

**Policy Title:** Alcohol and Drug-Free School and Workplace Policy

**Applicability:** Campus-Wide

**Oversight:** Human Resources / Student Affairs

**Effective Revision Date:** November 29, 2022

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## Introduction

In accordance with the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Community Act Amendments of 1989, Providence College has adapted the following policy for all members of the college community. For purposes of this policy members of the college community include all students and employees (permanent or temporary or full-time or part-time). Students are also responsible for abiding by additional policies regarding drugs and alcohol as communicated in the [Student Handbook](#).

Providence College is committed to maintaining a drug-free environment for its employees and its students. Our Policy prohibits the unlawful manufacture, distribution, dispensing, possession, or use of illegal drugs and controlled substances on Providence College property or during the course of College business. Federal regulations require the annual distribution of Providence College's Alcohol & Drug-Free School & Workplace Policy.

## Standards of Conduct

All members of the Providence College community are prohibited from engaging in the unlawful manufacture, distribution, dispensation, possession or use of illegal drugs, controlled substances, or alcohol on any College premises, in vehicles provided by Providence College, at any worksite or location at which the activity or event is sponsored by Providence College. Common examples of controlled substances, as defined by local, state, and/or federal law, are cocaine, marijuana, methamphetamines, and heroin. Other drugs and substances that may be used and abused include, among others, alcohol, opioids, sedatives, stimulants and tranquilizers.

All members of the Providence College community are expected to comply with local, state, and federal laws relating to the use of alcohol and other drugs. Rhode Island state law, applicable to all members of the Providence College community regardless of home state or country, makes it illegal for anyone under age 21 to purchase, arrange to have purchased, transport, possess, consume, or carry alcoholic beverages. The possession, use, distribution and/or sale of any illegal drug, and the misuse of prescription drugs, are violations of federal and state law. Although Rhode Island has legalized the use of marijuana for adults 21 years and older, the legislation carves out exceptions when employees and schools can be more stringent about marijuana use such as when they receive federal assistance. As an institution that receives federal funding, marijuana remains prohibited in any form or amount on any Providence College premises, in vehicles provided by the College, at any worksite location at which the activity or event is sponsored by Providence College as the federally marijuana is a Schedule I narcotic.

Additionally, every employee is required to notify the Office of Human Resources of any criminal drug statute conviction for a violation occurring on the campus no later than five days after the conviction.

## Health Risks

### Alcohol

Alcohol use can be the cause of many serious health risks. All drugs including alcohol carry the risk of addiction which can cause long-term health consequences. For some individuals, any amount of drinking could be potentially harmful. Heavy and long-term use of alcohol can lead to overdose or withdrawal resulting in permanent health consequences, injuries and or fatalities. Additionally, alcohol use is linked to liver disease, increased rates of cancer, cardiovascular disease, depression, anxiety, and birth defects. More information on how alcohol and drugs effect health is available from the following:

<https://www.niaaa.nih.gov/alcohols-effects-health>

<https://www.collegedrinkingprevention.gov/SpecialFeatures/interactiveBody.aspx>

### Marijuana

Health effects of marijuana use include but are not limited to altered sensory perception followed by drowsiness/relaxation; slowed reaction time; problems with balance and coordination; increased heart rate and appetite; problems with learning and memory; anxiety and *increased risks for psychosis*.

Commonly reported long-term effects include mental health problems, chronic cough, frequent respiratory infections. THC vaping products mixed with the filler Vitamin E acetate (and possibly other chemicals) has led to serious lung illnesses and deaths. In combination with alcohol, effects include increased heart rate, blood pressure; further slowing of mental processing and reaction time.

Withdrawal from frequent marijuana use can include symptoms of irritability, insomnia, decreased appetite, and anxiety. Marijuana use is linked to concerns related to pregnancy: infants can demonstrate problems with attention, memory, and problem solving. See more information on effects at:

<https://nida.nih.gov/sites/default/files/cadchart.pdf>

### Other Drugs

For all commonly used/abused drugs and adverse effects please refer to the following:

<https://nida.nih.gov/research-topics/commonly-used-drugs-charts>

## Resources

### College Resources

**Personal Counseling Center** (ongoing services available to full-time day school undergraduate students only; a consultation session and off campus referrals available for graduate students)

Lower Bedford Hall • (401) 865-2343

The Personal Counseling Center (PCC) provides students with individual and group counseling for a range of personal developmental, and psychological issues, including but not limited to substance use and substance use disorders. The Personal Counseling Center is a confidential resource with exceptions only for rare situations as required by law or when considered life-threatening. The Personal Counseling Center staff includes psychologists, licensed clinical social workers, and listened mental health

counselors. Susan Ellingwood, MSW, LICSW serves as the Assistant Director of Substance Use Services, Clinical Substance Use Counselor and additionally practices as a Generalist Mental Health Counselor. She is available to meet with students for a substance use/abuse assessment and make recommendations for appropriate treatment including ongoing counseling services at the PCC, which may include treatment with other PCC providers or off campus referrals.

***Student Health Center*** (available to full-time undergraduate students only)

Lower Davis Hall • (401) 865-2422

The Student Health Center provides comprehensive and confidential physical and mental health services for all full-time undergraduate students. The Student Health Center also provides relevant health and wellness programming including screenings on nutrition, physical activity, alcohol and other drug use, tobacco, stress, and general wellness. All visits to the health center are free. Students' insurance will be billed for any testing or referrals off campus, as well as prescriptions dispensed by the providers.

***Chaplain's Office***

St. Dominic Chapel • (401) 865-2216

The Office of the Chaplain & Campus Ministry invites students of all faiths to join the many spiritual, service, and social activities happening nearly every day through Campus Ministry. The Chaplains are also available to meet confidentially one-on-one with students to discuss any concerns, questions, or difficulties they may have.

***Public Safety***

Huxley Avenue Gate • (401) 865-2391 (non-emergency) • (401) 865-2222 (emergency)

The Office of Public Safety operates 24 hours a day, seven days a week, 365 days a year. The Office of Public Safety can be contacted to report an alleged violation of this Policy. In the event of a medical or other emergency, Public Safety is available to respond and will also contact campus EMTs or other emergency personnel to respond.

***Employee Assistance Plan- New Directions*** (available to faculty and staff, and their family members only)

(800) 624-5544 • [eap.ndbh.com](http://eap.ndbh.com) (company code: providencecollege)

Provides 24/7, free, confidential access to license counselors who in addition to substance abuse and addiction can assist with emotion and personal concerns, marriage, family, and relationships, stress, financial issues, legal assistance, job-related concerns, and work/life issues. Contact with staff at New Directions is confidential. For more information contact the Office of Human Resources at (401) 865-2341.

**Outside Community Resources**

***Primary Care Provider***

It is highly recommended all individuals consult with their primary care provider as an additional resource. Research shows coordinated care with your physician aids in more effective treatment.

**Rhode Island Alcoholics Anonymous Meetings**

(401) 438-8860 • [rhodeisland-aa.org](http://rhodeisland-aa.org) • [rics@rhodeisland-aa.org](mailto:rics@rhodeisland-aa.org)

Alcoholics Anonymous (AA) is a fellowship of people who share their experience, strength and hope with each other that they may solve their common problem and help others to recover from alcoholism. The only requirement for membership is a desire to stop drinking. AA meetings are available in most local communities. To learn more about AA or find a meeting in your local community, please visit [aa.org](http://aa.org).

**Smart Recovery Meetings**

A secular, self-help, abstinence and science based support groups for those who wish to develop rational skills and gain independence from addictive behavior. Recovery meetings are open to all who are interested. Through discussion and support participants can learn the skills to change addictive behaviors, avoid relapses, and live a balanced life. To learn more or find a meeting, please visit [www.smartrecovery.org](http://www.smartrecovery.org) or national [www.smartne.org](http://www.smartne.org)

**New England Region of Narcotics Anonymous**

(866) NA-HELP-U (866-624-3578) • [nera.org](http://nera.org)

Narcotics Anonymous (NA) is a nonprofit fellowship or society of men and women for whom drugs had become a major problem. The group consists of individuals recovering from substance use disorders who meet regularly to help one another stay abstinent. This is a program of complete abstinence from all drugs. There is only one requirement for membership, the desire to stop using. To learn more about NA or find a meeting in your local community, please visit <https://www.narcotics.com>.

**Nicotine Abstinence Support**

1-800-quit-now. <https://health.ri.gov/healthrisks/tobacco/about/quitsmoking/>

Quitting nicotine use is a process. Whether you are thinking about quitting, are not yet ready to quit, or have already quit, the Rhode Island Nicotine Helpline can help individuals with all forms of nicotine addiction—using safe and effective strategies. Free phone counseling, live online chat, and other support tools can help you quit for good.

**Rhode Island Al-Anon Family Groups**

(401) 781-0044 • [riafg.org](http://riafg.org) • [alanon.riafg@gmail.com](mailto:alanon.riafg@gmail.com)

Al-Anon is a worldwide fellowship of those who feel their lives have been deeply affected by someone else's drinking. Al-Anon groups exist in many local communities. To find an Al-Anon group, in another state, please visit [al-anon.org](http://al-anon.org).

**CODAC Behavioral Health**

(401) 275-5039 • [codac@codacinc.org](mailto:codac@codacinc.org)

CODAC provides comprehensive outpatient and community-based resources to those living and struggling with the challenges of substance use disorder and behavioral healthcare issues. As a result, CODAC designed programs to promote and support recovery including outpatient therapy, intensive outpatient services (IOP) and medication assisted treatment. CODAC help participants acquire the skills necessary to lead healthy and fulfilling lives. CODAC locations were also named the first centers of excellence for opioid treatment in Rhode Island.

**Butler Hospital**

(401) 455-6200 • [butler.org](http://butler.org)

Butler Hospital is Rhode Island's only non-profit, free-standing psychiatric hospital providing adults, seniors and adolescents specialized assessment and treatment for all major psychiatric illnesses and substance abuse. Butler is the major affiliated teaching hospital for psychiatry and behavioral health of The Warren Alpert Medical School of Brown University. Butler Hospital offers a range of services for treating substance abuse disorders. Following an assessment patients choose a program that meets their needs.

**Lifespan Recovery Center**

(401)-606-8530 <https://www.lifespan.org/centers-services/lifespan-recovery-center>

The Lifespan Recovery Center provides individualized recovery plans that may include a combination of behavioral therapy and medications (if needed) to help our patients recover from substance use disorders and co-occurring mental health disorders to reduce the risk of relapse. Services include therapy to treat co-occurring psychiatric conditions, individual and group therapy, either in-person or via telehealth, case management/care coordination as well as peer support. Additionally, the program prescribes Suboxone or Vivitrol for patients with an opiate use disorder as well as prescribing medications for patients with an alcohol use disorder.

**Adcare Treatment Centers**

(866)-423-5841 <https://adcare.com/programs>

Adcare treatment centers provide treatment for substance use disorders and co-occurring mental Health disorders. Services include but are not limited to: medical detox, addiction focused healthcare, inpatient residential, partial hospital program (PHP)/ day treatment, intensive outpatient (IOP), outpatient therapy, telehealth addiction treatment, veterans services, first responders services, LGBTQ support, chronic mental illness treatment.

## College Sanctions

**Employees**

Any activity prohibited by this policy constitutes grounds for immediate termination and possible referral for criminal prosecution. Additionally, any employee under the influence of drugs or alcohol such that judgment or performance is impaired, or inappropriate behaviors occur while on campus or on College business, will be subject to the full range of discipline available to the College and/or applicable collective bargaining agreements, up to and including termination.

**Students**

Providence College students are expected to comply with local, state, and federal laws relating to the use of alcohol and other drugs. The College will not tolerate conduct that disrupts the campus or the academic or residential environment, or jeopardizes the safety of another person. Violation of the alcohol and/or drug policies are considered serious offenses and will result in disciplinary action and

possible sanctions through the Office of Community Standards and/or the Office of Residence Life & Housing. The full range of sanctions up to suspension and dismissal may be considered. For more information, please consult the [Student Handbook](#).

## **Legal Sanctions**

For information on federal drug trafficking penalties, please consult the [United States Drug Enforcement Administration](#). For a comprehensive guide to Rhode Island alcohol and drug laws and potential sanctions, please see Title 3 and Title 21 of [Rhode Island General Laws](#). Listed below are examples of some state laws and potential sanctions:

### **Alcohol**

RIGL § 3-8-10. Possession of alcoholic beverage by underage persons.

- 30 hours community service
- 60 day suspension of driver's license
- For a first offense, fine ranging from \$150-\$750
- For a second offense, fine ranging from \$300-\$750 and possible mandated substance abuse assessment by a licensed substance abuse professional
- For a third offense, fine ranging from \$450-\$950

RIGL § 3-8-11.1. Furnishing or procurement of alcoholic beverages for underage persons.

- Fine ranging from \$350-\$1,000
- Imprisonment not exceeding 6 months

RIGL § 3-8-6. Unlawful drinking and misrepresentation by underage persons – Identification cards for person twenty-one and older.

- For a first offense, fine ranging from \$100-\$500; 30 hours community service; possible suspension of driver's license for 30 days
- For a second offense, fine ranging from \$500-\$750; 40 hours community service; possible suspension of driver's license for 3 months
- For a third offense, fine ranging from \$750-\$1000; 50 hours community service; possible suspension of driver's license for one year

### **Controlled Substances**

RIGL § 21-28-4.01. Except as authorized by this chapter, it shall be unlawful for any person to manufacture, deliver, or possess with intent to manufacture or deliver a controlled substance.

- For a controlled substance, classified in schedule I or II, imprisonment for not more than 30 years; or fine ranging from \$3,000-\$100,000; or both
- For a controlled substance, classified in schedule III or IV, imprisonment for not more than 20 years; or fine up \$40,000; or both

- For a controlled substance, classified in schedule V, imprisonment for not more than one year; or fine up to \$10,000; or both
- For a controlled substance classified in schedules I, II and III, and IV and V in the absence of a valid prescription, imprisonment for not more than three years, or fined up to \$5,000; or both