

HEALTH RISKS

Health risks associated with the use of illicit drugs and the abuse of alcohol vary. Possible effects and risks include coma, convulsions, respiratory failure, hallucinations, psychosis, fatigue, paranoia, and DEATH.

Students should be aware of the health risks associated with the use and abuse of alcohol and illicit drugs:

1. Drinking and driving is a leading cause of injury and death.
2. Alcohol can react dangerously with many medicines (both prescription and over-the-counter).
3. Drinking and/or using drugs during times of emotional stress only makes problems worse.
4. Drinking and/or using drugs can cause problems with law enforcement.

COUNSELING, TREATMENT & REHABILITATION PROGRAMS

Counseling and referral services are available to Sterling College students and employees through the Student Life Office. The campus counselor also provides GOD14® (Getting Off Drugs in 14 weeks). This is a Bible based recovery program for students struggling with alcohol and other drug addiction through treating the body, soul and spirit.

OTHER AREAS OF SERVICE INCLUDE:

Center for Counseling & Consultation – in Lyons
Monday, Tuesday, & Wednesday – 8:00 am – 5 pm
Hotline: 1-800-728-2057, 620-257-5984

Reno Alcohol & Drug Services – 620-665-2240
112 N. Poplar, Hutchinson

Center for Counseling – 620-792-2544
5815 Broadway, Great Bend

Simple Choices - 620-257-2551
Drug and Alcohol Treatment Center

SIGNS THERE MAY BE A PROBLEM:

- Withdrawal from social situations
- Increased boredom or drowsiness
- Change in personal appearance (increasingly unkempt or sloppy)
- Change in friends
- Easily discouraged; defeatist attitude
- Low frustration tolerance (outbursts)
- Violent behavior and vandalism
- Terse replies to questions or conversation
- Sad or forlorn expression
- Lying
- Poor classroom attendance
- Dropping grades or poor work
- Apathy or loss of interest

WHEN SUCH SIGNS APPEAR IN FRIENDS:

- Express your concern and caring
- Be ready to listen
- Communicate your desire to help
- Make concrete suggestions as to where the student can find help or how he or she might cope with a given problem
- Try to get the student to seek professional help
- Ask for assistance from campus resources
- Be persistent

DON'T:

- Take the situation lightly or as a joke
- Be offended if the student tries to "put you off"
- Take "I don't have a problem" as an answer
- Try to handle the student alone—ask for assistance
- Lecture about right and wrong



ALCOHOL & DRUG POLICY



Sterling College

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STERLING COLLEGE ALCOHOL & DRUG POLICY

Sterling College strongly supports the provisions of The Drug-Free Schools and Communities Act Amendments of 1989 (Public Law 101-226). Federal law and the community life covenant at Sterling College prohibit the unlawful possession and use or distribution of drugs and alcohol for any member of the College community for activities on or off campus.

Educational programs in the areas of alcohol and drug abuse are available on campus. Counseling and health services 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 SC and its students ineligible for federal funds for financial assistance under federal programs. This includes student loans. All employees and students are expected to abide by the conditions outlined here. Sterling College will take disciplinary action against persons associated with the College who fail to comply with this policy.

This brochure outlines Sterling College's compliance and expectations.

STUDENT INFORMATION

ALCOHOL & DRUG VIOLATIONS

Alcohol, tobacco of any kind, or illegal drugs are not allowed in or around campus or College sponsored events. Students who violate the alcohol policy are given the following sanctions:

ALCOHOL POLICY FIRST VIOLATION

Pay a \$200.00 fine and complete 10 hours of community service. Parents will be notified if student is less than 21 years of age.

ALCOHOL POLICY SECOND VIOLATION

Pay \$400.00 fine and complete 20 hours of community service. Student will be required to complete an alcohol assessment at his/her expense and follow through with the recommendations. Student will also be placed on probation for one semester. If second violation occurs within the same year, the student will automatically be suspended from Sterling College.

ALCOHOL POLICY THIRD VIOLATION

Student will be immediately suspended from Sterling College for one semester.

DRUG POLICY VIOLATION

Sterling College has a no tolerance policy with students involved with illegal drugs. Students found in violation of the SC drug policy will be immediately suspended from Sterling College for the rest of the academic semester.

EMPLOYEE INFORMATION

Sterling College has an obligation to maintain safe, healthy and efficient working conditions and to protect the safety and security of college property and facilities. Being under the influence of drugs or alcohol on the job may pose serious safety and health risks not only to the user but to all those who work with the user and is not allowed. The possession, use or sale of alcohol or illegal drugs in the workplace also poses unacceptable risks for safe, healthy and efficient work and is not allowed. All employees must abide by this policy as a condition of continued employment.

Employees under physician-prescribed or over-the-counter medication that might impact the employee's ability to work normally must advise his/her supervisor of this fact before reporting to work; and, it is the employee's responsibility to determine from the doctor if any drug might impair work performance in any way.

The college reserves the right to require an employee to submit to a physical exam/clinical test designed to detect the presence of drugs, given reasonable cause.

If the college is in a position to do so, it will assist employees in dealing with substance abuse problems. Employees voluntarily seeking assistance prior to existence of related work problems may generally be permitted to continue work provided (1) a recognized treatment is followed, and (2) all standards of job performance and conduct are met. Temporary or permanent reassignment may be necessary; otherwise, the Leaves policy in Section 2.15 of the Faculty Handbook will be followed for faculty members and the staff Leave of Absence policy will followed for staff members. Information concerning such employees and assistance programs will be handled confidentially.

Pursuant to requirements of the Drug Free Work Place Act of 1988, any employee who is convicted of criminal conduct related to drugs in the workplace must notify the VP, the Department of Human Resources and CFO or the VP for Academic Affairs, within five (5) days of any such conviction.

Smoking or the use of tobacco products inside, or within 25 feet of, College buildings is prohibited. Violation of this policy or refusal to cooperate with any aspect thereof will subject the employee to appropriate disciplinary action up to and including termination for first offense.