

**DRUG AND ALCOHOL POLICY**  
**and**  
**DRUG AND ALCOHOL ABUSE PREVENTION POLICY (DAAPP)**

08/02, 08/07, 02/17, 06/21, 10/21, 06/22, 01/24

---

**PURPOSE:**

The purpose of this policy is to provide an alcohol and drug-free environment for faculty, students, administration, and support staff at Bellin College in order that the College may carry out its mission and comply with the Drug-Free Workplace Act of 1988. As well as to allow appropriate events at the college's discretion to allow alcohol in moderation.

The College does not oversee the personal lives of College community members on or off campus. However, everyone is expected to be responsible for their own conduct and abide by all state laws and follow College policies and guidelines. The unlawful manufacture, distribution, dispensing, possession, use, or being under the influence of a controlled substance or alcohol is prohibited within the Bellin College buildings and in clinical. All events with alcohol must be approved by the appropriate college personnel and the consumption of alcohol at such events must be in moderation. The College cooperates with civil authorities in the enforcement of local, state, and federal laws. Violations of federal and Wisconsin laws regarding drugs and alcohol will be considered a violation of the Bellin College foundational behaviors and should be reported to the Director of Student Affairs and DEI or Dean of Students and Allied Health Sciences as soon as possible. A violation of drug and alcohol use must be reported to the respective state or national board examination organization if applicable. Eligibility for credentialing and licensure is at the discretion of the respective regulatory body.

Penalties against persons found in violation of this policy include disciplinary action up to and including termination from the College program, or employment. Persons found in violation may be required to participate satisfactorily in a drug or alcohol abuse assistance or rehabilitation program which is approved for such purposes by a federal, state, or local health, law enforcement, or other appropriate agency.

**Welfare, Health, and Safety Responsibilities Students shall:**

- Never use, possess, or distribute narcotics, hallucinogens, mind, or body-altering drugs, controlled substances, or dangerous drugs except as expressly permitted by law.
- Never consume, possess, distribute or be under the influence of alcoholic beverages in violation of Wisconsin State Law or College policy.
- Never smoke or use tobacco on Bellin College property and adhere to such policies of clinical agencies.

Students not in compliance with these responsibilities are subject to disciplinary action, including monitoring, probation, or dismissal. An immediate suspension may result in an ask to participate in an alcohol, drug, or other screening. The student in question may be put on temporary suspension until the incident has been investigated by appropriate college personnel and results in the student's return to good standing, probation, or dismissal.

### **Fitness for Class, Lab and Clinical:**

All students must report to class, lab and clinical free of impairment from the use of alcohol and/or drugs and are thereby judged as fit for class, lab and clinical. The following procedural steps will be followed when there is reasonable suspicion of impairment.

- If any member of the College community suspects a student may be unfit for class, lab, clinical, they should report observations to the person supervising the student. That person must document the observed behaviors prior to leaving class, lab, and clinical that day. If the member of the college community is unable to make a report on the same day of the observation, they must do so as soon as possible.
- Any student suspected of not being fit for duty, based on personal observation of appearance, behavior, speech, or breath odor will be asked to undergo a drug and alcohol test by a faculty member or appropriate College administrator at the time of the observed behavior or within the next available time frame.
- The student will be removed from class, cocurricular activities, lab, or clinical with assistance of the faculty member and/or the administrator. Students will not be allowed to leave unescorted.
- A voluntary signature will be obtained by using the Bellin College Drug and Alcohol Screening form prior to any specimen collection. Refusal to sign the consent to release information form and/or undergo a drug and alcohol test, when there is reasonable cause for testing, will result in presumed positive test results and an immediate suspension from class or clinical pending further disciplinary action. (Further disciplinary action may include dismissal from the College, independent and regardless of the results of any subsequent drug and alcohol test).
- Any student involved in a reasonable cause circumstance, whether tested or not, will be transported home by college personnel or the student's family member. This is to prevent the student from operating their vehicle when possibly under the influence of drugs and/or alcohol. If necessary, law enforcement will intervene.
- Any faculty member or other person who has reasonable cause to suspect that a student is under the influence of drugs and/or alcohol will submit a written statement of all observations made.
- When a student's drug/alcohol screening is positive and a student program referral is made, the student's return to school could be but is not limited to based on the following:
  - Evidence of ongoing compliance with the recommended treatment plan as outlined by licensed professional, student resources provided by the college.
  - A signed return-to-school contract, as coordinated by the Dean of Students and Allied Health Sciences, which may include additional drug and/or alcohol testing prior to returning to class or clinical, as well as additional drug and/or alcohol tests without notice at any time within 24 months from the date.
  - Successful completion of an education program selected by the college.
- A security officer may search for student positions. However, the college must have reasonable suspicion to believe that the student broke a school rule or committed a crime, and the extent of the search must be related to the reason that you are being searched.

**Please note:**

- Positive test results for any of the above drug and/or alcohol testing will render the student subject to discipline, up to and including dismissal from Bellin College. Bellin College reserves the right to question all persons entering and leaving Bellin's premises and to inspect any property, whether locked or unlocked, including, but not limited to, lockers, backpacks, packages, parcels, purses, handbags, briefcases, lunchboxes, electronic equipment, vehicles parked on Bellin College premises, or any other possessions or articles carried to and from its premises.

**The confidentiality and privacy rights of Bellin College students will be protected. Test results and/or the identities of any student participating in a rehabilitation program will not be revealed to anyone outside this policy without the express written consent of the student.**

**Sanctions and Remedies:**

If a student is found not to be acting in the realm of the Drug and Alcohol Policy the college will take appropriate corrective, disciplinary, and remedial action to stop the inappropriate conduct, address its effects, and prevent its recurrence. Students, faculty, and employees found to be in violation of this policy will be subject to discipline up to and including written reprimand, suspension, probation, demotion, termination, or expulsion.

The college will impose appropriate sanctions on a case-by-case basis, depending on the severity and/or pervasiveness of any violations. In determining appropriate sanctions, a student behavior conduct policy, available online at <https://catalog.bellincollege.edu/student-behavior-conduct-hearing-procedures>, will be followed.

Sanctions will not be implemented until after the appeal deadline has passed or, if an appeal is filed, until after the appeal has concluded. However, the college will keep supportive measures in place until the decision is final.

The following includes a list of the possible sanctions that may be imposed upon any respondent found to have violated the policy. The college has the authority to tailor sanctions, such as both punitive outcomes and educational outcomes, to address specific situations.

Possible sanctions include:

- Disciplinary Probation
- Suspension
- Expulsion
- Postponement of Graduation
- Degree Recission
- Transcript Notation
- Organizational Sanctions
- Counseling Referral
- Parental Notification
- Educational Outcomes, including training, discussion, and reflective opportunities.
- Limitations on co-curricular engagement, such as removal from a leadership position, or

on-campus employment

A hold may be placed on a student's account until completion of necessary sanctions.

### **DRUG ABUSE AND ALCOHOL PREVENTION PROGRAM**

The Drug-Free Schools and Communities Act (DFSCA) of 1989 - also known as the Drug-Free Schools and Campuses Act - requires institutions of higher education to establish policies that address unlawful possession, use, or distribution of alcohol and illicit drugs. The DFSCA also requires the establishment of a drug and alcohol prevention program.

Bellin College is committed to maintaining a drug-free campus. Given this objective, the college prohibits the unlawful manufacture, distribution, dispensation, possession or use of illegal drugs on its property or as part of any of its activities. All members of the Bellin College Community (faculty, staff, and students) are encouraged to review the information on the website as well as consult the Bellin College Guide and Employee Manual (Policy 6.17).

Resources available for alcohol and drug abuse problems include the Bellin Health Services, such as the Employee Assistance Program and Student Assistance Program through Bellin Health and other community resources. To comply with the Drug-Free Schools and Communities Act Amendments of 1989 (Public Law 101-226), the College annually distributes to each student and employee the College policy regarding drugs and alcohol, a description of the legal sanctions and health risks, a description of available treatment programs and sanctions to be imposed if violations occur.

### **ANNUAL NOTIFICATION TO STUDENTS and EMPLOYEES**

An annual notification will be sent via email blast to all students and employees during the yearly *Alcohol Awareness Week*. This notification will include the five (5) elements of DAAPP (Husch-Blackwell, 2019):

#### **1. Standards of Conduct**

##### **Standards of Conduct that clearly prohibit the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees.**

Use of illegal drugs, and the illegal use of alcoholic beverages, is identified as conduct which adversely affects the university community. College regulations prohibit any use, possession, sale, delivery, manufacture, or distribution of alcohol and other drugs by Bellin College students, faculty, staff, or guests to the College, on College-owned property and at all College sponsored activities. In addition, being under the influence of alcohol or any other intoxicants at any campus facility is also a violation of Bellin policies.

Bellin College students are also prohibited from the illegal use of drugs or alcohol whether on or off campus.

The legal age for the consumption of alcohol is 21 years of age. Any underage student consuming alcohol is violating standards for student conduct<sup>1</sup>. Additionally, excessive alcohol use can lead to additional violations, such as driving while intoxicated or public intoxication.

## 2. Legal Sanctions

### **Legal sanctions under federal, state, and local laws for the possession or distribution of illicit drugs and alcohol.**

Students caught violating these policies will face sanctioning through the College's judicial process. These sanctions include verbal reprimand, disciplinary probation, time-limited suspension, and/or dismissal.

Faculty or staff who violate these policies will also be subject to disciplinary sanctions. Such sanctions include referral to drug and alcohol counseling programs, termination from employment with Bellin College, and referral to appropriate law enforcement officials for prosecution.

## 3. Health Risks

### **Description of health risks associated with the use of illicit drugs and alcohol abuse.**

Specific serious health risks are associated with the use of alcohol and illicit drugs. Some of the major risks are listed below:

#### *Alcohol and Other Depressants (barbiturates, sedatives, and tranquilizers)*

Addiction, accidents as a result of impaired ability and judgment, alcohol poisoning, overdose when used with other depressants, damage to a developing fetus, heart and liver damage.

#### *Marijuana*

Impair short-term memory, thinking, and physical coordination. Can cause panic reaction and increase the risk of lung cancer and emphysema. Can interfere with judgment, attention span, concentration, and overall intellectual performance. Impairs driving ability. May cause psychological dependence and compromise the immune system.

#### *Cocaine*

Addiction, cardiovascular system damage including heart attack, brain damage, seizures, lung damage, severe depression, paranoia, psychosis. Similar risks are associated with other stimulants, such as speed and uppers.

#### *Nicotine*

Tobacco smoke contains thousands of chemical compounds, many of which are known to cause cancer. Nicotine, which is a central nervous system stimulant, produces an increase in heart and respiration rates, blood pressure, adrenaline production and metabolism. People can rapidly become physically and psychologically dependent on tobacco.

### *Prescription Drug Abuse*

Adverse reactions, dependency, withdrawal and overdose.

#### **4. Prevention Program & Treatment Options**

Bellin College uses a multifaceted approach including prevention, emergency response, counseling, student conduct sanctioning, campus and public safety intervention, and community resources to address alcohol and drug abuse.

Description of any drug or alcohol counseling, treatment, or rehabilitation programs that are available to students and employees. Examples of ways in which the college intentionally promotes drug abuse and alcohol prevention is through interactions with students, faculty, and staff as described below:

A variety of resources exist for alcohol and other drug prevention education, counseling and referral. For detailed information concerning these resources available from the college and community agencies, contact LifeMatters Counseling Services 24 hours a day, seven days a week, 365 days a year (24/7/365). They can be reached by phone at 855-695-2818 or their website, [mylifematters.com](http://mylifematters.com). Individuals are also encouraged to consult their primary care provider, Bellin Occupational Health (920-430-4560) or Bellin Employee Health (920-433-3587) with questions or for community resource referrals

Additional information on Bellin College Policies and Procedures webpage:  
<https://www.bellincollege.edu/campus-life/student-services/policies-and-procedures/alcohol-and-drug-policy/>.

#### ***Drug and Alcohol Abuse Prevention Program (DAAPP) examples:***

1. *Bellin College Students and Employees can receive an assessment & mental health screening through LifeMatters Counseling Services. Referrals (if needed) are based on each individual situation. Educational sessions would be provided if needed.*
2. Annual alcohol and drug awareness via SafeCollege's online training courses for students, faculty, and staff.
3. Distribution of printed materials during annual *Alcohol Awareness Week*.
4. Presentations on drugs and alcohol discussed in each student's curriculum and provided by various college guest speakers.
5. Suicide prevention presentations (QPR) address substance abuse as a key factor.

#### **Bellin College Statement**

The institution will impose sanctions on students and employees, up to and including dismissal (student) or termination of employment (faculty, staff) and referral for prosecution, for violations of the standards of conduct or law.

### **Legal Sanctions Wisconsin:**

The Laws of Wisconsin prohibit drug possession and delivery through the Uniform Controlled Substances Act, Wis. Stat. 161, and mandate stiff penalties that include up to 15 years of prison and fines up to \$500,000. A person with a first-time conviction of possession of a controlled substance can be sentenced up to one year in prison and fined up to one year in prison and fined up to \$5,000, Wis. Stat. 161.41 (2r) (b). The penalties vary according to the amount of drug confiscated, the type of drug found, the number of previous offenses by the individual whether the individual intended to manufacture the drug, sell the drug, or use the drug. See Wis. Stat. 161.41. In addition to the stringent penalties for possession or delivery, the sentences can be doubled when exacerbating factors are present, such as when a person distributes a controlled substance to a minor, Wis. Stat. 161.46 (1). Substantial restrictions against alcohol abuse also exist in Wisconsin. It is against the law to sell alcohol to anyone who has not reached the legal drinking age of 21 and there is a concurrent duty on the part of an adult to prevent the illegal consumption of alcohol on his/her premises. Wis Stat. 125.07 (1). Violation of this statute can result in a \$500 fine. It is against the law for an underage person to attempt to buy an alcoholic beverage, falsely represent his age, or enter a licensed premise. Violators can be fined \$500, ordered to participate in a supervised work program, and have their driver's license suspended. Wis. Stat. 125.07 (4)(3). Harsher penalties exist for the retailer of alcoholic beverages, including up to 90 days in jail and revocation of the retail.

### **Legal Sanctions Federal:**

The federal government has recently revised the penalties against drug possession and trafficking through its Federal Sentencing Guidelines that reduce the discretion that federal judges may use in sentencing offenders of federal drug statutes. Under these guidelines, courts can sentence a person for up to 6 years for unlawful possession of a controlled substance, including the distribution of a small amount (less than 250 grams) of marijuana. A sentence of life imprisonment can result from a conviction of possession of a controlled substance that results in death or bodily injury. Possession of more than 5 grams of cocaine can trigger intent to distribute penalty of 10-16 years in prison, U.S.S.G.o2.1 (b) (1).

### **Available Resources:**

[Director of Student Affairs and DEI](#) – 920-639-3609

List of community resources, advise on finding the 'next step'. Student Code of Conduct-- Address student behavior, enforces policies and procedures, and provide clarification on acceptable use standards.

[College Resources](#) – 855-695-2818

Address substance abuse concerns through individual counseling as part of a co-occurring disorder, individualized referrals based on situation, drug and alcohol education available on request.

[Bellevue Police Department](#) – 920-448-4200

Respond to immediate safety concerns regarding drugs or alcohol use, questions regarding the legalities of drugs and alcohol, available to do educational presentations.

[Bellin Human Resources Department](#) – 920-445-7240

List of health system resources available for employees enforces policies and procedures for

employees.

[Jackie Nitschke Center \(Community Resource\)](#) – 920-435-2093 Detox/Short-term Inpatient Facility & Outpatient Program.

[Libertas Treatment Center \(Community Resource\)](#) – 920-498-8600

Substance abuse treatment services and detoxification; outpatient counseling treatment; holistic rehabilitation treatment.





11/14, 06/22, 01/24

**DRUG AND ALCOHOL SCREENING**

I, \_\_\_\_\_, \_\_\_\_\_, do:  
(Student Name) (Social Security Number)

**A. Consent for Test and Release of Information**

Hereby consent to authorize Bellin Occupational Health Services to collect and perform an alcohol and drug test and disclose to Bellin College, Director of Student Affairs and DEI, and Dean of Students and Allied Health Sciences my identity and the test result. I understand that the college has the right to specify the drug and/or alcohol screen necessary.

\_\_\_\_\_  
*Student Signature*

\_\_\_\_\_  
*Date*

\_\_\_\_\_  
*Director of Student Affairs and DEI*

\_\_\_\_\_  
*Date*

**B. Refuse to undergo a Drug and Alcohol Test**

Refuse to undergo a drug and alcohol test. I understand the refusal to sign the “Consent for Test and Release of Information” and to undergo a drug and alcohol test where there is reasonable cause for testing will result in presumed positive test results and may result in my dismissal or other outcomes from Bellin College without possible opportunity to be reinstated via any mechanism regardless of the results of any subsequent drug and alcohol test.

\_\_\_\_\_  
*Student Signature*

\_\_\_\_\_  
*Date*

\_\_\_\_\_  
*Director of Student Affairs and DEI*

\_\_\_\_\_  
*Date*