

# ALCOHOL AND OTHER DRUG USE

## Policy and Information for Employees and Students South Carolina Technical College System



It is the policy of the South Carolina Technical College System to provide a drug free, healthful, safe and secure work and educational environment. Employees and students are required and expected to report to their work, class, or student activities in appropriate mental and physical condition to meet the requirements and expectations of their respective roles.

The South Carolina Technical College System prohibits the unlawful manufacture, distribution, dispensation, possession or use of narcotics, drugs, other controlled substances or alcohol at the workplace and in the educational setting. Unlawful for these purposes means in violation of federal/state/local regulations, policy, procedures, rules, as well as legal statutes. Workplace means either on agency premises or while conducting agency business away from the agency premises. Educational setting includes both institutional premises or in approved educational sites off campus.

In order to prevent the consequences of alcohol and other drug abuse at the workplace and in the educational setting, the South Carolina Technical College System has implemented this policy to ensure a drug-free work and educational environment.

The South Carolina Technical College System recognizes that chemical dependency through use of controlled or uncontrolled substances, including alcohol, is a treatable illness. The agency supports and recommends employee and student rehabilitation and assistance programs and encourages employees and students to use such programs.

All locations will also implement drug-free awareness programs for employees and students. Such programs will annually ensure that employees and students are aware that:

1. Alcohol and other drug abuse at the workplace and in the educational setting is dangerous because it leads to physical impairment, loss of judgement, safety violations and the risk of injury, poor health, or even death. Health risks and effects of controlled substances and alcohol will be provided to students and employees.
2. Alcohol and other drug abuse can also significantly lower performance on the job and in the classroom, thus impacting on the agency and the college mission as well as seriously affect the student's educational and career goals.
3. Employees must report any personal conviction under a criminal drug statute, for conduct at the workplace, to their personnel officer within five days.
4. It is a condition of employment and admission that all employees and students must abide by the policy on alcohol and other drug use as well as related procedures/statements/laws/guidelines. Violation of any provisions may result in disciplinary action up to and including termination or expulsion respectively, and may have further legal consequences consistent with federal and state laws and regulations. Additionally, management may require an employee or student to enter an employee/student assistance or drug rehabilitation program as a condition of employment or enrollment.
5. Use of employee assistance programs (EAP), student assistance programs (SAP), or drug/alcohol rehabilitation services is encouraged.

  
\_\_\_\_\_  
Chief Executive

  
\_\_\_\_\_  
Date

## ALCOHOL — EFFECTS & HEALTH RISKS

Alcohol consumption causes a number of marked changes in behavior. Even low doses significantly impair the judgement and coordination required to drive a car safely, increasing the likelihood that the driver will be involved in an accident. Low to moderate doses of alcohol also increase the incidence of a variety of aggressive acts, including spouse and child abuse. Moderate to high doses of alcohol cause marked impairments in higher mental functions, severely altering a person's ability to learn and remember information. Very high doses cause respiratory depression and death. If combined with other depressants (see chart below) of the central nervous system, much lower doses of alcohol will produce the effects just described.

Repeated use of alcohol can lead to dependence. Sudden cessation of alcohol intake is likely to produce withdrawal symptoms, including severe anxiety, tremors, hallucinations, and convulsions. Alcohol withdrawal can be life-threatening. Long-term consumption of large quantities of alcohol, particularly when combined with poor nutrition, can also lead to permanent damage to vital organs such as the brain and the liver.

Mothers who drink alcohol during pregnancy may give birth to infants with fetal alcohol syndrome. These infants have irreversible physical abnormalities and mental retardation. In addition, research indicates that children of alcoholic parents are at greater risk than other youngsters of becoming alcoholics.

## Controlled Substances - Effects & Health Risks

| DRUG                    | TRADE OR OTHER NAMES  | DEPENDENCE |               | POSSIBLE EFFECTS   | EFFECTS OF OVERDOSE  | WITHDRAWAL SYNDROME   |
|-------------------------|---|------------|---------------|--|--|---|
|                         |   | Physical   | Psychological |  |  |   |
| <b>NARCOTICS</b>        |   |            |               |  |  |   |
| Opium                   | Dover's Powder, Paregoric, Parapectolin   | High       | High          |  |  |   |
| Morphine                | Morphine, MS-Contin, Roxanol, Roxanol-SR  | High       | High          | Euphoria, drowsiness,  | Slow and shallow breathing   | Watery eyes, runny nose,  |
| Codeine                 | Tylenol w/Codeine, Empirin w/Codeine, Robitussin AC, Fiorinal w/Codeine   | Moderate   | Moderate      | respiratory depression, constricted pupils, nausea                       | clammy skin, convulsions, coma, possible death   | yawning, loss of appetite, irritability,                                |
| Heroin                  | Diacetylmorphine, Horse, Smack  | High       | High          |  |  | tremors, panic, cramps, nausea, chills and sweating                     |
| Hydromorphone           | -Dilaudid   | High       | High          |  |  |   |
| Meperidine (Pethidine)  | Demerol, Mepergan   | High       | High          |  |  |   |
| Methodone               | Dolophone, Methadone, Methadose   | High       | High-Low      |  |  |   |
| Other Narcotics         | Numorphan, Percodan, Percopet, Tylox, Tussionex, Fentanyl, Darvon, Lomotil, Talwin <sup>2</sup>                         | High-Low   | High-Low      |  |  |   |
| <b>DEPRESSANTS</b>      |   |            |               |  |  |   |
| Chloral Hydrate         | Noctec, Amytal, Butisol, Fiorinal, Lotusate, Nembutal, Seconal, Tinal, Phenobarbital                                    | Moderate   | Moderate      |  |  |   |
| Barbiturates            | Alivan, Dalmane, Diazepam, Librium, Xanax, Serax, Valium, Tranxex, Verstran, Versed, Halcion, Xanax, Restoril, Quaalude | High-Mod.  | High-Mod.     | Slurred speech, disorientation, drunken behavior without odor of alcohol | Shallow respiration, clammy skin, dilated pupils, weak and rapid pulse, coma, possible death | Anxiety, insomnia, tremors, delirium, convulsions, possible death       |
| Benzodiazepines         |   | Low        | Low           |  |  |   |
| Methaqualone            | Doriden   | High       | High          |  |  |   |
| Glutethimide            |   | High       | Moderate      |  |  |   |
| Other Depressants       | Equanil, Miltown, Noludar, Placidyl, Valmid   | Moderate   | Moderate      |  |  |   |
| <b>STIMULANTS</b>       |   |            |               |  |  |   |
| Cocaine                 | Coke, Flake, Snow, Crack  | Possible   | High          | Increased alertness, excitation, euphoria, increased pulse rate          | Agitation, increase in body temperature, hallucinations, convulsions, possible death         | Apathy, long periods of sleep, irritability, depression, disorientation |
| Amphetamines            | Biphetamine, Delcobese, Desoxy, Dexedrine, Obetrol  | Possible   | High          | increased pulse rate & blood pressure, insomnia, loss of appetite        |  |   |
| Phenmetrazine           | Preludin  | Possible   | High          |  |  |   |
| Methylphenidate         | Ritalin   | Possible   | Moderate      |  |  |   |
| Other Stimulants        | Adipex, Cylert, Didrex, Ionamin, Melfiat, Plegine, Sanorex, Tenuate, Tepanil, Prelu-2                                   | Possible   | High          |  |  |   |
| <b>HALLUCINOGENS</b>    |   |            |               |  |  |   |
| LSD                     | Acid, Microdot  | None       | Unknown       |  |  |   |
| Mescaline and Peyote    | Mexc, Buttons, Cactus   | None       | Unknown       | Illusions and hallucinations, poor perception of time and distance       | Longer, more intense "trip" episodes, psychosis, possible death                              | Withdrawal syndrome not reported  |
| Amphetamine Variants    | 2,5-DMA, PMA, STP, MDA, MDMA, TMA, DOM, DOB   | Unknown    | Unknown       |  |  |   |
| Phencyclidine           | PCP, Angel Dust, Hog  | Unknown    | High          |  |  |   |
| Phencyclidine Analogues | PCE, PCFy, TCP  | Unknown    | High          |  |  |   |
| Other Hallucinogens     | Bufotenine, Ibogaine, DMT, DET, Psilocybin, Psilocyn  | None       | Unknown       |  |  |   |
| <b>CANNABIS</b>         |   |            |               |  |  |   |
| Marijuana               | Pot, Acapulco Gold, Grass, Reefer, Sinsemilla, Thai Sticks  | Unknown    | Moderate      | Euphoria, relaxed inhibitions, increased appetite, disoriented behavior  | Fatigue, paranoia, possible psychosis  | Insomnia, hyperactivity and decreased appetite occasionally reported    |
| Tetrahydrocannabinol    | THC, Marinol  | Unknown    | Moderate      |  |  |   |
| Hashish                 | Hash  | Unknown    | Moderate      |  |  |   |
| Hashish Oil             | Hash Oil  | Unknown    | Moderate      |  |  |   |

# SOUTH CAROLINA LAWS

## ALCOHOL

### **PURCHASE ON BEHALF OF ONE WHO CANNOT LAWFULLY BUY**

It is against the law to buy or give beer, wine, and/or alcohol to anyone who cannot buy it for themselves.

**Penalty** - Fine up to \$200 or confinement up to 30 days and mandatory driver's license suspension of 90 days - 6 months. (Code 61-9-60)

### **PURCHASE/POSSESSION BY A MINOR/MISREPRESENTING AGE**

It is against the law to drink or possess any form of alcoholic beverage if you are under the age of 21. It is also against the law to lie or furnish false information concerning age in order to obtain any form of alcoholic beverage.

**Penalty** - Fine up to \$200 for first offense and mandatory driver's license suspension of 90 days - 6 months. (Code 20-7-370/380, 61-9-50)

### **TRANSFERENCE OF BEER OR WINE**

It is against the law to give or transfer beer or wine to anyone under the age of 21. This includes serving anyone in your home except your child or spouse.

**Penalty** - Fine up to \$200 or confinement up to 30 days. (Code 61-13-287)

### **CONTRIBUTING TO THE DELINQUENCY OF A MINOR**

It is against the law for any person over 18 to knowingly and willfully influence a minor to violate any law or municipal ordinance.

**Penalty** - Fine up to \$3,000 and/or confinement up to three years. (Code 16-17-490)

### **POSSESSION OF BEER, WINE, OR LIQUOR**

It is against the law to possess beer, wine, or liquor if you are under the age of 21. This includes opened or unopened containers of alcoholic beverages in actual possession or in your immediate surroundings.

**Penalty** - Fine up to \$100 or confinement up to 30 days and mandatory driver's license suspension of 90 days - 6 months. (Code 61-9-87, 20-7-370/380)

## OTHER DRUGS

### **POSSESSION AND DISTRIBUTION OF DRUGS**

It is illegal to have, to make, or to intend to distribute any controlled substance, i.e., cocaine, crack, marijuana, etc.

**Penalty** - Varies depending upon the circumstances under which the arrest was made and the amount of drugs. Fines up to \$200,000, confinement up to 30 years, and mandatory driver's license suspension for 6 months - 1 year. (Code 44-53-370)

### **DISTRIBUTION OF CONTROLLED SUBSTANCE CLOSE TO A SCHOOL**

It is against the law and a separate offense to distribute, sell, make or have a controlled substance within a "specified" distance of schools, technical colleges, and/or colleges/universities.

**Penalty** - Fine up to \$10,000, and/or confinement up to 10 years. (Code 44-53-445)

### **SALE TO PERSON UNDER AGE**

It is against the law to sell beer, ale, or wine to anyone under 21 years old.

**Penalty** - Fine up to \$200 or confinement up to 60 days. (Code 61-9-40)

### **DISORDERLY CONDUCT**

Students found on any public highway or in any public place who are intoxicated or disorderly may be charged with disorderly conduct.

**Penalty** - Fine up to \$100 or confinement up to 30 days. (Code 16-17-530)

### **ALTERING AND FRAUDULENT USE OF LICENSE**

It is against the law to lend, issue, sell or use your license or anyone's license or a fictitious license (fake ID) for an unlawful purpose.

**Penalty** - First offense fine up to \$200 and/or confinement up to 30 days, and mandatory driver's license suspension for 90 days - 6 months. (Code 56-1-510/515, 61-9-50)

### **DRIVING UNDER THE INFLUENCE (DUI)**

It is unlawful for persons under the influence of alcohol or other drugs to drive.

**Penalty** - Not less than \$200 fine; imprisonment up to 5 years; drivers license suspension 6 months - permanent. (Code 56-1-1330, 56-5-2930/2940/2990)

### **FELONY DRIVING UNDER THE INFLUENCE**

If you cause bodily harm or death to someone while under the influence of alcohol, drugs or any combination, you are guilty of a felony DUI.

**Penalty** - For bodily harm, a mandatory fine up to \$10,000 and mandatory confinement up to 10 years. For death, mandatory fine up to \$25,000 and mandatory confinement up to 25 years. (Code 56-5-2945)

### **CONSENT FOR TESTING**

Anyone who drives on South Carolina highways automatically has given consent to a breathalyzer test if arrested.

If you refuse to submit to a urine and/or blood test your driver's license will be suspended. There is no law that states that you have to be given a driver's license, provisional or temporary. (Code 56-1-1330, 56-5-2930/2940/2950/2990)

### **POSSESSION OR SALE OF DRUG PARAPHERNALIA**

It is illegal to possess drug paraphernalia; paraphernalia includes, but is not limited to, such things as:

"Roach clips" - Clips used by dentists to clip bibs around the necks of patients.

"Bong" - Pipe that may or may not use water.

"Carburetor" - Circulating tube with holes at each end. Tube may be made out of glass or metal.

**Penalty** - Fine up to \$500 (Code 44-53-391)

## FEDERAL ILLEGAL POSSESSION PENALTIES CONTROLLED SUBSTANCES

First conviction: Up to 1 year imprisonment and fined at least \$1,000 but not more than \$100,000, or both. After 1 prior drug conviction: At least 15 days in prison, not to exceed 2 years and fined at least \$2,500 but not more than \$250,000, or both. After 2 or more prior drug convictions: At least 90 days in prison, not to exceed 3 years and fined at least \$5,000 but not more than \$250,000, or both. There are special sentencing provisions for possession of crack cocaine: mandatory at least 5 years in prison, not to exceed 20 years and fined up to \$250,000, or both, depending on amount of crack possessed and number of convictions.

In addition, there is forfeiture of personal and real property used to possess, facilitate, transport, or conceal possession of controlled substances. There are also civil fines of up to \$10,000 and denial of Federal benefits, such as student loans, grants, contracts, and professional and commercial licenses, up to 1 year for first offense, up to 5 years for second and subsequent offenses.

(21 U.S.C. 844 (a); 21 U.S.C. 853(a) (2); 881 (a) (7); 21 U.S.C. 881(a) (4); 21 U.S.C. 844a; 21 U.S.C. 853 a)

### FEDERAL TRAFFICKING PENALTIES (Examples)

|              | Minimum           |                   | Maximum   |  |
|--------------|-------------------|-------------------|---|--|
|              | 1st Offense       | 2nd Offense       | 1st Offense   | 2nd Offense  |
| Marijuana    | NMT 5 Yrs &       | NMT 10 Yrs &      | NLT 10 Yrs &  | NLT 20 Yrs &   |
| Hashish      | NMT \$250,000     | NMT \$500,000     | NMT Life &  | NMT Life &   |
| Hashish Oil  |                   |                   | NMT \$4,000,000<br>(If death/serious<br>injury NLT 20 Yrs.) | NMT \$8,000,000<br>(If death/serious<br>injury NLT Life) |
| Amphetamines | NLT 5 Yrs         | NLT 10 Yrs        | NLT 10 Yrs  | NLT 20 Yrs   |
| Heroin       | NMT 40 Yrs &      | NMT Life &        | NMT Life &  | NMT Life &   |
| Cocaine      | NMT \$2,000,000   | NMT \$4,000,000   | NMT \$4,000,000   | NMT \$8,000,000  |
| PCP          | (If death/serious | (If death/serious | (If death/serious   | (If death/serious  |
| LSD          | injury NLT        | injury NLT        | injury NLT  | injury NLT Life)   |
| Cocaine Base | 20 years)         | 20 years)         | 20 years)   |  |
| Fentanyl     |                   |                   |   |  |

NOTE: NMT - Not More Than    NLT - Not Less Than

### Local Information

For help in dealing with problems associated with alcohol and other drug use, it is recommended that the following Community Agency be contacted for information and/or assistance:

#### KEYSTONE

199 Herlong Avenue  
Rock Hill, SC 29730  
(803) 324-1800

*An EEO/Affirmative Action System (M/F/H)*

*Our locations are committed to equal opportunity and affirmative action and do not discriminate on the basis of race, sex, color, religion, national or ethnic origin, handicap, or age in admissions or employment policies, programs, activities or practices.*