

Drug-Free and Alcohol-Free Campus and Workplace Annual Notification

TO: Eastern Florida State College Faculty, Staff, and Students

SUBJECT: Drug-Free and Alcohol-Free Campus and Workplace Annual Notification

DATE: August 22, 2024

Pursuant to Board Policy Governance Manual §800.11 and Procedures Manual §800.11, Eastern Florida State College publishes this Annual Notification to all faculty, staff, and students regarding the College's standards of conduct and disciplinary sanctions associated with the use or possession of alcohol and illegal drugs, as well as applicable federal, state, and local laws and penalties, health risks, and information about prevention and assistance available from the College and in the community.

I. COLLEGE STANDARDS OF CONDUCT AND POSSIBLE DISCIPLINARY SANCTIONS

a.

discipline including suspension or expulsion. Sanctioning a student for conduct prohibited by this section is not conditioned upon the student being cited or convicted in a court of law.

Procedures Manual, §201.5; _____: The College cannot

patient” under §381.986(1), Florida Statutes, shall continue to abide by federal law as it relates to marijuana, as well as any and all applicable College policies and procedures.

An employee convicted of any offense relating to the use, possession, purchase, solicitation, sale, manufacture, distribution, or delivery of alcohol, narcotics, controlled substances, prescription medication without a prescription, or other illegal drugs, must report such conviction to the Human Resources Office no later than the subsequent work day after the conviction.

Procedures Manual, §308.3: Unacceptable Possessions or Behaviors; manufacture, possession, dispensing or consumption, distribution, or sale of illegal drugs or controlled substances; or the appearance of an employee on College property in an intoxicated or drugged state are unacceptable. Alcohol is not permitted on College property except as officially approved by the President for a specific function.

Employee responsibility:

The College reserves the right to terminate any contracts or agreements it may have with vendors, independent contractors, student organizations, or other affiliates whose agents or members violate the College's alcohol or drug policies and procedures.

Despite the provisions of Article X, Section 29 of the Florida Constitution, as well as applicable Florida Statutes and implementing F.A.C. Rules, marijuana remains a controlled substance under federal law, and continues to be prohibited by the College. Thus, any member of the College community who meets the definition of "qualified patient" under §381.986(1), Florida Statutes, shall continue to abide by federal law as it relates to marijuana, as well as any and all applicable College policies and procedures.

II. RELEVANT LAWS AND POSSIBLE PENALTIES

a. Federal Drug Laws³

Federal drug laws prohibit the possession, distribution, sale, trafficking, cultivation, and manufacturing of various controlled substances. Prohibited drugs include marijuana, cocaine, methamphetamine, heroin, and a number of narcotic-based drugs such as Oxycodone and Vicodin, and more.

Marijuana Possession and Distribution

the federal system provides only limited opportunities for probation following a conviction on a drug crime. There is also no parole in the federal justice system.

Anyone charged with a Federal and State drug charge should be aware that the United States Supreme Court has ruled that a defendant does not face double jeopardy if he or she is convicted of certain drug offenses and can be charged in both state and federal courts for

8. [F.S. § 856.011](#). No person in the state shall be intoxicated and endanger the safety of another person or property, and no person in the state shall be intoxicated or drink any alcoholic beverage in a public place or in or upon any public conveyance and cause a public disturbance. Any person violating this provision is guilty of a misdemeanor of the second deg

Sec. 14-6. -

III. HEALTH RISKS OF DRUGS AND ALCOHOL⁶

Alcohol: Alcohol consumption causes a number of marked changes in behavior. Even low doses significantly impair the judgment and coordination required to drive a car safely, increasing the likelihood of an accident. Low to moderate doses of alcohol also increase the incidence of a variety of aggressive acts, including spouse and child abuse. Moderate to high doses of alcohol severely alter a person's ability to learn and remember information. Very high doses, or low doses combined with other depressants of

Inhalants: A variety of psychoactive substances have been inhaled as gases or volatile liquids. Many popular commercial preparations such as paint thinners and cleaning fluids are mixtures of volatile substances making it difficult to be specific about their various effects. Immediate negative effects of inhalants may include nausea, sneezing, coughing, nose bleeds, fatigue, lack of coordination, and loss of appetite. Solvents and aerosol sprays may also decrease the heart and respiratory rates and impair judgment. Amyl and butyl nitrate cause rapid pulse, headaches, and involuntary passing of urine and feces. Long-term use may result in hepatitis or brain damage, weight loss, fatigue, electrolyte imbalance, and muscle weakness. Repeated sniffing of concentrated vapors over time can lead to permanent damage of the nervous system.

Narcotics: Narcotics include heroin, methadone, morphine, codeine, OxyContin, Vicodin, and opium. After an initial feeling of euphoria, usage causes drowsiness, nausea, and vomiting. Effects of overdose include slow and shallow breathing, clammy skin, convulsions, coma and possible death. Physical and psychological dependence is high, and severe withdrawal symptoms include watery eyes, runny nose, loss of appetite, irritability, tremors, panic, cramps, nausea, chills, and sweating. Use of contaminated syringes may cause AIDS and hepatitis.

Stimulants: Amphetamines and other stimulants include "ecstasy" and "ice" as well as prescription drugs such as Adderall and Ritalin. The physical effects produced are elevated heart and respiratory rates, increased blood pressure, insomnia, and loss of appetite. Sweating, headaches, blurred vision, dizziness, and anxiety may also result from use. High dosage can cause rapid or irregular heartbeat, tremors, loss of motor skills and even physical collapse. Long-term use of higher doses can produce amphetamine psychosis which includes hallucinations, delusions and paranoia.

IV. PREVENTION AND ASSISTANCE

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- b. For Employees: EFSC's [Employee Assistance Program \(EAP\)](#) is provided by BayCare Behavioral Health. All full-