

Dear Dawson Community College employee,

U.S. Department of Education regulations require this ANNUAL NOTIFICATION to all students and employees. Please take a few minutes to review this important material.

### **Standards of Conduct**

Dawson supports and endorses the Federal Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act amendments of 1989. No alcoholic or cereal malt beverages and/or illegal drugs shall be allowed on the campus or at school-sponsored functions. Smoking and smokeless tobacco are not permitted in college facilities nor in college vehicles. Students and employees are expected to abide by all applicable alcohol and drug laws, and to abstain from use of alcohol and illegal drugs while on campus and during school-sponsored activities, unless its use is in accordance with Policy BP 3-2 – Alcohol, Drugs and Tobacco.

### **Applicable Legal Sanctions**

Local, state, and federal laws relate to the unlawful possession, use, or distribution of illicit drugs and alcohol. These laws govern such issues as: public drunkenness; purchase, consumption, possession or transportation of alcohol by a minor; selling or furnishing alcohol to minors; manufacturing, selling, or carrying a false ID; driving under the influence; and, illegal trafficking and possession of controlled substances. Penalties for violation of alcohol and drug laws can include fines, court costs, diversion costs, treatment costs, community service, loss of driver's license, and jail time.

### **Health Risks Associated with the Abuse of Alcohol or Use of Illicit Drugs**

The consumption of alcohol and drugs of any level may have serious risks, such as altered mood (anxiety, apathy, paranoia, psychosis); altered behavior (impaired coordination); sleep disorders, addiction, altered breathing and heart rate; communication of infectious disease; distorted senses; unconsciousness leading to coma; and permanent damage to the liver, heart and central nervous system leading to death.

### **Drug and Alcohol Programs**

The Dawson Community offers a [free alcohol screening tool](#).

All students are eligible for basic assessment and/or referral by the Dean of Student, Human. These individuals can be contacted at the following numbers:

One Health (406) 623.9500; Dean of Student (406) 377.9491; Human Resources (406) 377.9412. Employees who choose to contact the One Health or HR regarding substance-related issues are eligible for consultation and referral.

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.

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

### **Disciplinary Sanctions**

Dawson will impose disciplinary sanctions on students and employees for violations of these standards of conduct. Sanctions may include fines, suspension, counseling, verbal warning, Performance Improvement Plan, expulsion or termination of employment as provided in the [Student Code of Conduct](#) or the Employee Conduct and Discipline procedures, and may include referral for prosecution.

### **Confidentiality, Questions or Comments**

All information received by Dawson through the drug-free program is confidential. Access to this information is limited to those who have a legitimate need to know in compliance with relevant laws and College policies. Any questions or comments regarding this notification may be directed to Daisy Nyberg, Director of Human Resources and Title IX Coordinator, at (432) 377.9412 or at [dnyberg@dawson.edu](mailto:dnyberg@dawson.edu). For additional information, please see Policy CP 2-8 - Drug Free Workplace. To obtain a hard copy of Policy CP 2-8, contact [dnyberg@dawson.edu](mailto:dnyberg@dawson.edu) or call 406.377.9412.