



# Drug and Alcohol Policy

and information related to the  
Federal Drug-Free School and Communities Act of 1989.

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## Philosophy Statement

*According to the Whatcom Community College Statement of Educational Values, college studies leading to an associates degree “prepare students for lifelong, self-directed learning and increasing understanding of the value of ideas and the power of knowledge.” The WCC Core Learning Abilities outline the expectations that students will “demonstrate self-appraisal, recognize their impact on others, and be accountable for their actions.” In support of these important goals, the College desires to facilitate access to appropriate health and medical care for students who develop academic problems, and employees who develop job performance problems as a consequence of drug and alcohol abuse.*

*Whatcom Community College recognizes drug dependency, including alcoholism, as a treatable illness that interferes with academic and work performances, personal health and safety, and the safety of others. The College recognizes its efforts to facilitate access to appropriate health and medical care for students and employees who develop drug and alcohol problems are limited to the following: 1. the effects of drug and alcohol abuse on a student’s academic ability and behavior while involved in College activities; 2. the effects of drug and alcohol abuse on an employee’s job performance and on-the-job behavior. There will be no intrusion upon the private life of any student or employee.*

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## I. RELEVANT STATE/LOCAL LAWS AND COLLEGE POLICIES

Both the State of Washington and Whatcom Community College have adopted laws and policies governing the use of alcohol and controlled substances. The following is a summary listing some of the laws and policies most relevant to Whatcom Community College students and employees.

- A. **STUDENT USE/ABUSE OF ALCOHOL AND CONTROLLED SUBSTANCES:** Students are prohibited from using, possessing, being demonstrably under the influence of, or selling any narcotic or controlled substance, except when the use or possession of a drug is specifically prescribed as medication by an authorized medical doctor or dentist. Students are further prohibited from being demonstrably under the influence of any form of alcoholic beverage or possessing or consuming any form of alcoholic beverage on college property, with the exception of sanctioned events approved by the president or his designee and in compliance with State law. These prohibitions apply to every student whenever said student is present upon or in any college facility and whenever said student is present at or engaged in any college-sponsored activity which is held in college facilities or non-college facilities.  
(WAC 132U-120-030 (1) and 050 (3) (f) and (g)).
- B. **EMPLOYEE USE/ABUSE OF ALCOHOL AND CONTROLLED SUBSTANCES:** Employees are prohibited from being under the influence of or participating in the unlawful manufacture, distribution, possession, or use of a controlled substance in and on college-owned or controlled property or while conducting college business. Employees under the influence of alcohol are not permitted on the work site. (College Policy 1140).
- C. **PROHIBITED CONDUCT AT COLLEGE FACILITIES:** State law relative to public institutions governs the use or possession of intoxicants on campus or at college functions. The use or possession of unlawful drugs or narcotics, not medically prescribed, on college property or at college functions, is prohibited. Students obviously under the influence of intoxicants, unlawful drugs or narcotics while in college facilities shall be subject to disciplinary action.  
(WAC 1 32 U-140-070).
- D. **DRINKING AGE LAWS:** It is unlawful for any person under the age of 21 years to acquire, possess or consume any alcoholic beverage. It is also unlawful for any person other than a parent or guardian (and then only in specific situations), to provide alcoholic beverages to someone under 21. (RCW 66.44.270 and Local Ordinances 8707 and 8573).

- E. **COLLEGE FUNCTIONS THAT PROVIDE OR ALLOW ALCOHOLIC BEVERAGES WITHOUT COST (BANQUET PERMITS):** No functions that involve the service or consumption of alcoholic beverages may take place on college grounds without a state banquet permit. (RCW 66.20.010). Any person acting without a required permit shall be guilty of a gross misdemeanor. (RCW 66.44.090).
- F. **SALE OF ALCOHOLIC BEVERAGES ON CAMPUS:** Alcoholic beverages may not be sold on college property without obtaining an appropriate State liquor license. (RCW 66.20). Liquor licenses must be displayed in plain sight at the location of the event. (RCW 66.24.010(7)).
- G. **OPENING OR CONSUMING LIQUOR IN PUBLIC PLACES:** Except where permits have been issued by the State Liquor Board and approval granted by the President, it is illegal to have an open container of alcohol or to consume alcohol in a public place, which includes college hallways and lounges, athletic fields, parks, sidewalks, parking lots, etc. (RCW 66.04.010 (23) and 66.44.100 and Local Ordinance 9044.7).
- H. **PROMOTION OF LIQUOR AT WHATCOM COMMUNITY COLLEGE:** No activities by liquor manufacturers or importers or their representatives which promote the sale or consumption of alcoholic beverages, either by brand name or in general, are allowed on college property except in accordance with state regulation and approved by the president. (RCW 66.28.160).
- I. **SERVING ALCOHOL TO AN INTOXICATED PERSON:** It is illegal to serve alcohol to anyone who appears intoxicated. (RCW 66.44.200).

## II. ASSISTANCE

The college recognizes its obligation to promote the health, safety, and well being of its students and employees and to encourage appropriate assistance.

- A. **STUDENT ASSISTANCE:** Students are encouraged to voluntarily seek expert assistance for alcoholism or drug dependency. Students who voluntarily reveal to a college staff member that they have been or are currently involved in the abuse of alcohol or illicit drugs shall have the confidentiality and anonymity of the communication respected, except under subpoena. The staff member should refer students to the Whatcom Community College counseling office. The counseling office shall be capable of making referral to community resources for alcohol or drug abuse diagnosis or treatment. Confidentiality by counselors will be fully maintained according to Federal Law 42 CFR Part 2. No official records shall be kept by counselors. Any student receiving approved professional treatment for an alcohol or drug problem will be considered for emergency medical leave for the purpose of tuition refund according to Whatcom Community College Tuition Fees/Refunds Policy Number 3080. Students will use their own resources to cover costs incurred for treatment. Employees of Whatcom Community College are encouraged to refer students who abuse alcohol or illicit drugs to Whatcom Community College's counseling center for assessment and/or intervention referrals.
- B. **EMPLOYEE ASSISTANCE:** Employees of Whatcom Community College are encouraged to seek help voluntarily when aware that their use of alcohol or illicit drugs, or any related personal problem, is affecting their job performance. Assistance is available through the WCC Counseling Office, or through an appropriate local agency. It is the policy of Whatcom Community College to expect employees to encourage and model behaviors designed to reduce or eliminate drug abuse in society. Whatcom Community College recognizes drug dependency to be an illness and a major health problem. The institution also distinguishes drug abuse as a potential health, safety and security problem. Employees needing assistance in dealing with such problems are encouraged to utilize

the Washington State Employee Advisory Program and health insurance plans, as appropriate. Conscientious efforts to seek such help, in and of itself, will not jeopardize employment.

### III. SANCTIONS

- A. Whatcom Community College will impose sanctions on students and employees consistent with local, State and Federal laws. These sanctions include possible expulsion or termination of students and employees who violate these laws. Faculty members, other College employees and students who breach or aid or abet another in the breach of any of these provisions shall be subject to: a) possible prosecution under the state criminal law, b) any other civil or criminal remedies available to the public, or c) appropriate disciplinary action pursuant to the State of Washington Higher Education Personnel Board rules or the college's policies and regulations. (WAC 132U-120-030 (2) and College Policy 1140).
- B. Any employee illegally possessing or using an illicit drug, or drinking alcohol in violation of the State law or the provisions of this policy or other college policies will be subject to investigation. Any employee who reports for work in a *substantially* impaired condition will be removed from the job and will be subject to investigation. If warranted the employee may be suspended with pay pending the investigation. If investigation discloses violation of Whatcom Community College policies, disciplinary action may be taken in accordance with Higher Education Personnel Board (HEPB) rules, tenure laws, contracts or other college policies. As an alternative to, or in conjunction with specific disciplinary actions, options for treatment may be offered to the employee.
- C. The Board will extend legal protection against liability only to the extent that staff comply with Whatcom Community College policies. In other words, staff incur the risk of liability by not complying with the policies.

### IV. HEALTH RISKS OF COMMONLY ABUSED DRUGS

a. National Institute of Drug Abuse (NIDA)

<http://www.nida.nih.gov/drugpages.html>

### V. LEGAL SANCTIONS

a. Federal Trafficking Penalties

<http://www.usdoj.gov/dea/pubs/csa/841.htm>

b. Washington State Criminal Penalties

<http://www.leg.wa.gov/RCW/index.cfm?fuseaction=chapterdigest&chapter=69.50>

### VI. ALCOHOL AND DRUG RELATED SERVICES

Several drug or alcohol treatment services are locally available to students and employees. Contact with services can be initiated at the Whatcom Community College Counseling Office. After an initial assessment, referral can be made to community-based substance abuse resources.

#### Campus Resources

- Whatcom Community College Counseling Office  
(360)676-2170 ext. 3320
- Employee Assistance Program  
The Employee Assistance Program is the Stat's Program provided to classified employees, their family members and/or their supervisors. This service provides help with personal as well as work-related problems that may impact work performance. It is free, voluntary, confidential and accessible. Call for a consultation with an EAP

professional or to make an appointment: Call (206) 281-6315. More information may be obtained from the Human Resources Office or at the EAP website:  
<http://www.dop.wa.gov/Employees/EmployeeAssistanceProgram>

### **Community Resources**

- **Drug and Alcohol Treatment Centers**  
[http://www.whatcomcounty.us/health/human/substance\\_abuse/treatment.jsp](http://www.whatcomcounty.us/health/human/substance_abuse/treatment.jsp)

### **Drug and Alcohol Support Groups and Information**

- Alcohol/Drug Helpline (24 hrs)  
1-800-562-1240
- Alcohol Anonymous  
(360)734-1688
- Narcotics Anonymous  
(360)647-3234
- Cocaine Anonymous  
360) 1-800-723-1923
- Alanon  
(360) 671-5444

## **VII. COMMITMENT TO SUBSTANCE ABUSE EDUCATION**

The College is also concerned that students and employees can be fully informed about the consequences of drug and alcohol consumption and abuse. The College will provide drug and alcohol awareness activities, education and referral services for students and employees.