

Alcohol & Drug Awareness: Student and Employee Guide

Do you, or someone you know, need help?

NMC is committed to providing a drug-free workplace and learning environment – free of alcohol and illegal drugs.

Drug-Free Campus

NMC does not permit the unlawful manufacture, distribution, dispensation, possession, or use of controlled substances on any NMC owned or controlled property. To comply with Federal guidelines, NMC cannot make any exceptions to the policy for the use of medical marijuana.

Standards of conduct

NMC's students, employees and visitors will follow all federal, state, and local laws and College regulations governing the use and possession of alcohol and illicit drugs. All students, employees, and visitors are specifically forbidden to use, possess, distribute, or dispense alcoholic beverages while on College property or violate laws and regulations pertaining to the use, distribution, dispensation, or possession of a controlled substance. *Please refer to NMC's policies D-505.08 and D-744.01 for more information.*

Student & Employees

No student or employee will report to class, work, or NMC functions evidencing any effects of alcohol or illegal drugs. While on NMC premises and while attending College-related activities off NMC premises, no student or employee may use, possess, distribute, sell, or be under the influence of illegal drugs. A student or employee is considered under the influence of an illegal drug if it is in his/her system regardless of the quantity or whether it impairs behavior. The legal use of prescribed drugs is permitted if the person does not endanger him/herself or others at work, in class, or any College-related functions. *Please see the Student Rights & Responsibilities – Student Code of Conduct and the NMC Employee Guide.*

Health Risks

Alcohol: Alter mood and behavior, heart problems, stroke, liver damage/disease, pancreatitis, cancer, lower immune system, death.

Cannabis (Marijuana): Impaired short-term memory, drowsiness, attention, judgment, coordination and balance; increased heart rate. Smoking related: chronic cough; bronchitis; lung and upper airway cancers is undetermined.

Stimulants/Prescription Stimulants: Irregular heartbeat, dangerously high body temperature, potential for cardiovascular failure, seizures, anxiety, hostility, paranoia, psychosis; addiction, death.

Methamphetamine: Increased heart rate, blood pressure, Addiction, memory loss; weight loss; impaired cognition; insomnia, anxiety, irritability, confusion, paranoia, aggression, mood disturbances, hallucinations, violent behavior; liver, kidney, lung damage; severe dental problems; cardiac and neurological damage; HIV, Hepatitis, death.

Inhalants: Confusion; nausea; slurred speech; lack of coordination; dizziness; drowsiness; disinhibition, lightheadedness, hallucinations/ delusions; headaches; suffocation; convulsions/seizures; hypoxia; heart failure; coma; sudden sniffing death (butane, propane, and other chemicals in aerosols).

For a complete list of health risks associated with drug and alcohol use, visit:
[www.drugabuse.gov/drugsabuse/](http://www.drugabuse.gov/drugsabuse/commonly-abused-drugs-charts) commonly-abused-drugs-charts

Sanctions & disciplinary actions

Individuals who violate these regulation, rules, and procedures will be subject to disciplinary action by the College, which may include

- Counseling
- Probation
- Suspension
- Referral to local law enforcement agencies

Conviction of illegal possession, use, sale, manufacture, and distribution of alcohol or illicit drugs may result in disciplinary action by the College, in addition to penalties imposed by the legal system.

The Alcohol and Drug Awareness Program has been established to prevent the illegal use of alcohol and other drugs on campus, and to support health, safety, and wellness on all NMC's campuses. This brochure has been created in compliance with the Drug-Free Schools and Communities Act of 1989 to prevent the illegal use of drugs and alcohol on campus

Contact Us

- For Students: Student Life Office Phone: (231) 995-1118 Email: lthomas@nmc.edu
www.nmc.edu/student-life
- For Employees: Human Resources Phone: (231) 995-2612 Email: hr@nmc.edu www.nmc.edu/hr

Treatment is available:

- Catholic Human Services Inc. 1000 Hastings Street, Traverse City, MI 49686 Hotline: (800) 420-7506; www.catholichumanservices.org
- Addiction Treatment Services Inc. 940 E. 8th Street, Traverse City, MI 49686 Hotline: (800) 622-4810; www.addictiontreatmentservices.org
- Phoenix Hall Women's Residential 445 E. State Street, Traverse City, MI 49684 (231) 922-4810; www.addictiontreatmentservices.org
- Dakoske Hall 116 E. 8th Street, Traverse City, MI 49684 (231) 922-4804; www.addictiontreatmentservices.org
- Nexus Family Services 945 E. 8th Street, Suite A, Traverse City, MI 49686 (231) 933-0500; www.nexusfamilies.org
- Munson Medical Center Alcohol and Drug Treatment Center 1105 6th Street, Traverse City, MI 49684 Hotline: (800) 662-6766, www.munsonhealthcare.org/adtc