

North Carolina Wesleyan College Drug and Alcohol Abuse Prevention Program

North Carolina Wesleyan College is committed to a drug-free work and academic environment. The College also recognizes the importance of providing information and supportive services in part of an on-going drug and alcohol abuse awareness program. The College has created, posted, and distributed policies to employees and students creating an awareness of the dangers of alcohol and drug abuse. The policies are provided below:

Alcohol Policy (Personnel Policy Manual)

It is the policy of the College to prohibit the possession, use or consumption of alcohol at work. Employees found possessing or consuming alcohol, or whose job performance is impaired by the use of alcohol or who are intoxicated while on the job may be subject to disciplinary action.

Drug-Free Workplace Policy (Personnel Policy Manual)

Drug abuse in the workplace poses several dangers, including, but not limited to, lost productivity, legal liability, disruption of the College's academic mission, and destruction of family relationships. No employee shall unlawfully manufacture, distribute, dispense, possess or use on or in the workplace controlled substances as defined in schedule I through V of Section 202 of the Controlled Substances Act (21 U.S.C. 812) and as further defined by regulation at 21 CFR 1308.11 through 1308.15. All employees shall abide by the terms and conditions of the college policy respecting a drug-free workplace. An employee who violates the policy may be referred to counseling, suspended, or terminated in accordance with college policy.

As a condition of employment, each employee shall notify his/her supervisor of his or her conviction of any criminal drug statute for a violation occurring in the workplace as defined above. Such notification shall be provided no later than 5 days after such conviction. Sanctions shall be imposed within 30 days of notice by an employee of a conviction for a criminal drug statute in the workplace. The College will, pursuant to 21 U.S.C. Section 702(a) (1) (e), notify the relevant federal granting agency of any relevant conviction within 10 days after receiving actual notice of such conviction. Appropriate personnel action against such employee may include sanctions up to and including termination or the employee may be required to satisfactorily participate in drug abuse assistance or rehabilitation program approved for such purpose by Federal, State or local health, law enforcement or other appropriate agency. The employee's supervisor, and the college president or his designee will determine sanctions and other actions.

Workplace, for this policy, is defined to mean the site for the performance of work done for the College. This includes any college building or any college premises; any college vehicle or any college-approved vehicle used to transport students to and from college or college activities; off college property during any college sponsored event, activity, or function, such as field trip or athletic event, where students are under the jurisdiction of the college where work is performed.

Pursuant to the Drug-Free Schools and Communities Act Amendments of 1989 (20 U.S.C. Section 1145g), the College will also (1) fulfill its obligations to distribute materials dealing with the use of drugs and alcohol to students and employees, and (2) review its programs designed to combat the use of illicit drugs and the abuse of alcohol.

Alcohol and Drug Policy (Student Handbook)

The possession, sale, use, and/or consumption of alcoholic beverages are not allowed during an official NCWC student organization event, or in any situation sponsored or endorsed by the NCWC student organization, or at any event an observer would associate with the NCWC student organization. The NCWC student organization must be in compliance with any and all applicable laws of the state, country, city, and policies of NCWC.

The possession, sale, and/or use of any illegal drugs controlled substances at any sponsored event or any event that an observer would associate with the NCWC student organization, are strictly prohibited.

No NCWC student organization may co-sponsor an event with a distributor of alcohol, charitable organization, or tavern (tavern defined as an establishment generating more than half of annual gross sales to alcohol), where alcohol is given away, sold, or otherwise provided to those present.

No member of a NCWC student organization will permit, tolerate, encourage, or participate in “drinking games.”

In addition to these published policies, the College through its Student Affairs office and Health Center has periodically had outside speakers come to campus to provide information and speak on the dangers of alcohol and drug abuse. Students, as well as employees, are invited and encouraged to attend. More of these types of programs are planned for the future.

On-site counseling/referral services are provided on-campus through our Health Services and Student Affairs division. Additionally for employees of the College, an employee assistance program is provided that offers confidential, counseling services via telephone or off-site individual visits.

The policies above outline actions the College will take when having to address individuals who abuse alcohol and drugs. Actions taken will involve counseling and rehabilitation assistance up to and including termination or expulsion from the College.