



Drug & Alcohol Prevention Program (DAAPP)

2022 Annual Report

The Drug Free Schools and Campuses Regulations (34 CFR Part 86) of the Drug-Free Schools and Communities Act (DFSCA) require an Institution of Higher Education (IHE) such as Dawson Community College (DC), to certify that it has implemented programs to prevent the abuse of alcohol and use, and /or distribution of illicit drugs both by DC students and employees either on its premises and as a part of any of its activities. At a minimum, an IHE must annually distribute the following in writing to all students and employees:

- I. Standards of conduct that clearly prohibit the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees;
- II. A description of the legal sanctions under local, state, or federal law for the unlawful possession or distribution of illicit drugs and alcohol;
- III. A description of the health risks associated with the use of illicit drugs and alcohol abuse;
- IV. A description of any drug or alcohol counseling, treatment, or rehabilitation or reentry programs that are available to employees or students; and
- V. 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 or law.

I. Standards of Conduct

A. Employees

Dawson Community College is in compliance with the Drug-Free Workplace Act (41 U.S.C. 701) and the Drug Free Schools and Communities Act (20 U.S.C. 1145g). See Dawson Community College Handbook.

B. Students

Students attending Dawson Community College are held responsible to our Student Code of Conduct. In addition to local, state and federal laws, our Student Code of Conduct prohibits: Illegal or Unauthorized Possession/Use of Alcohol and Drugs.

This includes the unauthorized use, possession, manufacturing or distribution of illegal drugs, controlled substances, look-alike drugs, narcotics or alcoholic beverages or being under the influence of the same. Prohibited conduct includes the use of a prescription drug if the prescription was not issued to the student and sniffing toxic vapors.

Sanctions for violating this standard of conduct are outlined in Section V (B) below. A full version of the [Student Code of Conduct \(PDF\)](#) can be found in the current Dawson Community College Catalog under the Section Student Rights and Responsibilities.



II. Legal Sanctions

The Dawson Community College Department of Public Safety enforces all federal and state laws and local ordinances.

A. Federal

Federal law provides criminal and civil penalties for unlawful possession or distribution of a controlled substance. Under the Controlled Substance Act, 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 or real property), ineligibility to possess a firearm, and potential ineligibility to receive federal educational benefits (such as student loans and grants).

Montana Law Governing Marijuana

The Montana Medical Marijuana Act (MMA) conflicts with federal criminal laws governing controlled substances, as well as federal laws requiring institutions receiving federal funds, by grant or contract, to maintain drug-free campuses and workplaces. Dawson Community College receives federal funding that would be in jeopardy if those federal laws did not take precedence over state law. Thus the use, possession or cultivation of marijuana in any form and for any purpose continues to violate the Rules and Regulations of Dawson Community College and is prohibited at Dawson Community College.

For a more detailed list of Federal offenses and sanctions please visit, www.getsmartaboutdrugs.gov
Part D: Offenses and Penalties.

B. State

The State of Montana has numerous laws regulating the possession and use of controlled substances and alcohol. As an example, under current M state law, “a person shall not knowingly or intentionally possess or distribute a controlled substance.” If an individual is found guilty of a violation of the state law, they may be subject to large fines and imprisonment. The penalty is based on many different factors, including the amount and type of drug, where the criminal act took place, and whether the criminal act was a first or repeat offense. For drug possession offenses, the statutorily authorized penalties range from (1) a \$100 fine for a person under 21 years of age who possesses not more than 2.5 ounces of marijuana to (2) up to 20 years imprisonment and/or \$250,000 fine for possession of narcotics (Cocaine, heroin or another narcotic)

State of Montana controlled substance laws and penalties

C. Standards of conduct and legal sanctions under local, state and federal laws

Revised: April 2020 from Montana Code Annotated 2019



Montana Driving Laws: Drugs and Alcohol

Unlawful Act	Law	Statute
Circumstantial "DUI" Driving Under the Influence of Drugs or Alcohol	<p>"Under the influence" means that as a result of taking into the body alcohol, drugs, or any combination of alcohol and drugs, a person's ability to safely operate a vehicle has been diminished. If a driver's ability to safely operate a vehicle has been diminished by alcohol (regardless of BAC level, even if less than 0.08%) and/or drugs.</p> <p>"Drugs" include:</p> <ul style="list-style-type: none"> • prescription drugs, • marijuana (medical or not), • illicit drugs, • any other illegal drug 	<p>MCA§ 61-8-401</p>
"BAC" DUI (Non-Commercial) Driving a non-commercial vehicle with excessive blood alcohol concentration	<p>A blood alcohol content "BAC" violation is different from a Circumstantial DUI because the law requires only evidence that the driver's blood alcohol concentration is greater than or equal to .08% (BAC .08%).</p> <p>If the driver is under 21 years of age, blood alcohol concentration need only be greater than or equal to .02% (SAC .02%).</p>	<p>MCA§ 61-8-406 BAC 0.08 or Greater (Non-Commercial)</p> <p>MCA§ 61-8-410 Under 21 BAC greater than or equal to 0.02</p>
"BAC" DUI (Commercial) Driving a commercial vehicle with excessive alcohol concentration	<p>If the blood alcohol concentration of the driver of a Commercial Motor Vehicle is greater than or equal to .04%. (BAC 0.04%).</p> <p>If you have a CDL, you risk losing your livelihood as there are other severe penalties for those that possess a CDL (even if you drive impaired in your personal vehicle).</p>	<p>MCA § 61-8-806 Operation of Commercial Vehicle with BAC of greater than or equal to 0.04</p>

"Aggravated DUI"	<p>If the driver:</p> <ul style="list-style-type: none"> • Has (BAC 0.16%) or more • Is already subject to ignition interlock restrictions • Has suspended or revoked driver license • Has a prior refusal to provide BAC evidence, or • Has prior DUI/BAC conviction. 	MCA§ 61-8-465
"Open Container"	<p>If any person in a vehicle has an open alcoholic beverage container on a public road.</p> <ul style="list-style-type: none"> • Not a criminal offense, • May not be recorded on a driver's record, and • Insurance company may not increase premiums. 	MCA§ 61-8-460
"DUI Drugs" MARIJUANA	<p>It is unlawful for any person to drive or be in actual physical control of a commercial or non-commercial motor vehicle while the person's delta-9-tetrahydrocannabinol level, excluding metabolites, as shown by analysis of the person's blood, is 5 ng/ml or more.</p>	MCA§ 61-8-411

Implied Consent and Preliminary Alcohol Screening Test: MCA §§ 61-8-402, 61-8-409,

Definitions

Implied Consent: A driver on public roads in Montana has, by law, consented to chemical test of their blood, breath, or urine to detect and/or measure the amount of alcohol or drugs in the person's system, if the driver has been arrested for driving under the influence of alcohol or drugs.

If the person refuses to submit to a test, the arresting officer will seize the person's driver license and issue a temporary driving permit (effective twelve hours after issuance and valid for five days).



If a person refuses to submit to a test, and has prior refusal to consent, or a prior or pending conviction for DUI, the officer may apply for a search warrant to get a blood sample.

Preliminary Alcohol Screening Test: A driver on public roads in Montana has, by law, consented to a preliminary alcohol-screening breath test to estimate alcohol concentration in the person's system, if the driver is suspected of driving under the influence of alcohol or drugs.

Penalties for Refusal of Preliminary Alcohol Screening Test

<i>License Type</i>	<i>First Refusal</i>	<i>Second and Subsequent Refusals</i>
Non-Commercial License	Upon a first refusal, a suspension of 6 months with no provision for a restricted probationary license;	Upon a second or subsequent refusal within 5 years of a previous refusal, as determined from the records of the department, a suspension of 1 year with no provision for a restricted probationary license.
Commercial Driver License	upon a first refusal, suspend the person's commercial driver's license for a 1-year period	upon a second or subsequent refusal, suspend the person's commercial driver's license for life.

Impaired Driving in Montana: Over Age 21

<i>Penalties</i>	<i>Terms</i>
Jail* : DUI <i>(MCA§ 61-8-401)</i>	1st Conviction: 24 Hours - 6 Months 2nd Conviction: 7 Days -1 Year 3rd Conviction: 30 Days -1 Year



<p>Jail*: BAC <i>(MCA§ 61-8-406)</i></p>	<p>1st Conviction: Up to 6 Months 2nd Conviction: 5 Days - 1 Year 3rd Conviction: 30 Days -1 Year</p>
<p>Jail*: BAC <i>(MCA§ 61-8-465 Excessive BAC or Marijuana)</i></p>	<p>1st, Conviction: Up to 6 months 2nd, Conviction: 5 Days –1 Year 3rd, Conviction: 30 Days -1 Year</p>
<p>Fine(s)</p>	<p>1st, Conviction: \$600 - \$1,000 2nd, Conviction: \$1200 - \$2,000 3rd, Conviction: \$2,500 - \$5,000</p> <p><i>Fines <u>DO NOT</u> include court costs / attorney’s fees.</i></p> <p><i>Fines & Jail time typically double if passengers under age 16 were in the vehicle at the time of arrest. <u>45-5-207</u> Felony Criminal Endangerment may be charged.</i></p>

<p>Penalties</p>	<p>Terms</p>
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<p>Drivers License</p>	<p>1st, Conviction: 6 Months</p> <p>2nd, Conviction: 1 Year</p> <p>3rd, Conviction 1 Year</p> <p>A driver's license suspension commences from the date of conviction. For many offenders, the privilege to drive is withdrawn for the entire period listed above. A DUI / BAC violation in a personal (non-commercial) vehicle will impact a commercial drivers license, sometimes for life. If the 1-year suspension period passes and the person has not completed a chemical dependency education course, treatment, or both, as required under MCA 61-8-732 & 44-4-1205, the license suspension remains in effect until the Course or treatment, or both, are completed.</p>
<p>Restricted Probationary Driver License</p>	<p>Judge decides if and when driver is eligible for a restricted probationary driver license.</p> <ul style="list-style-type: none"> • If the driver refused an alcohol test, a restricted probationary driver license is not allowed. • A \$200 driver license reinstatement fee is required. <p>Driving permitted ONLY to and from driver's home, work, school, required chemical dependency programs, or location reasonably related to family matters.</p>
<p>Driver Record</p>	<p>A DUI/BAC conviction is on the Driver Record for Life.</p> <ul style="list-style-type: none"> • 10 conviction points added to Driver Record for each DUI/BAC conviction • 30 conviction points= "Habitual Traffic Offender" = Driver License Revocation <p>(MCA§ 61-11-203)</p> <p>Five Year Look Back Period:</p> <p>If a driver is guilty of a DUI/BAC offense and less than 5 years have passed between the present offense and a previous conviction, then the driver has committed a 2nd or 3rd DUI/BAC offense under the law.</p> <ul style="list-style-type: none"> • After 3 lifetime DUI/BAC convictions, all convictions are counted regardless of the time that has passed (MCA§ 61-8-734). • A 4th conviction is a felony offense. There is no limitation on the look-back period for 4th or subsequent offenses.



<p>Ignition Interlock</p>	<p>Judge may order ignition interlock for 1st DUI/BAC conviction. Minimum, a 2nd 3rd, or subsequent DUI/BAC offender restricted to ignition interlock, must:</p> <ul style="list-style-type: none"> • complete 45 days of the 1-year suspension (2nd offense), • complete 90 days of the 1-year suspension (3rd offense), or • become an authorized DUI Court participant. <p>Offender must pay all costs of ignition interlock device and may need to lease more than one.</p> <ul style="list-style-type: none"> • Alternative: Judge may order every vehicle owned by driver to be seized.
<p>A - Assessment C-Course T - Treatment</p> <p>Chemical Dependency</p>	<p>If convicted, a DUI offender will be court-ordered to:</p> <ul style="list-style-type: none"> • receive a mandatory alcohol/drug assessment • attend a chemical dependency education course, and • treatment and monitoring for a 2nd and 3rd time offender (may be ordered for 1st time offender if found to be chemically dependent). <p>Offenders must attend, complete, and pay all requirements.</p>
<p>Penalties</p>	<p>Terms</p>
<p>4th Conviction - Felony</p>	<p>Fourth offense is a felony.</p> <ul style="list-style-type: none"> • Jail: Minimum 13 Months - Maximum Five Years <p>If offender completes alcohol treatment program, then remainder of the 13-month sentence must be served on probation.</p> <ul style="list-style-type: none"> • This sentence may not be deferred or suspended, not eligible for parole. • A fine not less than \$1,000 or more than \$10,000 • Driver's vehicle owned and operated by at the time of offense will be seized.



Under Age 18

Penalties	1st Conviction	2nd Conviction	3rd Conviction
Jail	None	None	None
Fine	\$100 - \$500 <i>(Not Including Court Costs)</i>	\$200 - \$500 <i>(Not Including Court Costs)</i>	\$300 - \$500 <i>(Not Including Court Costs)</i>
License	Same as for ages 18-20, but no probationary driver license for first 30 days of suspension.	Same as for ages 18-20, but no probationary driver license for first 30 days of suspension.	Same as for ages 18-20, but no probationary driver license for first 30 days of suspension.
Courses and Treatment	Same as for ages 18 - 20	Same as for ages 18-20	Same as for ages 18-20

Ages 18-20

Penalties	1st Conviction	2nd Conviction	3rd Conviction
Jail	None	Maximum: 10 Days	Minimum: 24 Hours Maximum: 60 Days
Fine	\$100 - \$500 <i>(Not Including Court Costs)</i>	\$200 - \$500 <i>(Not Including Court Costs)</i>	\$300 - \$500 <i>(Not Including Court Costs)</i>



License	Suspension: 90 Days or 6 Months if BAC \geq 0.08 . If BAC \geq 0.18, then ignition interlock device may be ordered.	Suspension: 6 Months If restricted probationary license is allowed, ignition interlock device is required.	Suspension: 1 Year If restricted probationary license is allowed, ignition interlock device is required.
Courses and Treatment	Court-ordered to: <ul style="list-style-type: none"> • receive alcohol/drug assessment , • attend chemical dependency education course , and • treatment and monitoring if found to be chemically dependent. Must complete and pay for all requirements.	Court-ordered to: <ul style="list-style-type: none"> • receive alcohol/drug assessment, • attend chemical dependency education course, and • treatment; monthly monitoring for at least one year. Must complete and pay for all requirements.	Court-ordered to: <ul style="list-style-type: none"> • receive alcohol/drug assessment, • attend chemical dependency education course, and • treatment; monthly monitoring for at least one year. Must complete and pay for all requirements.

"Real-life consequences" of DUI/BAC: increased insurance rates, restricted travel to other countries, and decreased education and career opportunities.

Minors and Alcohol in Montana (Under Age 21)

"Minors in Possession": A person under the age of 21 who knowingly consumes or has in the person's possession an intoxicating substance. ([MCA 45-5-624](#))

Under Age 18

Penalties for MIP (MCA § 45-5-624)	1st Conviction	2nd Conviction	3rd Conviction



Fine	Minimum \$100 Maximum \$300 <i>(Not Including Court Costs)</i>	Minimum \$200 Maximum \$600 <i>(Not Including Court Costs)</i>	Minimum \$300 Maximum \$900 <i>(Not Including Court Costs)</i>
Community Service	20 Hours	40 Hours	60 Hours
Jail	None	None	May be transferred to Youth Court
Driver License	Confiscated by Court: 30 days	Confiscated by Court: 6 Months	Confiscated by Court : 6 months
Substance Abuse Information Course	Must complete and pay for community-based substance abuse information course.	Must complete and pay for community-based substance abuse information course.	Must complete and pay for community-based substance abuse information course.

Ages 18-20

Penalties for MIP <u>(MCA § 45-5-624)</u>	1st Conviction	2nd Conviction	3rd Conviction
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Fine	Minimum \$100 Maximum \$300 <i>(Not Including Court Costs)</i>	Minimum \$200 Maximum \$600 <i>(Not Including Court Costs)</i>	Minimum \$300 Maximum \$900 <i>(Not Including Court Costs)</i>
Community Service	20 Hours	40 Hours	60 Hours
Jail	None	None	May be transferred to Youth Court
Driver License	None	None	None
A - Assessment (- CourseT - Treatment Chemical Dependency	Must complete and pay for community-based substance abuse information course.	Must attend community- based substance abuse information course, receive a mandatory alcohol/drug assessment ,potential, treatment and monitoring.	Must attend community- based substance abuse information course, receive a mandatory alcohol/drug assessment , potential treatment and monitoring

Other Alcohol-Related Information

Under 21 Attempting to Purchase: Fine - Maximum \$150; Community Service.

Sale of Alcohol to Someone Under 21 Years of Age: Fine - Maximum \$500 (2nd Conviction : Maximum \$1,000) and/or Jail (County): Maximum 6 Months.

Drinking in Public (Missoula City Ordinance 9.26.020): Cannot openly drink in public places including vehicles, streets, avenues, alleys, parking lot s. Fine - (TBD)



Montana Drug-Related Laws / [MCA Title 45 Chapter 9 Dangerous Drugs](#)

Drug or Crime/ MCA Code§	Quantity/ Illegal Action	Penalties
Marijuana / Hashish MCA § 45-9-102(2)	<i>60 Grams Marijuana</i> <i>or 1 Gram Hashish</i>	1st Conviction: Misdemeanor Fine: Not to exceed - \$500 2nd Conviction: Fine: Not to exceed - \$500 Jail not to exceed 6 months or both 3rd, Conviction: Fine: Not to exceed \$1000 Jail Not to exceed 1 year or both
Anabolic Steroids MCA § 45-9-102(3)	<i>Possession</i>	Misdemeanor Fine: Minimum \$100 - Maximum \$500 and/or Jail (County): Maximum 6 Months
Opiate MCA § 45-9-102(3)	<i>Possession</i>	Fine: Maximum \$50,000 and/or Jail (Prison): Not to exceed 5 Years
Other "Dangerous Drugs" MCA § 45-9-102(3)	<i>Possession</i>	Fine: Maximum \$50,000 and/or Jail (Prison): Not to exceed 5 Years



<p>Manufacture or Delivery of Drug Paraphernalia <i>MCA § <u>45-10-104</u></i></p>	<p><i>Possession, Delivery, Production</i></p>	<p>Misdemeanor Fine : Maximum \$500 and/or Jail (County): Not to exceed 6 Months</p>
<p>Delivery of Drug Paraphernalia to Minor <i>MCA § <u>45-10-105</u></i></p>	<p><i>Violation of MCA § 45-10-104 + Delivery to Age < 18</i></p>	<p>Misdemeanor Fine: Maximum \$1,000 and/or Jail (County): Not to exceed 1 Year</p>
<p>Unlawful Sale of Drugs or Alcohol to Underage Person <i>MCA § <u>45-5-623</u></i></p>	<p>Sells or gives intoxicating substance to minor under the age of 18 (drugs / tobacco) or under the age of 21 (alcohol)</p>	<p>Misdemeanor Fine: Maximum \$500 (\$1,000 2nd offense) and/or Jail (County): Not to exceed 6 Months</p>



Drug or Crime/ MCA Code§	Quantity/ Illegal Action	Penalties
Fraudulently Obtaining Drugs MCA § <u>45-9-106</u> and <u>45-9-104</u>	Fraudulently (forging, lying to doctor, using fake ID) attempts or obtains dangerous drugs. <u>Altering Drug Labels</u>	1st Conviction Fine : Maximum \$50,000 and/or Jail (prison): Minimum 1 Year - Maximum 5 Years 2nd Conviction Fine: Maximum \$50,000 and/or Jail (prison): Minimum 5 Years - Maximum 10 Years <u>Jail: Not to exceed 6 months</u>
Criminal	Actually or offers to:	1st Conviction Jail (Prison): Not to exceed 25 Years and/or
Distribution of		Fine: Not to exceed \$50,000 More severe sentence: Distribution to minor under age 18 and/or distribution within 1,000 ft. school zone.
Dangerous Drugs	Sell, barter,	2nd Conviction Jail (Prison): Minimum 10 Years, Maximum Life Sentence and/or Fine: Maximum \$50,000 More severe sentence:
<u>MCA § 45-9-101</u>	exchange, or give	Distribution to minor under age 18 and/or distribution within 1,000 ft. school zone. 3rd Conviction
	away any dangerous	Jail (Prison): Minimum 20 Years, Maximum Life Sentence and/or Fine: Maximum \$50,000 More severe sentence: Distribution to minor under age 18 and/or distribution within 1,000 ft. school zone.
	drugs {besides	



	Marijuana).	
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Federal Drug Penalties: Possession of Controlled Substance

Penalty	1st Conviction	2nd Conviction	3rd Conviction or Subsequent
Fine	Minimum \$1,000 Maximum \$100,000	Minimum \$1,000 Maximum \$250,000	Minimum \$5,000 Maximum \$250,000
Prison	Maximum 1 Year	Minimum 15 Days Maximum 2 Years	Minimum 90 Days Maximum 3 Years

Further Provisions

Forfeiture of Property: If the jail sentence is more than 1 year, then the property (including vehicles, etc.) used to possess drugs must be forfeited to authorities.

Civil Fine: Maximum \$10,000.

Loss of Federal Benefits: Ineligible for student loans, grants, contracts, and professional and commercial licenses, up to 1 year for 1st conviction, up to 5 years for 2nd conviction. Ineligible to receive or purchase a gun.

C. Local

Local municipalities may have ordinances that include but are not limited to penalties for: consumption of alcohol in public places and the possession, manufacture, delivery, and advertising of drug paraphernalia. Sanctions could range from a civil infraction with attached fines to probation, rehabilitation, or even imprisonment.

III. Health Risks

According to the National Institute of Drug Abuse (NIDA), the following are risks associated with drugs and alcohol abuse.¹



¹ Information regarding health risks associated with drug abuse was obtained from the [National Institute of Drug Abuse \(NIDA\) website](#) (website last visited on 1/21/14).

A. Drug Abuse

The following is a list of the most frequently used drugs and the risks associated with their use.

1. Cannabinoids (marijuana & hashish)
Known risks are cough, frequent respiratory infections, possible mental health decline and addiction.
2. Opioids (heroin & opium)
Known risks are constipation, endocarditis, hepatitis, HIV, addiction and fatal overdose.
3. Stimulants (cocaine, amphetamine & methamphetamine)
Known risks are weight loss, insomnia, cardiac or cardiovascular complications, stroke, seizures and addiction. Specific risks associated with cocaine use include nasal damage from snorting. Specific risks associated with methamphetamine use include severe dental problems.
4. Depressants (barbiturates, benzodiazepines & sleep medications)
Known risks are lowered blood pressure, slowed breathing, tolerance, withdrawal, addiction; increased risk of respiratory distress and death when combined with alcohol.
5. Club Drugs (MDMA-methylene-dioxy-methamph-etamine) also known as: [Ecstasy, (also known as: 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: Gamma- hydroxybutyrate: G, Georgia home boy, grievous bodily harm, liquid ecstasy, soap, scoop, goop, liquid X])
Known risks are sleep disturbances, depression, impaired memory, hyperthermia, addiction. Risks specific to GHB are unconsciousness, seizures, and coma.
6. Dissociative Drugs (Ketamine [also known as: Ketalar SV: cat Valium, K, Special K, vitamin K]; PCP and analogs [also known as: Phencyclidine: angel dust, boat, hog, love boat, peace pill]; Salvia divinorum [also known as: Salvia, Shepherdess's Herb, Maria Pastora, magic mint, Sally-D]; Dextrometh- orphan (DXM) [also known as: cough and cold medications: Robotripping, Robo, Triple C]).
Known risks are anxiety, tremors, numbness, memory loss, and nausea.
7. Hallucinogens (LSD [also known as: Lysergic acid diethylamide: 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 risks are flashbacks and Hallucinogen Persisting Perception Disorder.
8. Other Compounds (Anabolic steroids [also known as: Anadrol, Oxandrin, Durabolin, Depo-Testosterone, Equipoise: roids, juice, gym candy, pumpers]; Inhalants [also known as: Solvents (paint thinners, gasoline, glues); gases (butane, propane, aerosol propellants, nitrous oxide); nitrites (isoamyl, isobutyl, cyclohexyl): laughing gas, poppers, snappers, whippets])
Known risks for anabolic steroids are hypertension, blood clotting and cholesterol changes, liver cysts, hostility and aggression, acne, (in adolescents) premature stoppage of growth, (in males)



prostate cancer, reduced sperm production, shrunken testicles, breast enlargement, (in females) menstrual irregularities, and development of beard and other masculine characteristics. For inhalants, the known risks are “cramps, muscle weakness, depression, and memory impairment, damage to cardiovascular and nervous systems, unconsciousness, and sudden death.

B. Prescription Drug Abuse

Commonly abused classes of prescription drugs include opioids (for pain), central nervous system (CNS) depressants (for anxiety and sleep disorders), and stimulants (for ADHD and narcolepsy). The use of prescription medications by anyone other than the prescribed individual is illegal and dangerous. Known health risks for inappropriate or illegal use include those listed above for these drug categories.

C. Nicotine Abuse

Nicotine can be found in cigarettes, cigars, bidis, and smokeless tobacco (snuff, spit tobacco, chew). Known health risks include chronic lung disease, cardiovascular disease, stroke, cancers of the mouth, pharynx, larynx, esophagus, stomach, pancreas, cervix, kidney, bladder, and acute myeloid leukemia; adverse pregnancy outcomes and addiction.

D. Alcohol Abuse

Known health risks include increased risk of injuries, violence, fetal damage (in pregnant women), depression, neurologic deficits, hypertension, liver and heart disease, addiction and fatal overdose.

Alcohol affects every organ in the drinker's body and can damage a developing fetus. Intoxication can impair brain function and motor skills; heavy use can increase risk of certain cancers, stroke, and liver disease. Alcoholism or alcohol dependence is a diagnosable disease characterized by a strong craving for alcohol, and/or continued use despite harm or personal injury. Alcohol abuse, which can lead to alcoholism, is a pattern of drinking that results in harm to one's health, interpersonal relationships, or ability to work.

IV. Drug and Alcohol Programs

The following training, programs, resources, counseling, treatment, rehabilitation or reentry programs are available to employees and/or students as described below.

A. Employees

- The Human Resources Department offers a free online training module for all employees, through Global Compliance Network (GCN), on drug and alcohol awareness.
- The College offers an Employee Assistance Program (EAP), contracted through LifeWorks, free and accessible to any employee 24 hours a day, seven days a week who may be seeking confidential counseling, assessment and/or treatment options. The EAP is a benefit paid for by the College in addition to other employee benefits. Employees are eligible for up to three pre-treatment and assessment interviews at no cost for problems requiring further assistance.



- Online Training Promoting an Alcohol- and Drug-Free Workplace: Human Resources is providing Employee Drug-Free Workplace Education Training about promoting an alcohol- and drug-free workplace. Different accessible versions are available at the Drug-Free Workplace Education webpage <https://www.samhsa.gov/workplace/toolkit> . The training includes information about the requirements of the policy, the prevalence of alcohol and drug abuse and its impact on the workplace, how to recognize the link between poor performance and alcohol or drug abuse, the progression of the disease of addiction, and assistance that may be available to employees.
- Leaves of Absence. Dawson Community College offers leaves covered under the Family and Medical Leave Act and those not covered by the Act. Employees may work with Dawson Community's Human Resources Department to request a leave to participate in treatment, and the reason for the leave is maintained confidentially. Leaves may be full leaves, meaning the employee is entirely absent from work, or the employee may take intermittent leave of absence. Leaves are coordinated through and documented by the employee's treatment provider.
- The Dawson Community College offers a [free alcohol screening tool](#).

B. Students

DAAPP policy notifications to all Dawson Community College students and employees is made in the following ways:

- Email notification will be sent at the start of each semester; fall, winter and spring
- Provided as part of the Clery Report
- Reviewed during new employee orientation
- Provided on the feature page of Dawson Community College home page
- Provided in the A-Z index
 - The communication can be viewed on this page.
 - The Dawson Community offers a [free alcohol screening tool](#).
 - At the end of each anonymous screening, the student will receive an immediate result that can be printed and taken to a clinician for further evaluation. A screening test is not a substitute for a complete evaluation but it can help them learn if their symptoms are consistent with depression, bipolar disorder, an alcohol problem, an anxiety disorder or post-traumatic stress disorder and how to access help. This program is designed for individuals age 17 and above. The online screening is completely confidential.
 - Through the Dawson Community College partnership with One Health, students have low cost access to licensed counselors on campus for initial screening/consultation in regards to a concern around substance use, with possible referral to an outside agency.
 - Student athletes are presented with general information during their Orientation about alcohol/drug use, as well as resources if they find themselves struggling with abuse.



C. Local Resources

The following drug and alcohol related services and resources are available through local agencies.

- Eastern Montana Community Mental Health Center - 2016 N Merrill Ave, Glendive, MT 59330
Crisis Line 406-377-6074 Phone: 406-377-6075 Clinical Office, 406-377-6975 – Intake—ask for
Joy Hours of Facilities: Normal Business Hours are Weekdays 8:00 – 12:00 and 1:00-5:00.
- One Health - Glendive - 303 N Harmon, Glendive, MT 59330 Phone: 406-815-5831 - Provides
telehealth appointments
- Glendive Medical Center - 202 Prospect Dr, Glendive, MT 59330 To make an appointment with a
mental health provider call: 406-345-8901

Referral to other treatment providers can be found at 800-662-HELP, or at
<http://findtreatment.samhsa.gov>.

V. Disciplinary Sanctions

Dawson Community College will impose sanctions on students and employees for violation of Dawson Community's policies and standards of conduct (consistent with federal, state, and local laws) up to and including reprimands, expulsion, termination, and referral for prosecution. Possible sanctions are described in more detail below.

A. Employees

The Director of Human Resources handles matters that require disciplinary action at Dawson Community College. The concept of progressive discipline will be utilized in most cases, taking into consideration the severity of the incident, prior disciplinary action, etc.

The following corrective actions (sanctions) may be imposed by the College for a drug and alcohol violation:

1. Verbal Notice. The supervisor will meet with the employee to discuss the problem and the improvements that are expected. The supervisor will document the meeting and place a copy of the results of that meeting in the department's employee file.
2. Written Warning. A formal, written reminder documenting the problem and expected improvements. A copy of the formal written notice is provided to the employee, is placed in the department file and the Human Resources employee file.
3. Suspension Without Pay. A formal, written explanation of the problem and time off to emphasize the seriousness of the problem and that dramatic behavior change is needed immediately. A copy of the suspension without pay notice is provided to the employee, is placed in the department file and the Human Resources employee file.
4. Final Written Warning. The College may, at its discretion, choose to impose a final written warning in lieu of suspension. Exempt salaried personnel who are suspended for less than one week shall receive their wages in accordance with the Fair Labor Standards Act.
5. Termination. When it has been determined that an employee is unable or unwilling to meet the conditions of employment at Dawson Community College, termination results.



B. Students

The Dean of Student Success handles matters that require disciplinary action at Dawson Community College. The concept of progressive discipline will be utilized in all cases, taking into consideration the severity of the incident, the number of times the student has been referred to the conduct system, etc.

The following sanctions may be imposed by the College for general misconduct:

1. Verbal reprimand. A formal and documented conversation by an authorized College official with a student regarding a violation and possible consequences if misconduct continues.
2. Written reprimand. A formal document from an authorized College official to a student regarding a violation. This document will be preserved in a student record.
3. Disciplinary probation. The imposition of a period of observation and review of conduct during which the student or recognized student organization must demonstrate compliance with College standards. Terms of this probationary period will be determined at the time probation is imposed.
4. Disciplinary suspension. A temporary loss of student status or recognition as a student organization for a specified length of time.
5. Permanent Expulsion. The termination of a student's enrollment at Dawson Community College. This means the student may no longer participate in any Dawson Community College activity or be on Dawson Community College property owned, operated, leased, or maintained for any purpose.
6. Other Sanctions. Conditions or discipline may be imposed instead of, or in addition to, specific sanctions listed in this section. These may include, but are not limited to: recommendations for counseling, establishment of mandatory behavior conditions/contract-signing stating agreed-upon behavior expectations for continued enrollment or re-enrollment; loss of access to college computers and/or network; a specific project designed to assist the student in better understanding the overall impact of his or her behavioral infraction; a contract of terms for restitution of damages/stolen property before enrollment is continued and/or records are released; suspension without pay from his or her on campus job; restricted participation in extra-curricular activities or interscholastic or leadership positions, or community service.
7. Withdrawal Agreement. A mutual plan reached in certain cases where a student's behavior and continued enrollment may adversely affect his or her well-being. A designated official of the College and the student may agree to discontinue the student's attendance at Dawson Community College for a specified amount of time and agree to conditions for re-admittance to the College. In such instances, both the designated official and the student will sign a written Withdrawal Agreement.
8. Loss of Recognition. An applicable sanction for student organizations, only. Dawson Community College student organizations may lose recognition and will be deprived of the use of College resources, the use of the College's name, and the right to participate in College or campus-sponsored activities. This loss of recognition may be for a specific period of time or for an indefinite period of time until all conditions are met.



A federal or state drug conviction (but not a local or municipal conviction) can disqualify a student for FSA funds. Convictions only count against a student for aid eligibility purposes if they were for an offense that occurred during a period of enrollment for which the student was receiving federal student aid - they do not count if the offense was not during such a period, unless the student was denied federal benefits for drug trafficking by a federal or state judge. Also, a conviction that was reversed, set aside, or removed from the student's record does not count, nor does one received when the student was a juvenile, unless the student was tried as an adult.

VI. Notification of the DAAPP

A. Employee Notification

Notification of the information contained in the DAAPP is distributed to all current employees of the college on an annual basis via an all-staff email. New employees will receive notification during their Orientation process. The DAAPP is also available for review online.

B. Student Notification

Notification of the information contained in the DAAPP is distributed to all currently enrolled students each semester via email. The DAAPP is also available for review online.

VII. Oversight Responsibility

The Dean of Student Success and the Director of Human Resources shall serve as the main contacts that will 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 and the biennial review. The DAAPP Oversight Team has been established to assist with these responsibilities. This team is responsible to the College President and provides a report to the President's Cabinet annually.