



Annual Drug-Free Schools and Communities Act Notification

The Federal Drug-Free Work Place Act of 1988 requires that the recipient of a grant from a federal agency certify to that granting agency that the grantee will provide a drug-free work place.

In addition, the grantee must publish a statement notifying employees that the unlawful manufacture, distribution, dispensation, possession or violation of such prohibition.

Failure to comply with this act may result in suspension, termination or debarment from the award of any federal contract.

Policy Statement

Green River College intends to provide a drug-free work environment. Each employee is expected to report to work in an appropriate mental physical condition to perform his/her assigned duties.

Therefore, the unlawful manufacture, distribution, dispensation, possession or use of a controlled substance in and on Green River College owned and/or controlled property, or while conducting college business, is prohibited.

Violation of this policy will result in disciplinary action being taken in accordance with the Higher Education Personnel Board rules, bargaining unit agreements, tenure laws or other policies of the institution.

Violation will be reason for discipline, up to and including termination of employment, or participation in evaluation treatment for a substance use disorder.

Green River College recognizes drug use and/or dependency to be a health, safety and security problem. Employees needing assistance with problems related to drug or alcohol abuse are encouraged to use the State Employee Assistance Program (1.877.313.4455 or www.hr.wa.gov/EAP) and/or employee medical insurance plans as appropriate. Conscientious efforts to seek such help will not jeopardize employment.

Employees must, as a condition of working on any Green River College contract or grant, abide by the terms of this statement; and notify the employee's supervisor not later than five days after any conviction for a criminal drug statute violation that occurred in the work place.

Health Risks of Alcohol and Other Drug Abuse

The following is a brief summary of information regarding the health risks associated with the abuse of alcohol and the use of illicit drugs. There are several sources of additional information available to employees through the EAP (see the links above) and events on campus sponsored by Human Resources and/or Counseling & Health Services both of which offer educational programs throughout the year at campus-wide events. The library and Instructional Media Center have additional educational material and resources.

Alcohol—beer, wine, liquor.

- Dependence Potential: yes.
- Possible Effects: muscle relaxation, impaired motor control, memory and judgment, depression, intoxication.
- Common Complications: severe impairment of all physical and mental functions, risk of choking or injury from falls or accidents, loss of consciousness, respiratory failure, coma, death due to anesthesia of brain centers controlling breathing and heart rate.

Cannabis—marijuana, hashish, hashish oil.

- Dependence Potential: yes.
- Possible Effects: altered sense of time and visual perception, euphoria, memory, depression interference, reduced coordination and reflex response capacity.
- Common Complications: fatigue, reactions ranging from mild anxiety to panic and paranoia, confusion, disorientation, hallucinations and distortion of sense perceptions.

Sedatives – barbiturates, tranquilizers, methaqualone, other depressants.

- Dependence Potential: yes.
- Possible Effects: drowsiness, slurred speech, disorientation, impaired motor coordination.
- Common Complications: shallow respiration, weak and rapid pulse, coma, possible death from depression of central nervous system functions.

Hallucinogens—LSD—acid, psilocybin, peyote, mescaline, many other natural and synthetic hallucinogens.

- Dependence Potential: yes.
- Possible Effects: altered sense of time, space and visual perception, disorientation, hallucinations, nausea, dilated pupils, cross sensory perceptions, dizziness, increased temperature, blood pressure and heart rate, sweating and chills.
- Common Complications: impaired judgment leading to impulsive actions, paranoia, rapid mood swings, “bad trip”—fear, anxiety, paranoia, panic and hallucinations to match, exhaustion after use, depression, fears—often of death, of their mind not working right or of flashbacks.

Narcotics—heroin, codeine, opium, morphine, Percodan, Percocet, Fentanyl, Oxycodone

- Dependence Potential: yes.
- Possible Effects: euphoria, drowsiness, nausea, respiratory depression.
- Common Complications: shallow and slow breathing, dizziness, vomiting, sweating, convulsions, coma, and possible death.

Steroids—anabolic steroids.

- Dependence Potential: yes.
- Possible Effects: acne, aggressive behavior, anger management problems, cholesterol imbalance, impotence, psychosis.
- Common Complications: aggressive behavior, psychosis, reduced fertility, stroke, liver damage, increased cancer risk.

Stimulants—cocaine, crack, speed, amphetamines, and methamphetamines

- Dependence Potential: yes.
- Possible Effects: increased alertness, increased pulse and blood pressure, euphoria, pupil dilation, insomnia, loss of appetite.
- Common Complications: agitation, irritability, dizziness, confusion, fatigue, depression, seizure, convulsions, tactile or visual hallucinations, possible death.

Nicotine—cigarette, cigar, pipe smoking, vaping (e-cigarettes) chewing tobacco

- Dependence Potential: yes.
- Possible Effects: increased heart rate and blood pressure, irritation of the eyes, nose and respiratory tract, shortness of breath, decreased sensitivity of taste buds, depression.
- Common Complications: increased risk of: heart attack, cardiovascular disease, mouth, throat and lung cancer, and other pulmonary disease.

Information about Moderate Drinking

If you are making a choice to drink alcoholic beverages, there are some strategies to consider adopting that will lessen the chance of a negative consequence occurring. You are encouraged to:

- Plan ahead, and set a limit before you start drinking
 - Consider how you will get home, plans for next day
 - Be aware of your health and mood
 - 1 drink means 12 oz. of beer, 4 oz. of wine, or 1 oz. of spirits
 - Pour your own drinks, and measure them
 - Keep track of how much you drink
 - Eat some food before you drink (something that isn't salty!)
 - Sip, instead of gulp, your drink (make it last awhile!)
 - Substitute or alternate nonalcoholic drinks
 - Do NOT mix energy drinks with alcohol
 - Space your drinks (i.e., No more than 1 per hour)
 - Try to resist pressure to keep up with your friends, or join in drinking games
 - Be aware of cues that can influence you to drink more: (i.e., people, places, emotions, thirst, and stress)
-

Applicable Legal Standards

Washington State Drug Laws

RCW 46.61.502 & RCW 46.61.504

- Prohibits operating motor vehicle while under the influence of an intoxicating liquor or any drug. Discusses penalties and Alcohol Information School.

RCW 46.61.517 & RCW 46.20.308: Refusal of person to Take Alcohol Test or drug concentration.

- Refusal of person to Take Alcohol Test or drug concentration in the person's blood or breath is admissible in a court of law.

RCW 66.24.481 Public Place or Club

- No public place may keep liquor or permit its consumption unless authorized by a state banquet permit.

RCW 66.44.100 Opening or Consuming Liquor in Public Place

- Prohibits consuming liquor in a public place.

RCW 66.44.200 Sales to Persons Apparently Under the Influence of Liquor

- Prohibits the sale of any alcohol to a person apparently under the influence of liquor.

RCW 66.44.270 Furnishing Liquor to Minors— Possession, Use

- Prohibits the sale or supply of liquor to a minor, and prohibits anyone from permitting a minor to consume liquor on premises under that person's control.
- Prohibits minors from possessing, consuming, or otherwise acquiring any liquor. (At the college, it is also contrary to the alcohol policy to furnish or permit alcohol to be served to persons who are intoxicated.)

RCW 66.44.290 Minors Purchasing

- Prohibits anyone under age 21 from purchasing or attempting to purchase alcohol.

RCW 66.44.310 Misrepresenting Age

- Prohibits using a false identification card or misrepresenting your age.

RCW 66.44.325 & RCW 66.44.328 False Identification

- Prohibits the use and manufacture of false ID cards.

RCW 66.44.370 Resisting Arrest

- Prohibits anyone from resisting arrest by a law enforcement official.

RCW 69.41.340 Steroid Use by Student Athletes

- Prohibits the use of steroids by student athletes.
- Announces loss of eligibility for use.

RCW 69.41.350 Penalties of possessing

- Penalties of possessing under 200 tablets or eight 2 cc bottles of steroid without a valid prescription (gross misdemeanor) or over 200 tablets or eight 2 cc bottles of steroid without a valid prescription (Class C Felony)

RCW 69.50.401 Prohibited Acts: A - Penalties

- Prohibits the manufacture, delivery, or possession with intent to manufacture or deliver a controlled substance. Any person in violation with respect to: (i) a Schedule I or II narcotic is guilty of a crime and upon conviction may be imprisoned for up to 10 years. If the crime involved less than two kilograms of the drug, fined up to \$25,000; or if the crime involved two or more kilograms of the drug, then fined up to \$100,000 for the first two kilograms and up to \$50 for each additional gram.
- The sentence may include both imprisonment and fine, (ii) any other Schedule I, II, III substance is guilty of a crime and may be imprisoned for up to five years, fined up to \$10,000 or both. Nor may anyone be in possession of a controlled substance unless it was obtained through a valid prescription of a practitioner. Any person found guilty of possession of 40 grams or less of marijuana shall be guilty of a misdemeanor.

RCW 69.50.406 Distribution to Persons Under Age 18

- Anyone 18 years of age or over who distributes a controlled substance that is a narcotic drug to a person under 18 is punishable by the fine and/or imprisonment of up to twice that authorized by RCW 69.50.401 (a) (1) (i)

RCW 69.50.408 Second or Subsequent Offenses

- Second or subsequent offenses are punishable by twice the imprisonment and/or fine that is otherwise authorized.

RCW 69.50.410 Prohibited Acts: D - Penalties

- Prohibits the sale for profit any controlled substance or counterfeit substance classified in Schedule I, RCW 69.50.204 except leaves and flowering tops of marijuana
- Any person convicted of this subsection shall receive a sentence of up to five years in prison for the first offense, or a mandatory sentence of five years in prison for a subsequent offense and no judge may suspend or defer the second sentence.
- Violation of this subsection by selling heroin is punishable by a mandatory sentence of two years in prison and no judge of any court shall suspend or defer the sentence. Any person convicted on a second or subsequent sale of heroin shall receive a mandatory sentence of 10 years in prison and no judge shall suspend or defer the second sentence.
- In addition to the sentences provided, any person convicted of a violation of this subsection shall be fined in an amount calculated to at least elimination and all proceeds of profits gained by such person as a result of sales of controlled substances, up to the amount of \$500,000 on each count.

RCW 69.50.412 Prohibited Acts: E - Penalties

- Prohibits the use of drug paraphernalia to plant grow, harvest, manufacture, produce, prepare, test, store, or introduce into the human body a controlled substance: is guilty of a misdemeanor. Prohibits the delivery, possession with intent to deliver, or manufacture with intent to deliver drug paraphernalia to a person less than 18 years of age who is at

least three years of age his junior is guilty of a gross misdemeanor. Any person 18 years of age or over who violates this subsection by delivering drug paraphernalia to a person less than 18 years of age who is at least three years of age his junior is guilty of a gross misdemeanor.

RCW 69.50.412 Prohibited Acts: E -- Penalties (as amended by 2013 c 3)

- It is unlawful for any person to use drug paraphernalia to plant, propagate, cultivate, grow, harvest, manufacture, compound, convert, produce, process, prepare, test, analyze, pack, repack, store, contain, conceal, inject, ingest, inhale, or otherwise introduce into the human body a controlled substance other than marijuana. Any person who violates this subsection is guilty of a misdemeanor.

RCW 69.50.420 Violations – Juvenile Driving Privileges

- If a juvenile between 13 and 21 is convicted of a violation of this chapter, the court shall notify the Department of Licensing within 24 hours after the entry of the judgment.

RCW 69.50.430 Additional Fine for Certain Felony Violations

- Every person convicted of possessing, delivering, manufacturing, or selling a controlled substance shall, for a first offense, be fined \$1,000 in addition to any other fine or penalty imposed. Persons found guilty of a second or subsequent offense shall receive a mandatory \$2,000 fine. Unless the court finds the person to be indigent, this additional fine shall not be suspended or deferred by the court.

RCW 69.52.030 Imitation Substances

- Prohibits the sale or misrepresentation of a substance as an illicit drug and any person who violates this shall, upon conviction, be guilty of a class C felony.

Federal Drug Laws

Sanctions for possession and trafficking of controlled substances under Title 21 United States Code (USC) Controlled Substances Act:

21 U.S.C. 844 (a)

Any individual who knowingly possesses a controlled substance that is listed in section 841(b)(1)(A) of this title in violation of section 844 of this title in an amount that, as specified by regulation of the Attorney General, is a personal use amount shall be liable to the United States for a civil penalty in an amount not to exceed \$10,000 for each such violation.

21 U.S.C. 853 (A) (2) and 21 U.S.C. 881 (a) (4) and 21 U.S.C. 881 (a) (7)

Forfeiture and property used to possess a controlled substance if the offense is punishable by more than one year imprisonment Forfeiture of vehicles, boats, or aircraft used to transport or conceal a controlled substance. Civil fine of up to \$10,000.

21 U.S.C. 853a and 18 U.S.C. 922 (g) and prosecutions under 18 U.S.C. 922 (g)(8)

Denial of Federal benefits, such as student loans, grants, contracts, and licenses, up to 1 year for first offense, up to 5 years for subsequent offenses. Revocation of Federal licenses and benefits, e.g. pilot licenses, public housing tenancy, etc., are within the authority of some Federal agencies. Ineligible to receive or purchase a firearm.

Washington Legal Sanctions Relating to Manufacturing, Selling, or Delivering a Controlled Substance.

Schedule I or II Narcotic (i.e., cocaine, heroin, opium) Quantity: Less than two kilograms.

- First Offense: Imprisonment of not more than 10 years, or fine of not more than \$25,000, or both.
- Second Offense: up to twice the prison term and fine.

Schedule I or II Narcotic (i.e., cocaine, heroin, opium) Quantity: Two or more kilograms.

- First Offense: Imprisonment of not more than 10 years, or fine of not more than \$10,000 for first two kilograms and not more than \$50 for each additional gram, or both (fine and imprisonment).
- Second Offense: up to twice the prison term and fine.

Any other controlled substance classified in Schedule I, II, III, IV, or V. Quantity: Any.

- First Offense: Imprisonment of not more than five years, or fine of not more than \$10,000, or both.
- Second Offense: up to twice the prison term and fine.

Sale for profit of any controlled substance classified in Schedule I. Quantify: Any.

- First Offense: Imprisonment of not more than five years, or fine of up to \$500,000.
- Second Offense: mandatory sentence of five years.

Sale of heroin Quantity: Any.

- First Offense: Mandatory two-year imprisonment, or fine of up to \$500,000.
- Second Offense: mandatory sentence of five years.

Use of drug paraphernalia to plant, grow, store, inject, or otherwise insert into the human body a controlled substance Quantity: Any.

- First Offense: Imprisonment not less than 24 hours, or fine of not less than \$250.
- Second Offense: fine of not less than \$500.

Legal Sanctions Relating To Violations of Washington Alcohol Beverage Control Act

Sale or supply of liquor to any person under the age of 21.

- First Offense: fine of not more than \$500, or imprisonment of not more than two months, or both.
- Second Offense: imprisonment of not more than six months. Third or Subsequent Offense, imprisonment of not more than one year.

Possession, consumption, or acquisition of liquor by any person under the age of 21 (Minor in Possession/ MIP).

- First Offense: Fine of not more than \$500, or imprisonment of not more than two months, or both.
- Second Offense: imprisonment of not more than six months. Third or Subsequent Offense, imprisonment of not more than one year.

Purchase or attempted purchase of liquor by any person under the age of 21*.

- First Offense: Fine of not more than \$500, or imprisonment for not more than two months, or both.
- Second Offense: imprisonment of not more than six months.
- Third or Subsequent Offense: imprisonment of not more than one year.

*For those between the ages of 18 and 21: Fine of not less than \$250 and not fewer than 25 hours of community service.

Counseling, Treatment, Rehabilitation or Re-entry Resources

In addition to the Employee Assistance Plan (EAP) and health insurance plans, employees may find the following resources helpful:

Residence XII

<http://www.residencexii.org/>

Women's alcohol and drug rehabilitation
12029 113th Avenue NE
Kirkland, WA 98034
425.823.8844

Thunderbird Treatment Center

<http://www.sihb.org/>

Operated by the Seattle Indian Health Board
9236 Renton Avenue South
Seattle, WA 98118
206.324.9360

Valley Cities Counseling and Consultation

<http://www.valleycities.org/>

33301 1st Way S. # C115, Federal Way, WA 98003
253.833.7444
2704 I St NE, Auburn, WA 98002
253.939.4055

Alcohol and Drug Helpline

<http://www.adhl.org/>

206.722.3700

Alcoholics Anonymous

<http://drug-alcoholhelpline.com/>

1.855.435.5596

Narcotics Anonymous (Seattle area)

<http://www.usrecovery.info/index.htm>

206.790.8888 Seattle Area 24-Hour Helpline

Biennial Review

This information is reviewed for accuracy and updated as necessary on as part of a biennial review. The information contained in this notice is consistent with the information available to students through the Judicial Affairs webpage located at <http://www.greenriver.edu/student-affairs/judicial-programs.htm> and maintained by Green River College.

Accessibility / Non-Discrimination Statement

Green River College does not discriminate on the basis of race, creed, color, national origin, sex, sexual orientation, age, marital status, religion, disability, genetic information or on any other unlawful basis. The college is committed to preventing and stopping discrimination, including harassment of any kind and any associated retaliatory behavior.

The following person has been designated to handle inquiries regarding the non-discrimination policies: Vice President of Human Resources, 12401 SE 320th Street, Auburn, WA 98092-3622, (253) 288-3320. To receive this information in an alternate format, please contact Disability Support Services at (253) 833-9111, ext. 2631; TTY (253) 288-3359.