



## **Drug and Alcohol Abuse Prevention Program**

### ***Standards of Conduct***

FTTC prohibits the unlawful possession, use, or distribution of illicit drugs and alcohol or controlled substances by any students or employees on its property or as part of any of its activities except as they may be prescribed by a qualified physician or other person licensed, registered, or otherwise permitted to distribute, dispense, or administer a controlled substance to treat an individual's physical or mental condition. Controlled substances are listed in Schedules I through V of Section 202 of the Controlled Substances Act found in 21 U.S.C. 812 and as further defined by regulations found at 21 CFR 1300.11 through 1300.15.

This program is adopted to and in compliance with the Drug Free Schools and Communities Act of 1989.

### ***Legal Sanctions***

Local, state, and federal laws provide for a variety of legal sanctions for the unlawful possession and distribution of illicit drugs and alcohol. These sanctions include, but are not limited to, incarceration and monetary fines.

The Comprehensive Drug Abuse Prevention and Control Act of 1970, as amended and adopted by the United States Congress, provides penalties including imprisonment ranging up to life in prison, fines up to four million dollars, and forfeiture of property for the unlawful possession or distribution of controlled substances.

Oklahoma law provides that any person convicted of distributing, dispensing, or possessing with intent to manufacture, distribute, or dispense a controlled substance or a counterfeit substance shall be guilty of a felony and may be imprisoned up to 20 years and fined up to \$100,000 depending on the type of controlled substance involved. Subsequent convictions shall be punishable by twice the imprisonment and info otherwise authorized.

FTTC cooperates with all police authorities and may employ all methods of drug detection available to eliminate illegal trafficking and use of controlled substances. Enforcement agencies may be enlisted to thwart illegal drug activity by the use of agent investigations, canine (dog) searches, and sophisticated means of electronic surveillance, photography and recording.

County and city laws are similar to federal and state laws. If drugs are involved, the city will most likely defer to the state or federal authorities because their penalties are more severe. If alcohol is involved, you may be convicted of violating both local and state law and punished according to both laws.

### ***Health Risks***

The illegal use of controlled substances has a substantial and detrimental effect on the health and general welfare of the American people. More than 25,000 people die each year from drug-related accidents or health problems. With most drugs, it is probable that users will develop psychological and

physical dependence. The health risks associated with the unlawful use of controlled substances depend on the combination used and the individual using them. The following are general categories of drugs and their effects.

*Alcohol:* Short term effects include behavioral changes, impairment of judgment and coordination, greater likelihood of aggressive acts, respiratory depression, irreversible physical and mental abnormalities in newborns (fetal alcohol syndrome) and death. Long-term effects of alcohol abuse include damage to the liver, heart and brain, ulcers, gastritis, malnutrition, delirium tremors and cancer. Alcohol combined with other barbiturates/depressants can prove to be a deadly mixture.

*Amphetamines/Stimulants (speed, uppers, crank, caffeine, etc.):* Amphetamines speed up the nervous system which can cause increased heart and breathing rates, higher blood pressure, decreased appetite, headaches, blurred vision, dizziness, sleepiness, and death due to a stroke or heart failure.

*Anabolic Steroids:* Steroids affect the liver, cardiovascular, and reproductive systems. They can cause sterility in males and females, as well as impotency in males.

*Barbiturates/Depressants (downers, Quaaludes, valium, etc):* Depressants slow down the central nervous system, which can cause decreased heart and breathing rates, lower blood pressure, slowed reactions, confusion, and distortion of reality, convulsions, respiratory depression, coma and death. Depressants combined with alcohol can be lethal.

*Cocaine/Crack:* Cocaine stimulates the central nervous system and is extremely addictive, both psychologically and physically. Effects include dilated pupils, increased heart rate, elevated blood pressure, insomnia, loss of appetite, hallucinations, paranoia, seizures, and death due to cardiac arrest or respiratory failure.

*Hallucinogens (PEP, angel dust, LSD, etc.):* Hallucinogens interrupt the functions of the part of the brain which controls the intellect and instincts. May result in self-inflicted injuries, impaired coordination, dulled senses, incoherent speech, depression, anxiety, violent behavior, paranoia, hallucinations, increased heart rate and blood pressure, convulsions, coma, and heart and lung failure.

*Cannabis (marijuana, hashish, hash, etc.):* Cannabis impairs short-term memory, comprehension, concentration, coordination, and motivation. May also cause paranoia and psychosis. Marijuana smoke contains more cancer causing agents than tobacco smoke. The way in which marijuana is smoked, deeply inhaled, and "held" in the lungs for a long period, enhances the risk of getting cancer. Combined with alcohol, marijuana can produce a dangerous multiplied effect.

*Narcotics (smack, horse, Demerol, Percodan, etc.):* Narcotics initially produce feelings of euphoria often followed by drowsiness, nausea, and vomiting. An overdose may result in convulsions, coma, and death. Tolerance develops rapidly and dependence is likely. Using contaminated syringes to inject such drugs may result in HIV.

*Tobacco/nicotine:* Tobacco causes some 170,000 people in the United States to die each year from smoking-related coronary heart disease. Thirty percent of the 130,000 cancer deaths each year are linked to smoking, lung, larynx, esophagus, bladder, pancreas, and kidney cancers strike smokers at increased rates. Emphysema and chronic bronchitis are ten times more likely among smokers.

## ***Drug Prevention***

The following are drug prevention activities:

- Wellness brochure rack maintained in the Career Planning Center
- A list of drug abuse and prevention hotline telephone numbers in the career advisors' offices.
- The Francis Tuttle school district provides a licensed Employee Assistance Program at no cost to the employee.
- The Call SAM (Student Assistance by Mercy) hotline 1-855-225-2726 provides crisis counseling and treatment resource referrals for students, staff, and their families. The hotline is staffed with mental health professionals 24 hours per day, 7 days per week.
- The HOPE program, an alternative high school credit recover program, provides licensed counselors for students as well as drug and alcohol prevention education. They utilize the Teen Recovery Solutions (TRS) Mission Academy High School program to provide educational sessions as well as treatment options. They also utilize Specialized Outpatient Services (SOS) for drug and alcohol testing and counseling.
- The Francis Tuttle website includes a student resource page that provides students with resources for drug abuse. Information can be found at <https://www.francistuttle.edu/student-experience/resources>.

FTTC does not sponsor any drug or alcohol counseling, treatment or rehabilitation or re-entry programs. Students needing referral will receive a list of community agencies that provide counseling assistance for chemical dependency.

## ***Violations***

### ***Student Policies and Procedures***

POLICY:

It is policy that any teacher who has reasonable cause to suspect that a student may be under the influence of or said student has in his/her possession any of the following as they are now defined by law shall immediately notify the appropriate administrator or his/her designee of such suspicions:

1. Non-intoxicating beverages (i.e., 3.2 beer, wine coolers);
2. Alcohol beverages;
3. Controlled dangerous substances; and/or
4. Imitation controlled dangerous substances.

The administrator shall immediately notify the Superintendent or his/her designee. A high school student's parent(s)/guardian(s) will be notified immediately.

PROCEDURES:

Any student suspected of being under the influence of or in the possession of beer or alcohol or under the influence of or in the possession of a controlled dangerous substance on school grounds or during school activities will immediately be referred to an administrator. The administrator shall then immediately notify the parent(s)/guardian(s) of said student of the matter except in the case of an adult student.

The administrator shall suspend a student found to have violated these provisions for a minimum of five (5) days. Depending on the circumstances of the violation, the administrator may recommend a long-term suspension up to the remainder of the semester and the next succeeding semester for a high school student. In the case of an adult student, the administrator may recommend dismissal. The student may be required to seek assessment and/or counseling from a person trained in the treatment of chemical abuse. The student will be responsible for providing verification of compliance with the assessment recommendations.

Any student in possession of imitation controlled dangerous substances will be liable for the same penalty. Counterfeit drugs, drug paraphernalia, and chemicals that provide a mood-altering effect are included as controlled substances.

A second offense will result in long-term suspension for the high school student or dismissal for the adult student. Any such disciplinary action may be appealed in accordance with the appropriate high school or adult method of appeal found in this section.

### **Conspiracy/Chain/Sale/Distribution/Delivery of Drugs/Alcohol**

A high school student found to be in the chain of distribution/sale/delivery of drugs or alcohol will incur a long-term suspension for the remainder of the current semester and the next succeeding semester. An adult student will be dismissed.

### **Seizure and Removal of Controlled Dangerous Substance(s)**

A school authority shall immediately deliver any controlled dangerous substance(s), removed or otherwise seized from any minor or other person, to a law enforcement authority for appropriate disposition (Ss 70-24-132)

### **Students on Individualized Education Program (IEP) in Possession**

If a high school student is attending the District with an Individualized Education Program (IEP), a meeting of the student's IEP committee will be convened prior to considering imposing long-term suspension. A meeting will also be held with the student's IEP committee to review the results of any required assessment or counseling as discussed in the above sections.

### **Staff Responsibilities of Students in Possession**

No officer or employee of the District or any member of the Board of Education shall be subject to any civil liability for any statement, report, or action taken in assisting or referring for assistance, to any medical treatment or social service agency or facility or any substance abuse prevention and treatment program, any student reasonably believed to be abusing or incapacitated by the use of non-intoxicating beverages, alcoholic beverages or a controlled dangerous substance unless such assistance or referral was made in bad faith or with malicious purpose. No office or employee of the District shall be responsible for any treatment costs incurred by a student as a result of any such assistance or referral to any medical treatment, social service agency or facility, or substance abuse prevention and treatment program.

NOTE: A student is defined as any individual who is currently enrolled part-time or full-time in any instructional program at Francis Tuttle.

## ***Employee Policies and Procedures***

### **POLICIES:**

The Francis Tuttle Board of Education adheres to the following policy regarding work-related effects of drug use and the unlawful possession of controlled substances on the Center's premises.

Employees are expected and required to report to work on time and in appropriate mental and physical condition for work. It is the intent and obligation to provide a drug-free, healthful, safe and secure work environment.

The unlawful manufacture, distribution, dispensation, possession or use of a controlled substance on school premises or while conducting school business off school premises is absolutely prohibited. Violations of this policy will result in disciplinary action, up to and including termination and may have legal consequences.

Francis Tuttle recognizes drug dependency as an illness and a major health problem. The District also recognizes drug abuse as a potential health, safety and security problem. Employees needing help in dealing with such problems are encouraged to participate in a drug abuse assistance or rehabilitation program as appropriate. Conscientious efforts to seek such help will not jeopardize any employee's job, and will not be noted in any personnel record.

### **PROCEDURES:**

Employees must, as a condition of employment, abide by the terms of the above policy and report any conviction under a criminal drug statute for violations occurring on or off Francis Tuttle's premises while conducting school business. A report of a conviction must be made within five (5) days after the conviction to the Superintendent. This requirement is in compliance with the Drug-Free Schools and Communities Act Amendment of 1989 (P.L. 101-226)

### ***Drug and Alcohol TESTING:***

**POLICIES:** The Francis Tuttle Board of Education complies with the Omnibus Transportation Employee Testing Act of 1991 that requires alcohol and drug testing of all safety-sensitive employees. The Federal Highway Administration (FHWA) of the Department of Transportation (DOT) has issued rules (Federal Register, February 15, 1994) requiring alcohol and drug testing of drivers who are required to have a commercial driver's license (CDL).

Francis Tuttle is subject to the mandates of the law and the DOT rules. District employees affected are bus drivers, as well as, any other employee required to hold a CDL to operate the vehicles they are authorized by the District to operate.

Any job applicant applying for a position covered in this policy that refuses to take or tests positive on a pre-employment drug test will not be hired. Any employee covered under this policy that refuses to take or tests positive may receive disciplinary action, up to and including termination.

All affected employees and applicants for positions requiring a CDL shall be given a copy of this policy or a brochure with substantially the same content.

## **FOR CAUSE AND POST ACCIDENT DRUG TESTING**

### **POLICY:**

Francis Tuttle reserves the right to require employee drug testing for cause.

### **PROCEDURES:**

Francis Tuttle may require an employee to undergo drug or alcohol testing at any time the superintendent, or designee, reasonably believes that the employee may be under the influence of drugs or alcohol, including, but not limited to, the following circumstances:

- Drugs or alcohol on or about the employee's person or in the employee's vicinity,
- Conduct on the employee's part that suggests impairment or influence of drugs or alcohol,
- A report of drug or alcohol use while at work or on duty,
- Negative performance patterns, or
- Excessive or unexplained absenteeism or tardiness.

*Post-accident testing:* Francis Tuttle may require an employee to undergo drug or alcohol testing if the employee or another person has sustained an injury while at work or property has been damaged while at work, including damage to equipment. Francis Tuttle may require post-accident drug or alcohol testing if there is a reasonable possibility that employee drug use could have contributed to the reported injury or illness.

### ***Biennial Review***

FTTC conducts a review of its drug prevention program every two years. The review is used to determine the effectiveness of the program and as a toll for implementing changes to the program. The review is conducted with representatives from the Student Administrative Services and Career Planning Center. The Francis Tuttle Board of Education must approve any changes to the Francis Tuttle policies and procedures manual through their annual review.