

## Signs That There May Be A Problem

Please be aware that while these may be signs of unrelated problems, they are also symptoms of drug and alcohol abuse.

- high-strung, irritable, mood swings
- forgetful, poor concentration
- sluggish, slow reaction times
- frequent absences from the work area
- late arrivals, early departures
- Monday and Friday absences
- absences tied to paydays or holidays
- regularly extended lunches
- frequent accidents or near accidents

If you have a problem yourself (or know someone on campus who does), remember that it is better to work on problems before they become critical. Alcohol and drug dependence are progressive illnesses that rarely get better without help. In addition, they can become a threat to health, happiness and life.

All of the services available are voluntary and confidential. Using the available resources does not mean that you will lose your job. In fact, State employees can even use sick leave while obtaining services

## RESOURCES

If you need assistance with a drug or alcohol problem, the following counseling, treatment and rehabilitation services and programs may be called for help.

### INVER HILLS

Health Service ----- 651-450-3524  
Counseling ----- 651-450-3508  
State E.A.P. ----- 651-296-0765

### COMMUNITY

Community Action Council ----- 952-496-2125  
Dakota Social Services ----- 612-891-7480  
Regions Hospital ----- 651-221-3456  
Poison Control ----- 612-347-3141  
YES (Crisis Line) ----- 612-827-2321  
Ramsey County Detox ----- 651-296-4009  
First Call for Help ----- 651-224-1133

### SELF-HELP

AA Mpls. ----- 612-922-0880  
AA St. Paul ----- 651-227-5502  
Al-Anon ----- 651-771-2208  
Cocaine Anonymous ----- 612-323-3350  
Narcotics Anonymous ----- 612-939-3939

### NATIONAL

Cocaine and Alcohol Abuse  
Helpline (24hr) ----- 800-888-9383  
Alcohol Abuse and Crisis ----- 800-234-0246

*Inver Hills Community College  
is an equal opportunity educator/employer*

**This publication is available in alternate form at Disability Services  
651-450-3628, Voice; 651-450- 3369, TTY.**



**Inver Hills**  
Community College

## Drug and Alcohol Free Campus Policy and Statement

*Inver Hills Community College  
is committed to creating an  
educational environment where  
students and campus community  
members make informed and  
responsible choices.*

## Policy Statement

Federal law as well as the code of conduct at Inver Hills Community College prohibits the unlawful possession and use or distribution of drugs and alcohol for any member of the college community. This includes all activities on college premises or during any college-sponsored activity held on or off campus.

Educational programs in the areas of alcohol and drug abuse are available on campus. Counseling and health agencies are available on a referral basis for anyone needing rehabilitation. It may be necessary to complete rehabilitation for continued association with the College.

Failure to comply with federal laws may make IHCC and its students ineligible for federal funds or financial assistance under federal programs. This includes student loans. All employees and students are expected to abide by the conditions outlined here. Inver Hills Community College will take disciplinary action against persons associated with the College who fail to comply with this policy

This pamphlet outlines IHCC's compliance and expectations.

Dr. Cheryl Frank  
College President

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## Drug and Alcohol Free Campus

According to the Drug-Free Schools and Communities Act Amendments of 1989 (Public Law 101-226) and Minnesota Statutes: 152 Prohibited Drugs, 340A Liquor Act and 624.701 Liquors in Certain Buildings or Grounds. Inver Hills has implemented a program to prevent the use of illicit drugs and the abuse of alcohol by its students and employees.

### No Student Or Employee

shall possess with intent to or use, manufacture, sell, give away barter, deliver, exchange, or distribute a controlled substance or drug paraphernalia as defined in Minnesota Statutes—Chapter 152—while on campus or involved in any college activity, service, project, program or work situation.

### No Student Or Employee

as defined in Minnesota Statute 340A.101, shall introduce upon or have possession upon any college campus or while involved in a college activity, service, project, program or work situation any alcoholic beverages.

### No Student Or Employee

shall report to campus while under the influence of alcohol, or a controlled substance except as prescribed by a physician.

***Note: When under the influence of a prescription medication that may affect your performance, it is your responsibility to inform your instructor/supervisor.***

## Employees Working On Federal Grants Or Contracts

who are convicted of a criminal drug statute violation occurring in the work place are

(1) required to inform the principal college administrator of this fact within five calendar days of the conviction, and

(2) the college will then notify the federal government within ten days of receiving notice of such an employee.

### Students

who are convicted of a criminal drug statute violation while on campus or involved in related activities are subject to denial of governmental financial assistance, grants, and loans.

## Untreated Problems Can Result in the Following:

### Staff:

The president or supervising dean may take administrative and legal action consistent with existing contracts up to and including termination of employment and prosecution of employees who violate the standards of conduct. Disciplinary action may include the completion of an appropriate rehabilitation program.

### Students:

The dean of students may impose administrative and legal action up to and including expulsion and prosecution for those who violate the standards of conduct.