



Drug and Alcohol Abuse Prevention Policy

Northern New Mexico College is committed to a safe working and learning environment for its students, employees and the public. Northern is committed to the prevention of unlawful possession, use or distribution of illicit drugs and alcohol by all students and employees on school premises or as a part of any of its activities. Substance abuse affects an individual's performance, conduct and or reliability.

Alcohol and controlled substance abuse can lead to early behavioral and psycho social problems. Substance abuse is a non-discriminative progressive illness, which typically begins by experimentation and continues due to misinterpreted behavioral standards that may result in addiction. Addiction to alcohol and/or illicit drugs will debilitate the total wellness of the individual and interfere with his or her ability to carry out even simple tasks.

Substance abuse in the workplace, on the campus or other college locations, or while on college business is prohibited. Substance abuse is defined as the unauthorized possession, distribution, dispensing, manufacture, sale or being under the influence of controlled substances that are identified in Schedules I through V of Section 202 of the Controlled Substance Act, 21 USC 812 (United States Code, Title XXI, Chapter 13) or its implementing regulations, where the use is neither authorized by law nor a valid prescription, or the misuse of a legal substance, including but not limited to alcohol or prescription drugs, that may affect an individual's ability to perform his or her job in a safe, adequate and secure manner.

All students and employees of the college are expected to cooperate fully with Northern's objective of maintaining a drug-free campus. Failure to do so is deemed to be a violation of College policy. Accordingly, in the event that a student or employee violates Northern's zero tolerance for illicit drugs and alcohol and refuses treatment and/or rehabilitation or after having received treatment and continues to violate Northern's policies as per the Student/Employee Handbook, disciplinary sanctions will be imposed. Sanctions can include but are not limited to warnings, academic probation, suspension from academic or extracurricular programs, and suspension from the College, expulsion and referral to and satisfactory completion of rehabilitation programs or termination from employment. The College also reserves the right to make referrals to law enforcement agencies for investigation and prosecution.

Northern strongly encourages students and employees of the college who engage in any form of substance abuse, including alcohol or other drug-related problems, to voluntarily refer themselves for assistance. The College will provide support or referral for assistance,

rehabilitation, detox, and/or counseling. All information regarding an individual's condition, treatment, rehabilitation and or status will remain confidential.

The following campus and community resources are available to assist you with issues involving the prevention of drug and alcohol abuse:

College Resources

- Human Resources AD 231 505.747.5483

Staff and Faculty Resource

As part of its benefits package, Northern provides an Employee Assistance Program (EAP). This service is administered by Corporate Health Resources and is available to full-time faculty, full-time and regular part-time employees. This is a confidential and professional service designed to help employees resolve personal or work related concerns **at no cost to the employee**. Assistance is offered for a variety of concerns such as but not limited to alcohol and substance abuse issues.

Employees can contact Northern's Human Resources Department at the above listed number or contact Corporate Health Resources directly at 505.816.6790 or 800.348.3232.

Off-Campus Community Resources

- Hoy Recovery Program
612 North Paseo de Oñate
Española, NM 87532
505.753.2203
- Outpatient Individual, Group, and IOP Drug / Alcohol Treatment Services
612 North Paseo de Oñate
Española, NM 87532
505.753.2203