

**College of Visual Arts
Drug and Alcohol Abuse Prevention**

Section 1: Statement of Principles

Compliance with the Drug-Free Schools and Communities Act is a condition of the College of Visual Arts' (CVA) eligibility to participate in any Title IV financial aid programs. This policy applies to all students and employees. The prohibitions apply to actions on CVA property or as a part of a college activity. The unlawful manufacturing, distribution, dispensation, possession, or use of illegal drugs on CVA property or at college functions is strictly prohibited. Continued employment/enrollment is conditioned upon compliance with this policy. The CVA Vice President and General Counsel (VP) shall coordinate this program at the college.

Section 2: Prohibited Conduct

- (a) **Illicit Drugs:** Possession, use, or distribution of illicit drugs is prohibited on College of Visual Arts property or as part of any of its activities.
- (b) **Alcohol:** Possession, use, or distribution of alcohol is prohibited on College of Visual Arts property except insofar as it is part of a positively sanctioned special event sponsored by the College.
- (c) **Tobacco:** Smoking in the College of Visual Arts facilities is prohibited.
- (d) **Other illegal drugs:** Illegal use of prescription medications, controlled substances or other legal drugs on College of Visual Arts property or as part of any of its activities is prohibited.

Section 3: Information

- (a) **Alcohol and Illicit Drugs:** The detrimental health effects of alcohol and some illicit drugs have been documented. Further information about controlled substances can be viewed in the VP's office, in the US Department of Justice, Drug Enforcement Administration's booklet entitled *Drugs of Abuse*.
- (b) **Tobacco:** Information on the detrimental effects of smoking are documented in the *Minnesota Clean Indoor Air Act* booklet. This booklet can be viewed in the VP's office.

Section 4: Health Risks Associated with the Use and Abuse of Drugs and Alcohol

Certain drugs, such as nicotine, alcohol, opiates, and barbiturates create physical dependencies. Marijuana contains THC, a psychoactive chemical that alters the sensory activities of the brain, including long-term damage to memory capabilities. The inhalation of marijuana smoke causes lung cancer and chronic use may adversely affect reproductive ability in women. Alcohol alters judgment, vision, speech, and coordination, and can cause long-term damage to the liver. It severely impairs one's ability to function and is a primary cause for vehicular accidents. Cocaine and Crack provide a user with a temporary feeling of energy, increased heart rate, blood pressure, and body temperature, and cause a false sense of exhilaration. They are highly addictive and may lead to heart attacks, strokes, and long-term brain damage.

Section 5: Drug and Alcohol Counseling, Treatment, Rehabilitation, and Re-entry Programs

- (a) **Assessment**
 - 1) The VP will assist, as requested, in assessing chemical abuse issues and in determining the need for formal assessment of drug use by an outside agency.
 - 2) The VP will make referrals, as requested, to chemical abuse assessment resources whose fees will be incurred by the student or employee who requested additional assessment by an outside professional consultant.
- (b) **Treatment**
 - 1) The VP will assist, as requested, students or employees seeking chemical dependency treatment by contacting treatment centers and making appropriate referrals.
 - 2) The VP will, as requested, remain part of a student's or employee's support network during chemical dependency treatment and will participate in treatment planning as needed.

- 3) Any fees levied by an outside professional consultant for treatment and/or for aftercare are the responsibility of the student or employee.

Section 6: Institutional Sanctions

Rehabilitation is encouraged by the College of Visual Arts. Individuals may be required to complete an appropriate rehabilitation program as a condition of future employment or enrollment.

Where substance abuse by an employee or student prevents the individual from performing the duties of a particular job or constitutes a threat to the property or safety of others, the individual may be disciplined up to and including expulsion or termination of employment and referral for prosecution, for violations of the standards of conduct. The President and Chief Academic Officer and the VP are available to meet confidentially with an employee or student regarding the Drug Prevention Program. In addition, they will be available to meet confidentially with supervisors, and faculty regarding possible drug abuse and the College's disciplinary sanctions. Procedures for resolving conflicts relating to drug and alcohol abuse are addressed under the Student Conduct Code, the Conflict Resolution Process, the Staff Handbook, and the Faculty Handbook, as appropriate.

Section 7: Legal Sanctions

A description of applicable legal sanctions under Minnesota state law (Chapter 152, Prohibited Drugs) for the unlawful possession or distribution of illicit drugs and alcohol is kept in the VP's Office for viewing. A description of Federal law is contained in the U.S. Department of Justice, Drug Enforcement Administration's booklet entitled "Drugs of Abuse," also available in the VP's office).

Section 8: Program Administration

- (a) This drug and alcohol policy will be distributed annually to each employee and to each student as part of the college policies and procedures packet, as required by the U.S. Department of Education. This policy will also be available on the CVA web site.
- (a) The Chief Academic Officer and the VP will meet biennially to:
 - 1) Measure the effectiveness of the program and modify the program if necessary.
 - 2) Verify that disciplinary sanctions are being imposed and violations are being consistently enforced.
 - 3) Maintain all records of the biennial review for three years after the fiscal year in which the review was conducted and be prepared to make these, and all aspects of the program available to the U.S. Department of Education Secretary if asked to do so.