/2016

mental functioning, aggression, headache, and slowed breathing/heart rate.

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. Long- term 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], *promethazine- codeine 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." Long- term 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.[7] Alcohol Use Disorder or Alcoholism result from a continued pattern of drinking alcoholic beverages, dependence on alcohol, and disregard for consequences of alcohol intoxication.[8]

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.[9]

IV. Drug and Alcohol Programs

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[7] College Drinking Prevention website at http://www.collegedrinkingprevention.gov/NIAAACollegeMaterials/FactSheets/collegedrinkingfacts h eet.aspx: last visited on 09/21/2016

[8] National Institute of Alcohol Abuse and Alcoholism website at https://www.niaaa.nih.gov/alcohol- health/overview-alcohol-consumption/alcohol-use-disorders: last visited on 09/21/2016

[9] NIAAA website at https://www.niaaa.nih.gov/alcohol-health/alcohols-effects-body: last visited on 09/21/2016

The following programs and resources are available to currently enrolled students at Bergen:

Programming by the Center for Health, Wellness, and Personal Counseling

The Center for Health, Wellness and Personal Counseling Bergen Community College is dedicated to a pro-active approach to the education and prevention of alcohol and other drug use. Awareness about the use and abuse of alcohol and other drugs are a severe impediment to the overall success of students and employees has led to the implementation of an ever-growing program that strives to communicate the dangers and consequences of such use.

The Center maintains an ongoing collection of the latest brochures, which are available at all times to the entire Bergen community. These materials describe the health risks and dangers of alcohol and other drugs, as well as binge drinking, underage drinking, and driving while intoxicated.

The Center offers and facilitates a Mental Health Screening program and Mental Health Check-Up Days which include indicators for alcohol and drug addiction. This screening is offered to all appointments at the Center as well as at college-wide events such as Club Days.

The Center also maintains contact information for area treatment facilities.

The Center for Health, Wellness, and Personal Counseling, in collaboration with other campus departments and outside organizations, provides on-campus alcohol and other drug educational programming designed to inform the entire campus community on the most current information available. These include, but are not limited to, a presentations to student-athletes on the dangers of alcohol and athletics, promotional materials made available on all campuses, education pamphlets and resources made available on all campus locations, and partnership with other college offices to offer alcohol and drug free events.

The Center for Health, Wellness and Personal Counseling conducts Mental Health First Aid training programs for faculty and staff on campus.

Programming by the Office of Student Life and Student Conduct

The offices of Student Life and Student Conduct facilitate programming for the greater student population in an effort to provide a co-curricular experience focused on retention and alcohol alternative programming. Student Life and Student Conduct, along with two student run organizations, holds approximately 300 programs during the academic year. Programming is held throughout the week in an effort to provide students with information and a comprehensive set of alternative activities to recreational alcohol consumption. Student Life has and will continue to poll students on their programming interests as well as track attendance to verify programming effectiveness.

Benefits through Membership Affiliation with the Bergen County Prevention Coalition

The Center for Health, Wellness, and Personal Counseling is a member of the Bergen County

Prevention Coalition, a subsidiary of The Center for Alcohol and Drug Resources of Bergen County, and the New Jersey Higher Education Consortium on Alcohol and Other Drug Prevention and Education. This allows for constant dialogue with other counseling professionals on the latest empirical evidence and best practices on college campuses.

Two student conduct professionals are members of the Association of Student Conduct Administrators, a national professional organization. This membership allows for continuous professional development, training, and dialogue on implementing policy and sanctions for student conduct violations, including alcohol and drugs.

V. Disciplinary Sanctions

A. Employees

Faculty and staff who violate Bergen's Drug and Alcohol Policy may be subject to the following sanctions:

Employees who think that they may have an alcohol or drug use problem are urged to seek confidential assistance from the Bergen Community College Employee Assistance Program or their health insurance provider.

Faculty and staff who violate Bergen's Drug and Alcohol Policy may be subject to the following sanctions:

Employees who demonstrate a substance abuse problem may be given the option to seek assistance and thereby defer consideration of termination or other disciplinary action provided the employee adheres to the treatment plan set forth by his or her treatment provider. Employees who undergo voluntary counseling or treatment and who continue to work must meet all established standards of conduct and job performance.

If an employee violates the policy, he or she may be subject to disciplinary action up to and including demotion, suspension, or termination. The College, in its discretion, may choose not to terminate an employee, and in such event, the College, in addition to any disciplinary action, may refer the employee to a treatment and/or counseling program for substance abuse.

Any employee convicted for violation of any criminal drug statute must notify the College in writing, of said conviction no later than five (5) days after any such conviction. The College will take appropriate action within ten (10) days of receiving said notice of conviction.

B. Currently Enrolled Students

Students who violate Bergen's Drug and Alcohol Policy may be subject to the following sanctions:

1. ***Written Warning***- to the offender that the conduct must stop and any continuation may be a basis for more severe action.
2. ***Probation***- Notice that further violation of this *Code* may result in expulsion.
3. ***Suspension***- revocation of the privilege of attending the College and using its facilities for a period of not less than one semester and not more than two academic years.
4. ***Facilities Restriction***- Revocation or restriction of privileges for the use of some but not all College facilities.
5. ***Expulsion***- Permanent termination of student status and rights to be present on College property and attend/participate in College-sponsored events.
6. ***Referral to civil or criminal authorities.***

Any of the following may accompany a remedy and sanction.

1. ***Referral*** to appropriate psychological or psychiatric service for evaluation, mandated assessment, or other special help.
2. ***Campus-Wide Notice of No Trespass*** will accompany a sanction of suspension or expulsion from the College.
3. ***Other Educational Sanction:*** Educational sanctions meant to help students learn from their experiences. Other educational sanctions, such as reflection papers, required attendance at educational programs, letters of apology or other restorative assignments may be imposed consistent with the nature and severity of the violation(s).

A. When considering sanctions to be imposed, a range of factors may be considered, including but not limited to:
    a. The nature and severity of the incident;
    b. The disciplinary history of the student;
    c. The developmental needs of the student;
    d. The level of accountability and responsibility taken by the student;
    e. The level of cooperation from the student;
    f. The interests of the community and those impacted by the violation and;
    g. Any other aggravating, mitigating or relevant factors.

B. Underage students found in violation of the College's Alcohol Policy and/or sanctioned for the possession or distribution of illegal drugs will be subject to the College parental notification policy. (See FERPA Policies and Procedures in the Student Handbook). In addition, the College reserves the right, in accordance with the Family Education Rights and Privacy Act of 1974 (FERPA), to make public notification of the final results of certain student conduct actions (See FERPA Policy in The Guide). Such notification may include the name of the student offender and the type of violation, but will not disclose the names of any other students who were involved as victims or witnesses without their consent.

VI. Annual Notification of the DAAPP and Biennial Report

A. Employee Notification

Notification of the information contained in the DAAPP will be distributed to all current employees of the college via email at the start of each academic term.

B. Student Notification

Notification of the information contained in the DAAPP will be distributed to all currently enrolled students via email at the start of each academic term.

VII. Oversight Responsibility

The Office of the Vice President for Student Affairs shall have 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.