

DRUG FREE WORK PLACE/CAMPUS

PURPOSE

This policy establishes guidelines for maintaining a drug free environment.

POLICY

The purpose of this policy is to assure compliance with the guideline set forth in the Drug-Free Workplace Act of 1988 and Drug Free Schools and Communities Act to provide an environment free of illegal drugs and the illegal use of drugs for the safety, health, and protection of Delta Tech employees, faculty, students, and visitors.

In order for Delta Tech and Delta students to receive federal funds, Delta must certify to the United States Department of Education that we have adopted and implemented a program to prevent the illicit use of drugs and the abuse of alcohol by students and employees, in accordance with the “drug free schools and communities act amendment of 1989” (public law 101-226).

Delta Tech employees must not report to duty while under the influence of alcohol, toxic and/or controlled substances. Employees must not perform work under the influence of drugs or alcohol whether illegal or prescribed (legal drug) where performance may be impaired and or the health and safety of others is put at risk.

Delta Tech recognizes substance abuse as an illness and a major health problem as well as a safety and security problem. Employees needing help in dealing with such problems are encouraged to seek medical advice for referrals. An employee’s decision to seek assistance will not be used against him/her in a disciplinary action; however seeking assistance will not prevent disciplinary action where facts proving violation of this policy are obtained. Delta Tech has a leave of absence policy where an associate may request a LOA to correct drug/alcohol abuse problems before job performance is affected and noticed by management.

- Controlled Substances are defined by the Attorney General of the United States under the Controlled Substance Act of 1970.
- Workplace is defined as all Delta Tech property, offices, facilities, land, buildings, structures, automobiles and all other vehicles and equipment.
- Illegal Drug is any drug that is not legally obtainable or which is legally obtainable but has not yet been legally obtained, and includes prescribed medications not being used for prescribed purposes or in prescribed doses.
- Legal Drug includes prescribed and over-the-counter medicines that have been legally obtained and are being used for the purpose for which they were prescribed or manufactured.
- Substance Abuse is the term used to indicate excessive use of a legal drug including alcohol or any use of illicit drugs, regardless of whether an individual has reached the point of true dependence on it.
- Toxic Substance is the term used for chemicals not manufactured for the purpose of ingestion or inhalation that can be potentially dangerous to one’s health when ingested or inhaled.

- Under the influence means that the employee is affected by a drug including alcohol where such use may affect the safety of the employee and/or other persons, their job performance, or safe operation of the organization. The symptoms of influence include changes in behavior, including but not limited to impairment of physical or mental ability, such as slurred speech or difficulty in maintaining balance, and physical indicators to include but not limited to dilation of the eyes.

Reasonable Suspicion Drug and Alcohol Screening:

Delta Tech may conduct drug and alcohol testing when management determines that reasonable suspicion exists to suggest that an employee is impaired, using or possessing a controlled substance or alcohol on the job. Circumstances that may indicate a reasonable suspicion include, but are not limited to the following:

- A confidential report of drug or alcohol use on the job accompanied by observable behaviors or symptoms;
- An associates own admission of drug or alcohol use;
- Involvement in a work related accident, injury or motor vehicle accident or incident requiring medical follow-up, endangerment of the employee or others and/or damage to property.
- Poor work performance or attendance problems accompanied by observable behaviors or symptoms which might reasonably be suspected to relate to drug or alcohol use;
- An act which causes harm to another individual or is likely to cause harm which might reasonably be suspected to relate to drug or alcohol use;
- Any safety violation while operating equipment; or
- Any other circumstance in which management determines that reasonable suspicion exists.

Employees will be required to sign Consent to Submit to Drug and/or Alcohol Screen when sent for screening. Proof of ID is required and employees are encouraged to provide any information or valid prescriptions relevant to the test during this time. If a positive result is obtained, the employee will be given the opportunity to rebut the results and be provided an opportunity to request access to their test results. Employees with confirmed positive drug or alcohol screens will be terminated.

Alcoholism and Drug Abuse Treatment Center in Our Area

ALCOHOLICS ANONYMOUS

426 Broad Street, Lake Charles.....439-8105

107 Wilson Street, DeRidder.....463-2227

LC ALCOHOL AND DRUG ABUSE CLINIC

3505 5th Avenue, Lake Charles.....475-4855

STAGES OF RECOVERY, INC.

217 S. Ryan Street, Lake Charles.....430-0444

ALCOHOL AND DRUG ABUSE 24 HR. HOTLINE.....474-5852

RECOVERY CENTER OF LC MEMORIAL HOSPITAL

1701 Oak Park Blvd., Lake Charles.....494-3262

CHRISTUS ST. PATRICK BEHAVIORAL HEALTH

145 Victoria Drive, Lake Charles.....855-1727

Additional Information is Available at:

<http://ncadi.samhsa.gov>

<http://www.whitehousedrugpolicy.gov>

<http://www.higheredcenter.org>

INTERESTING FACTS

Each year, a typical young person in the United States is inundated with more than 1,000 commercials for beer and wine coolers and several thousand fictional drinking incidents on television.

Alcohol is involved in 50% of all driving fatalities. In the United States, someone is killed in an alcohol related traffic accident every 30 minutes.

Over 15 million Americans are dependent on alcohol. 500,000 are between the age of 9 and 12.

Each year the liquor industry spends almost \$2 billion dollars on advertising and encouraging the consumption of alcoholic beverages. Americans spend over \$90 billion dollars total on alcohol each year.

An average American may consume over 25 gallons of beer, 2 gallons of wine, and 1.5 gallons of distilled spirits each year.

Pregnant women who drink are feeding alcohol to their babies. Unfortunately, the underdeveloped liver of the baby can only burn alcohol at half the rate of its mother; so the alcohol stays in the baby's system twice as long.

Each year students spend \$5.5 billion on alcohol -- more than they spend on soft drinks, tea, milk, juice, coffee, or books combined.

56% of students in grades 5 to 12 say that alcohol advertising encourages them to drink.

6.6% of employees in full time jobs report they are involved in heavy drinking, defined as drinking five or more drinks per occasion on five or more days in the past 30 days.

The highest percentage of heavy drinkers (12.2%) is found among unemployed adults between the ages of 26 to 34.

Up to 40% of all industrial fatalities and 47% of industrial injuries can be linked to alcohol consumption and alcoholism.

In 2000, almost 7 million persons age 12 to 20 was a binge drinker, that is about one in five persons under the legal drinking age was a binge drinker.

The 2001 survey shows 25 million (one in ten) Americans surveyed reported driving under the influence of alcohol. This report is nearly three million more than the previous year. Among young adults age 18 to 25 years, almost 23% drove under the influence of alcohol.

Drunk driving is proving to be even deadlier than what we previously knew. The latest death statistics released by the National Highway Traffic Safety Administration (NHTSA), using a new method of calculation show that 17,488 people were killed in alcohol related accidents last year. This report represents nearly 800 more people were killed than in the previous year.

Alcohol is the number one drug problem in America.

43% of Americans have been exposed to alcoholism in their families.

Nearly one out of four Americans admitted to general hospitals have alcohol problems or are alcoholics being diagnosed for alcohol related consequences.

Alcohol and alcohol related alcohol problems are costing the American economy at least \$100 million in health care and loss of productivity every year.

Four in ten criminal offenders report alcohol as a factor in violence.

Among spouse violence victims, three out of four incidents were reported to have involved alcohol use by the offender. In 1996, local law enforcement agencies made an estimated 1,467,300 arrests nationwide for driving under the influence of alcohol.

State Drug Penalties**

CSA	PENALTY		Quantity	DRUG	Quantity	PENALTY	
	2 nd Offense	1 st Offense				1 st Offense	2 nd Offense
I and II	Not less than 10 years. Not more than life. If death or serious injury, not less than life. Fine of not more than \$4 million other than individual.	Not less than 5 years. Not more than 40 years. If death or serious injury, not less than 20 years. Not more than life Fine of not more than \$2 million individual. \$5million other than individual.	10-99 gm or 100-999 gm mixture	METHAMPHETAMINE	100 gm or more or 1 kg or more mixture	Not less than 10 years. Not more than life. If death or serious injury, not less than 20 years. Not more than life. Fine of not more than \$4 million individual, \$10 million other than individual.	Not less than 20 years. Not more than life. If death or serious injury, not less than life. Fine of not more than \$8 million other than individual
			100-999 gm mixture	HEROIN	1 kg or more mixture		
			500-4,999 gm mixture	COCAINE	5 kg or more mixture mixture		
			5-49 gm mixture	COCAINE BASE	50 gm or more mixture		
			10-99 gm or 100-999 gm mixture	PCP	100 gm or more or 1 kg or more mixture		
			1-10 gm mixture	LSD	10 gm or more mixture		
			40-3.99 gm mixture	FENTANYL	400 gm or more mixture		
10-99 gm mixture	FENTANYL ANALOGUE	100 gm or more mixture					
	Drug	Quantity	First Offense		Second Offense		
	Others*	Any	Not more than 20 years. If death or serious injury, not less than 20 years, not more than life. Fine \$1 million individuals; \$5 million not individual.		Not more than 30 years. If death or serious injury, life. Fine \$2 million individual, \$10 million not individual.		
III	All	Any	Not more than 5 years. Fine not more than \$250,000 individual, \$1 million not individual.		Not more than 10 years. Fine not more \$500,000 individual, \$2 million not individual.		
IV	All	Any	Not more than 3 years. Fine not more than \$250,000 individual, \$1 million not individual.		Not more than 6 years. Fine not more \$500,000 individual, \$2 million not individual.		
V	All	Any	Not more than 1 years. Fine not more than \$100,000 individual, \$250,000 not individual.		Not more than 2 years. Fine not more \$200,000 individual, \$500,000 not individual.		

**Law as originally enacted states 100 gm. Congress requested to make technical correction to 1 kg. *Does not include marijuana, hashish, or hash look at separate chart.

Federal Trafficking Penalties – Marijuana

As of November 18, 1990

Quantity	Description	First Offense	Second Offense
1,000 kg or more; or 1,000 or more plants	Marijuana Mixture containing detectable quantity*	Not less than 10 years, not more than life. If death or serious injury, not more than life. Fine \$1 million individual; \$5 million not individual.	Not more than 30 years, not more than life. If death or serious injury, not less than life. Fine not more than \$8 million individual, \$20 million other than individual.
100 kg to 1,000 kg; or 100-999 plants	Marijuana Mixture containing detectable quantity*	Not less than 5 years, not more than 40 years. If death or serious injury, not less than 20 years, not more than life. Fine not more than \$2 million individual, \$5 million other than individual.	Not less than 10 years, not more than life. If death or serious injury, not less life. Fine \$2 million other than individual.
50 to 100 kg	Marijuana	Not more than 20 years. If death or serious injury, not less than 20 years, not more than life. Fine \$1 million individual, \$5 million other than individual.	Not more than 30 years. If death or serious injury, not less than life. Fine \$2 million individual, \$10 million other than individual.
10 to 100 kg	Hashish		
1 to 100 kg	Hashish Oil		
Less than 50 kg	Marijuana	Not more than 5 years. Fine not more than \$250,000, \$1 million other than individual.	Not more than 10 years. Fine \$500,000 individual, \$2 million other than individual.
Less than 10 kg	Hashish		
Less than 1 kg	Hashish Oil		

* Includes Hashish and Hash Oil

Marijuana is a scheduled controlled substance