

GRINNELL COLLEGE DRUG & ALCOHOL POLICY

Grinnell College is required by the United States Government to comply with two separate laws concerning drugs: The “Drug-Free Workplace Act” of 1988 (Public Law 100-690) and the “Drug-Free Schools and Campuses Act” of 1989 (Public Law 101-226). The policies, statements, and practices included in this statement demonstrate Grinnell College’s compliance with both laws.

I. POLICY STATEMENT: ALCOHOL AND ILLICIT DRUGS

Grinnell College prohibits the unlawful manufacture, distribution, dispensation, possession or use of illicit drugs and alcohol by its employees in the workplace, on college property, or as part of any college-sponsored activity.

II. SANCTIONS FOR EMPLOYEES

Grinnell College will impose sanctions on employees who violate its Alcohol and Drug Policy. The college will impose such sanctions consistently and in a manner that complies with applicable state, federal, and local laws. Sanctions for employees will be determined by the Director of Human Resources. Possible sanctions include immediate dismissal, probation, suspension, reprimand, or requiring employees to participate in a drug abuse assistance or rehabilitation program. The college also retains the right to refer any violator of its Alcohol and Drug Policy to applicable federal, state, or local authorities for criminal prosecution.

III. ALCOHOL AND DRUG HEALTH RISKS

Inhalants: such as solvents, aerosols, thinner, paint, gas and lighter fluid can lead to health risks such as:

Liver, nerve and brain damage; heart failure, respiratory arrest; coma; suffocation; death

Narcotics: such as heroin, morphine, codeine, and methadone can lead to health risks such as:

pulmonary edema, convulsions, respiratory arrest, coma, death

Depressants: such as alcohol, benzodiazepines, barbiturates, and chlorohydrins can lead to health risks such as:

nausea, severe anxiety, agitation, hallucinations, tremors, shakes,

delirium, convulsions, death

Stimulants: such as methylphenidate, cocaine, phenmetrazine, and amphetamines can lead to health risks such as:

convulsions, hypertension, coma, cardiac arrests, pulmonary edema, respiratory failure, death

Hallucinogens: such as marijuana, LSD, PDP, MDMA, mescaline, and psilocybin can lead to health risks such as:

paranoia, delusions, psychosis, hallucinations, convulsions, flashbacks, death

IV. ALCOHOL LAWS

Iowa state law states that it is unlawful for any person “to sell, give, or otherwise supply alcoholic liquor, wine, or beer to any person knowing or having reasonable cause to believe that person to be under the legal age, and a person or persons under legal age shall not individually or jointly have alcoholic liquor, wine or beer in their possession or control.” The law further states that “no person under legal age shall misrepresent the person’s age for the purpose of purchasing or attempting to purchase any alcoholic beverage, wine or beer from any licensee or permittee.” Penalties range from a simple misdemeanor to a serious misdemeanor. In the state of Iowa, legal drinking age is 21.

V. DRUG LAWS

Iowa state law stipulates that it is unlawful for any person not authorized by Chapter 204 of the state code “to manufacture, deliver, or possess with intent to manufacture or deliver a controlled (or counterfeit substance), or to act with, enter into a common scheme or design with, or conspire with one or more other persons to manufacture, deliver, or possess with intent to manufacture or deliver a controlled substance.” Penalties range from a simple misdemeanor to a felony.

VI. STATE, FEDERAL, AND LOCAL SANCTIONS

A number of different penalties may be imposed by the magistrate or other representatives of the civil judicial system. Penalties include criminal charges ranging from a simple misdemeanor to a felony. Sentencing may include one or more of the following: monetary fines, incarceration, and community service. Penalties may be different for person over 18 years of age or under 18 years of age. Persons under the age of 18 who are in violation of drug and alcohol laws may be turned over to juvenile authorities or will be dealt with through the court

system. Persons over the age of 18 will be dealt with through the court system. Persons over 18 who are charged with the use or possession of illegal drugs are treated as adults. Fines, jail sentences, and community service are at the discretion of the magistrate or district court judge.

VII. EMPLOYEE ASSISTANCE

Each regular employee of the college is currently provided with five free counseling visits per year at the Poweshiek County Mental Health Center. These five visits can also be taken as ten group visits per year. Additional sessions (beyond the five) must be paid for by the individual. The college's group medical insurance provides treatment benefits for chemical dependency. *Refer to your Summary Plan Description for details.*

VIII. STUDENTS

Details concerning student policies are found in the Grinnell College Student Handbook.