

Drug-Free Schools and Colleges [EDGAR Part 86] Annual Notification, 2022

Federal Drug-Free Schools and Campuses
Regulations [Edgar Part 86]
Drug-Free Workplace Act



BLACKHAWK
TECHNICAL COLLEGE

ANNUAL POLICY NOTIFICATION/DISTRIBUTION

Blackhawk Technical College • (608) 758-6900 • WI Relay: 711 • info@blackhawk.edu

Blackhawk Technical College does not discriminate on the basis of race, color, national origin, sex, gender identity, disability, or age in its programs and activities. The following person has been designated to manage inquiries regarding the nondiscrimination policies: Title IX Coordinator/Equal Opportunity Office, 6004 S County Road G., P.O. Box 5009, Janesville, WI 53547-5009, (608) 757-7796 or (608) 757-7773, WI Relay: 711

As a requirement of these regulations, Blackhawk Technical College is to disseminate the below policy/information to all students and employees on an annual basis. Students and Employees are directed to this report during their advising/registration orientation (ARO) and employee orientation presentations. In addition, students and employees are notified by email of this annual report.

1. The annual distribution to each employee, and to each student who is taking one or more classes of any kind of academic credit except for continuing education units, regardless of length of the student's program of study, of:
 - a. Standards of conduct that clearly prohibit, at a minimum, the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on its property or as part of any of its activities
 - b. A description of the applicable legal sanctions under local, State, or Federal law for the unlawful possession or distribution of illicit drugs and alcohol
 - c. A description of health risks associated with the use of illicit drugs and the abuse of alcohol
 - d. A description of any drug or alcohol counseling, treatment or rehabilitation or re-entry programs that are available to employees or students
 - e. A clear statement that the institution will impose disciplinary sanctions on students and employees (consistent with State and Federal law), and a description of those sanctions, up to and including expulsion or termination of employment and referral for prosecution, for violations of the standards of conduct. A disciplinary sanction may include the completion of an appropriate rehabilitation program.
2. A biennial review by the institution of its alcohol and other drug prevention comprehensive program to:
 - a. Determine its effectiveness and implement changes to its comprehensive alcohol and other drug prevention program and policies, if they are needed
 - b. Ensure that its disciplinary sanctions are consistently enforced

Blackhawk Technical College conducts a biennial review of the DAAPP on even-numbered years to meet these objectives and provide these statistics.

Questions concerning this policy and/or alcohol and other drug programs, interventions and policies may be directed to the Executive Director of Student Services, Tony Landowski, at alandowski@blackhawk.edu or (608) 757-7726 or the Executive Director of Human Resources, Kathy Broske, at kbroske@blackhawk.edu or (608) 757-7773.

DRUG-FREE ENVIRONMENT AND DRUG PREVENTION POLICY

The College is committed to maintaining a drug-free learning and working environment. Students and employees may not possess, use, or distribute illicit drugs and alcohol except as authorized under policy E-343 Alcohol.

The unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance is prohibited in all facilities under the control and use of the College.

The abuse of drugs and alcohol interferes with a person's ability to learn and work, and increases the risk of accidents and serious health problems. Drugs and alcohol chemically influence a person's motor skills, bodily functions, and brain processes, interfering with judgment, perception, reaction time, and other skills necessary to maintain a safe and effective learning and working environment.

Any student or employee who violates this policy will be subject to disciplinary action, which may include referral to an appropriate rehabilitation program, suspension, demotion, expulsion, or dismissal.

The President/District Director shall assure that the College distributes annually to each student and employee the information required by the Drug-Free Schools and Communities Act Amendments of 1989 and complies with the other requirements of the Act.

STUDENT POLICIES – ALCOHOL & OTHER DRUGS

As an academic community, Blackhawk Technical College is committed to providing an environment in which learning can flourish. The possession or use of illegal drugs, or the abuse of those which may otherwise be legally possessed, seriously affects the College environment, as well as the individual potential of our students. The College enforces state laws and related College policies, including those prohibiting the following activities on campus:

- Providing alcoholic beverages to individuals under 21 or possession or consumption of alcoholic beverages by individuals under 21.
- Distribution, possession, or use of illegal drugs or controlled substances.

The abuse of alcohol and other drugs by students, regardless of age and of location (on-campus or off-campus), is prohibited by the Student Code of Conduct. The College can, and will, impose disciplinary sanctions for violations. Students are also subject to city ordinances and state and federal laws.

The College strongly encourages students to voluntarily obtain assistance for dependency or abuse problem before such behavior results in an arrest and/or disciplinary referral, which might result in their separation from the institution.

The use of, or addiction to, alcohol, marijuana, or controlled substances is not considered an excuse for violations of the Student Code of Conduct and will not be a mitigating factor in the application of appropriate disciplinary sanctions for such violations.

Help is available both on campus and within the community for students who are dependent on, or who abuse the use of alcohol or other drugs. The Blackhawk Technical College Student Counselor & Case Manager (608) 757-7642, and other professional agencies will maintain the confidentiality of persons seeking help for personal dependency and will not report them to institutional or state authorities. Student Services provides educational and awareness programming, information, and assistance.

STUDENT SANCTIONS – ALCOHOL & OTHER DRUGS

Students confronted by the institution for the consumption of alcohol will face disciplinary sanctions ranging from Blackhawk Technical College Code of Conduct Sanctions to Local State and Federal legal Actions.

Students whose use of alcohol or drugs results in harm or the threat of harm to themselves or others, or to property, regardless of the location of the incident, may face disciplinary action by the College up to and including expulsion.

COMMONLY IMPOSED STUDENT DISCIPLINARY SANCTIONS FOR ON-CAMPUS POLICY VIOLATIONS

The following sanctions may be imposed upon any student found to have violated the Student Code of Conduct:

- **Warning** – a notice in writing to the student that the student is violating or has violated the Student Code of Conduct.
- **Probation** – a written reprimand for violation of specified regulations. Probation is for a designated period and includes the probability of more severe disciplinary sanctions if the student is found to violate any institutional regulation(s) during the probationary period.
- **Loss of Privileges** – denial of specified privileges for a designated period.
- **Restitution** – compensation for loss, damage, or injury. This may take the form of appropriate service and/or monetary or material replacement.
- **Discretionary Sanctions** – work assignments, essays, service to the College, or other related discretionary assignments.
- **College Suspension** – separation of the student from the College for a defined period of time, after which the student is eligible to return. Conditions for readmission may be specified.
- **College Expulsion** – permanent separation of the student from the College with no opportunity to return.

As members of the College community, students are also subject to city ordinances and to state and federal law. Arrest and prosecution for alleged violations of criminal law or city ordinances may result from the same incident for which the College imposes disciplinary sanctions.

EMPLOYEE POLICIES – ALCOHOL & OTHER DRUGS

PURPOSE

In compliance with the Drug-Free Workplace Act of 1988, Blackhawk Technical College has a longstanding commitment to provide a safe, quality-oriented and productive work environment consistent with the standards of the community in which the college operates. Alcohol and drug abuse poses a threat to the health and safety of Blackhawk Technical College employees and to the security of the college's equipment and facilities. For these reasons, Blackhawk Technical College is committed to the elimination of drug and alcohol use and abuse in the workplace. Employees in safety sensitive positions comply with drug screening and testing guidelines developed to maintain compliance with the US Department of Transportation, Federal Omnibus Transportation Employee Testing Act of 1991, and Federal Highway Administration (FHWA), and the Federal Transit Administration (FTA). (Reference the Drug and Alcohol Testing Policy for additional details.)

SUBSTANCE ABUSE AWARENESS & SUPPORT

Illegal drug use and alcohol misuse have many serious adverse health and safety consequences. Information about those consequences and sources of help for drug or alcohol problems is available from the Benefits & Compensation Specialist within the Human Resource Department, who has been trained to make referrals and to assist employees with drug or alcohol problems.

Blackhawk Technical College will assist and support employees who voluntarily seek help for such problems before becoming subject to discipline or termination under this or other Blackhawk Technical College policies.

WORK RULES

Employees are expected and required to report to work on time and in appropriate mental and physical condition for work. It is the college's intent and obligation to provide a drug-free, healthful, safe and secure work environment.

- Whenever employees are working, operating a College vehicle, present on College premises or conducting College-related work offsite, they are prohibited from:
 - Using, possessing, buying, selling, manufacturing or dispensing an illegal drug, to include possession of drug paraphernalia.
 - Being under the influence of alcohol or an illegal drug as defined in this procedure.
 - Possessing alcohol.
- The presence of any detectable amount of any illegal drug or illegal controlled substance in an employee's system, while performing College business or while in a College facility, is prohibited.
- The College will also not allow employees to perform their duties while taking prescribed drugs that are adversely affecting their ability to safely and effectively perform their job duties. Employees taking a prescribed medication must carry it in the container labeled by a licensed pharmacist or be prepared to produce it if asked.
- Any illegal drugs or drug paraphernalia will be turned over to an appropriate law enforcement agency and may result in criminal prosecution.

INSPECTIONS

Blackhawk Technical College reserves the right to inspect all portions of its premises for drugs, alcohol or other contraband. All employees, contract employees and visitors may be asked to cooperate in inspections of their persons, work areas and property that might conceal a drug, alcohol or other contraband. Employees who possess such contraband or refuse to cooperate in such inspections are subject to appropriate discipline, up to and including discharge.

CRIMES INVOLVING DRUGS

Blackhawk Technical College prohibits all employees, including employees performing work under government contracts, from manufacturing, distributing, dispensing, possessing or using an illegal drug in or on college premises or while conducting college business. Blackhawk Technical College employees are also prohibited from misusing legally prescribed or over-the-counter (OTC) drugs. Law enforcement personnel should be notified, as appropriate, when criminal activity is suspected.

Blackhawk Technical College does not desire to intrude into the private lives of its employees, but recognizes that employees' off-the-job involvement with drugs and alcohol may have an impact on the workplace. Therefore, Blackhawk Technical College reserves the right to take appropriate disciplinary action for drug use, sale or distribution while off College premises. All employees who are convicted of, plead guilty to or are sentenced for a crime involving an illegal drug are required to report the conviction, plea or sentence to the Executive Director of Human Resources within five days. Failure to comply will result in automatic discharge. Cooperation in complying may result in suspension without pay to allow management to review the nature of the charges and the employee's past record with Blackhawk Technical College. Management will then determine the employee's future employment status based on this review.

EMPLOYEE SANCTIONS – ALCOHOL & OTHER DRUGS

Employees under the influence of alcohol or illegal drugs while at work will be subject to corrective action. The College may conduct drug or alcohol testing for employees where required or warranted unless otherwise prohibited by federal or state law.

Candidates who refuse to cooperate in a drug test or who test positive will not be hired, and will not be allowed to reapply or retest in the future.

Employees who refuse to cooperate in required tests or who use, possess, buy, sell, manufacture or dispense an illegal drug in violation of this procedure will be terminated.

As a condition of employment, employees must notify the College within five days of any conviction for violating a criminal drug statute while in the workplace. The College is required to inform any agencies that require this drug-free procedure within ten days after receiving notice of a workplace drug conviction. The first time an employee tests positive for alcohol or illegal drug use under this procedure, the result will be discipline up to and including discharge.

Employees will be paid for time spent in alcohol or drug testing and then suspended without pay pending the results of the drug or alcohol test. After the results of the test are received, a date and time will be scheduled to discuss the results of the test; this meeting will include a member of management/supervision and Human Resources. Should the results prove to be negative, the employee will receive back pay for the days of suspension.

GREEN COUNTY WISCONSIN LEGAL SANCTIONS

Wisconsin Statutes: The provisions of Chapter 125, Wis. Stats., and all acts amendatory and supplementary thereto, and in replacement thereof, as relate to the procurement, sale and dispensing of alcohol beverages to underage persons, to the illegal possession and consumption of alcohol beverages by underage persons, to the sales of alcohol beverages to intoxicated persons, to the illegal entry or presence of underage persons in places where alcohol beverages are sold and to the falsification of proof of age by underage persons as set forth in §125.07 and 125.085, Wis. Stats., are adopted as a portion of this Section by reference as if fully set forth herein. Any act required to be performed or prohibited by §125.07 and 125.085, Wis. Stats., is by reference required or prohibited by this Section. References to a specific section of Chapter 125, Wis. Stats., wherever used in this Section, shall mean the Wisconsin Statutes of 1993-1994 and acts supplementary and amendatory thereto, or in replacement thereof.

State Statute Adopted: Wisconsin Statute §961.41(3g) regulating the possession of twenty five (25) grams or less of marijuana containing tetrahydrocannabinol as defined by §961.14(4)(t), Wis. Stats., as may be amended from time to time is hereby adopted in its entirety.

Penalty: Any person violating subsection 7-4-19A above shall be subject to a Class One forfeiture.

Other Violations: It is the intent of Green County that any person who is charged with possession of more than twenty five (25) grams of marijuana containing tetrahydrocannabinol, who is charged with the illegal possession of a controlled substance other than marijuana containing tetrahydrocannabinol, which arises out of the same incident or occurrence or who is charged with possession of marijuana containing tetrahydrocannabinol following a prior conviction for possession of marijuana containing tetrahydrocannabinol or some other violation under Chapter 961, Wis. Stats., or a local ordinance enacted in conformity therewith, shall not be prosecuted under this subsection of this Code, but instead shall be prosecuted for a criminal violation of §961.41(3g), Wis. Stats., whenever possible. This Section does not apply within any town, city or village in Green County that has adopted or adopts an ordinance in conformity with §961.41(3g), Wis. Stats. (Ord. 96-0310)

State Statute Adopted: Wisconsin Statute §961.573 regulating the possession of "drug paraphernalia" as defined by §961.571, Wis. Stats., including any and all existing and future amendments thereto is hereby adopted in its entirety.

Penalty: Any person violating subsection 7-4-20A above shall be subject to a Class Two forfeiture.

Other Violations: It is the intent of Green County that any person who is charged with possession of drug paraphernalia, who is charged with the illegal possession of more than twenty five (25) grams of marijuana containing tetrahydrocannabinol or with the illegal possession of a controlled substance other than marijuana containing tetrahydrocannabinol, which arises out of the same incident or occurrence or who is charged with possession of drug paraphernalia following a prior conviction for possession of drug paraphernalia or some other violation under Chapter 961, Wis. Stats., or a local ordinance enacted in conformity therewith, shall not be prosecuted under this Section of this Code, but instead shall be prosecuted for a criminal violation of §961.573, Wis. Stats., whenever possible. This Section does not apply within any town, city or village in Green County that has adopted or adopts an ordinance in conformity with §961.573, Wis. Stats. (Ord. 96-0310)

ROCK COUNTY WISCONSIN LEGAL SANCTIONS

All of the provisions of the following Wisconsin Statutes relating to crimes are hereby adopted and incorporated herein by reference including all changes and amendments now or hereafter made thereto, except that the penalty for violating any of these provisions shall be a forfeiture or, in the case of a minor, pursuant to 48.343, Wis. Stats., 2011-2012. It is the intent of this section to adopt the following state statutes and to strictly conform to said statutes as the same may be amended from time to time.

(1) 125.07 Underage and intoxicated persons; presence on licensed premises; Possession;

- (a) 125.07(1)(a)1, 2, 3, 4 Alcohol Beverages; Restrictions Relating to Underage Persons;
- (b) 125.07(2)(a)1, 2 Sales of Alcohol Beverages to Intoxicated Persons;
- (c) 125.07(3)(a) Presence in Places of Sale;
- (d) 125.07(4)(a), (b), (bm) Underage Persons; Prohibitions;

(2) 125.075 Injury or death by providing alcohol beverages to a minor.

(3) 125.085 Proof of age.

(4) 125.09 General restrictions.

- (a) 125.09(1) Public Place.
- (b) 125.09(2) Possession of Alcohol.
- (c) 125.09(3) Place-To-Place Deliveries.

(5) 125.105(1) Impersonating an officer.

(6) 125.315 Evading provisions of law by giving away fermented malt beverages.

(7) Penalties and enforcement.

Any person who violates any provision of this Ordinance shall, upon conviction thereof, forfeit not less than \$100.00, nor more than \$250.00 for each violation together with the costs of prosecution and forfeiture.

Section 3.204 shall be effective upon publication.

It is unlawful for any person to possess a controlled substance, as that term is defined in Chapter 961, Wisconsin Statutes, other than a controlled substance classified in Schedule I or II of Chapter 961, Wisconsin Statutes, which is a narcotic drug, unless the substance was obtained directly from, or pursuant to a valid prescription or order of, a practitioner as defined in Chapter 961, Wisconsin Statutes, while acting in the course of his professional practice, or except as otherwise authorized by Chapter 961, Wisconsin Statutes.

Possession of Drug Paraphernalia. Wisconsin Statutes § 961.573 is adopted by reference and made a part of this chapter as if fully set forth herein. Any person who violates this section shall be, upon conviction, subject to a forfeiture not to exceed \$500.

STATE OF WISCONSIN LEGAL SANCTIONS

The Uniform Controlled Substances Act, Chapter 961 of the Wisconsin Statutes, regulates controlled substances and outlines specific penalties for the violation of the regulations. A first-time conviction for possession of a controlled substance can result in a sentence of up to one year in prison and a fine of up to \$5,000.

Sec.961.41(3g), Stats. A person convicted of manufacturing a controlled substance, delivering a controlled substance, or possessing a controlled substance with an intent to manufacture or deliver, can be imprisoned for up to 30 years and fined up to \$1,000, 000. Secs. 961.41(1) and (1m), Stats. Penalties vary according to the type of drug involved, the amount of drug confiscated, the number of previous convictions, and the presence of any aggravating factors. The distribution of a controlled substance to a minor can lead to the doubling of an authorized sentence term. Sec. 961.46, Stats.

Wisconsin has formidable legal sanctions that restrict the use of alcohol in various situations. It is illegal to procure for, sell, dispense or give away alcohol to anyone who has not reached the legal drinking age of 21 years. Sec.125.07(1)(a)(1), Stats. Every adult has a legal obligation to prevent the illegal consumption of alcohol on premises owned by the adult or under the adult's control. Sec. 125.07(1)(a)(3), Stats. A first-time violator of either of the above subsections can be fined up to \$500. It is against the law for an underage person to procure or attempt to procure an alcoholic beverage, to falsely represent his or her age for the purpose of obtaining alcohol, to enter premises licensed to sell alcohol, or to consume or possess alcohol on licensed premises. Sec. 125.07(4)(a), Stats. A first-time underage violator of Section 125.07(4)(bs), Stats., can be fined up to \$500, ordered to participate in a supervised work program, and have their driver's license suspended.

FEDERAL LEGAL SANCTIONS

Pursuant to federal law, the United States Sentencing Guidelines establish mandatory minimum penalties for categories of drug offenses and provide for penalty enhancements in specific cases. Under these federal guidelines, courts can sentence a person for up to 6 years for unlawful possession of a controlled substance, including the distribution of a small amount (less than 250 grams) of marijuana; a sentence of life imprisonment can result from a conviction of possession of a controlled substance that results in death or bodily injury; and, possession of more than 5 grams of cocaine can trigger an intent to distribute penalty of 10-16 years in prison.

FEDERAL PENALTIES AND SANCTIONS FOR ILLEGAL POSSESSION OF CONTROLLED SUBSTANCES

21 U.S.C. 844(A)

1st 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.

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, if:

- 1st conviction and the amount of crack possessed exceeds 5 grams.
- 2nd crack conviction and the amount of crack possessed exceeds 3 grams.
- 3rd or subsequent crack conviction and the amount of crack possessed exceeds 1 gram.

21 U.S.C. 853(A)(2) AND 881(A)(7)

Forfeiture of personal and real property used to possess or to facilitate possession of a controlled substance if that offense is punishable by more than 1 year imprisonment. (See special sentencing provisions re: crack, above.)

21 U.S.C. 881(A)(4)

Forfeiture of vehicles, boats, aircraft or any other conveyance used to transport or conceal a controlled substance.

21 U.S.C. 844A

Civil fine of up to \$10,000.

21 U.S.C. 862

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.

18 U.S.C. 922(G)

Ineligible to purchase, receive or transport a firearm.

MISCELLANEOUS

Revocation of certain Federal licenses and benefits, e.g. pilot licenses, public housing tenancy, etc., are vested within the authorities of individual Federal agencies.

Note: These are only Federal penalties and sanctions. Additional State penalties and sanctions may apply.

PREVENTION, EDUCATION, & COUNSELING

Help is available both on campus and within the community for students who are dependent on, or who abuse the use of alcohol or other drugs. The College's Student Counseling and Case Manager and other professional agencies will maintain the confidentiality of persons seeking help for personal dependency and will not report them to institutional or

state authorities. Student Services provides educational and awareness programming, information, and assistance. This includes interventions and opportunities for individual, group and community referrals designed to prevent and reduce alcohol and other drug use/abuse.

The college offers educational programs, interventions, and opportunities for individual, group and community referrals designed to prevent and reduce alcohol and other drug use/abuse.

Through the Director of Student Services, Human Resources, and the Student Counselor & Case Manager (608) 757-7642, blackhawk.edu/Student-Resources/Advising/Counseling-Services and other departments and offices offer a variety of psychoeducational programming, support groups, on-line resources, written materials, and simulations that occur throughout the year.

Brief non-clinical counseling is available on campus to students through the Student Counselor & Case Manager (608) 757-7642. Students will be referred through the Counselor to other programs for additional education, counseling, and more intensive treatment. Employees can access counseling and referrals through the LifeWorks employee assistance program.

Students can also access training and wellness activities using the Vector software or Headspace online app.

BTC Students can access free counseling sessions with licensed counselors through the BetterMynd tele-mental health service.

Within Rock and Green County, the following substance abuse counseling agencies exist:

- Green County Human Services - Alcohol and Drug Abuse (608) 328-9352
- Monroe Clinic Behavioral Health (608) 324-2321
- Quality Addiction Management (QAM) (608) 361-7200
- Mercy Options (608) 756-5555
- Associates in Psychotherapy LLC (608) 752-7255
- Lutheran Social Services AODA Outpatient Services (608) 752-7660
- Rock County Human Services – (608) 757-7255
- Rock Valley Community Programs Inc. (608) 741-4500
- Crossroads Counseling Center (608) 755-5270
- William S Middleton VA Hospital Janesville VA Clinic (608) 758-9300

These agencies provide a variety of services, which may include in-patient and outpatient rehabilitation, homeopathic and alternative options, individualized psychotherapy, alcohol and drug detox, Naltrexone, Christian drug and alcohol rehab, and life coaching. Interested individuals are encouraged to contact each agency for additional information regarding specific services and costs.

ALCOHOL-FREE STUDENT PROGRAMMING

Additionally, BTC offers a varied array of events and activities that are alcohol free. Student activities included, but are not limited to:

- Smart Start
- Welcome Week Programming
- Movie Nights
- Constitution Day
- Leadership Trainings and Conference attendance
- Speakers
 - Domestic Violence
 - Leadership
 - Career
 - Diversity
- Student Trips/Tours
- Game Nights/Trivia
- Diversity and Inclusion Summit
- Fall Festival
- Winter Carnival
- Coffee with Campus Safety
- Safety Lunch and Learn/Active threat training for students
- Soul Food Luncheon
- Stress management activities
- Fitness and wellness activities
- Student Union programming (i.e. stress balls, March Madness, Cookies and Cocoa)

As mandated by the Drug-Free Schools and Campuses Act, this policy is distributed to all students, staff and faculty on an annual basis, and during every even year, a biennial review of the comprehensive alcohol and other drug program is conducted. For more information concerning current programs, interventions and policies, contact the Executive Director of Student Services, Tony Landowski, (608) 757-7726, alandowski@blackhawk.edu.

HEALTH RISKS ASSOCIATED WITH USE OF ILLICIT DRUGS AND ALCOHOL ABUSE

ALCOHOL

From the Centers for Disease Control and Prevention

Drinking too much can harm your health. Excessive alcohol use led to approximately 88,000 deaths and 2.5 million years of potential life lost (YPLL) each year in the United States from 2006 – 2010, shortening the lives of those who died by an average of 30 years. Further, excessive drinking was responsible for 1 in 10 deaths among working-age adults aged 20-64 years.

SHORT-TERM HEALTH RISKS:

Excessive alcohol use has immediate effects that increase the risk of many harmful health conditions:

- Injuries, such as motor vehicle crashes, falls, drownings, and burns.
- Violence, including homicide, suicide, sexual assault, and intimate partner violence is linked with excessive alcohol consumption.
- Alcohol poisoning, a medical emergency that results from high blood alcohol levels.
- Risky sexual behaviors that can result in unintended pregnancy or sexually transmitted diseases, including HIV.
- Miscarriage and stillbirth or [fetal alcohol spectrum disorders \(FASDs\)](#) among pregnant women.

LONG-TERM HEALTH RISKS:

Over time, excessive alcohol use can lead to the development of chronic diseases and other serious problems including:

- High blood pressure, heart disease, stroke, liver disease, and digestive problems.
- Cancer of the breast, mouth, throat, esophagus, liver, and colon.
- Learning and memory problems, including dementia and poor school performance.
- Mental health problems, including depression and anxiety.
- Social problems, including lost productivity, family problems, and unemployment.
- Alcohol dependence, or alcoholism.

See: <https://www.cdc.gov/alcohol/fact-sheets/alcohol-use.htm>

ILLICIT DRUGS

From the National Institute on Drug Abuse

GENERAL HEALTH RISKS:

- **Increased spread of infectious diseases.**

Injection of drugs such as heroin, cocaine, and methamphetamine currently accounts for about 12 percent of new AIDS cases. Injection drug use is also a major factor in the spread of hepatitis C, a serious, potentially fatal liver disease. Injection drug use is not the only way that drug abuse contributes to the spread of infectious diseases. All drugs of abuse cause some form of intoxication, which interferes with judgment and increases the likelihood of risky sexual behaviors. This, in turn, contributes to the spread of HIV/AIDS, hepatitis B and C, and other sexually transmitted diseases.

- **Negative effects of prenatal drug exposure on infants and children.**

A mother's abuse of heroin or prescription opioids during pregnancy can cause a withdrawal syndrome (called neonatal abstinence syndrome, or NAS) in her infant. It is also likely that some drug-exposed children will need educational support in the classroom to help them overcome what may be subtle deficits in developmental areas such as behavior, attention, and thinking. Ongoing research is investigating whether the effects of prenatal drug exposure on the brain and behavior extend into adolescence to cause developmental problems during that time period.

RISK FROM SPECIFIC DRUGS:

- **Marijuana** is the most commonly abused illegal substance. This drug impairs short-term memory and learning, the ability to focus attention, and coordination. It also increases heart rate, can harm the lungs, and can increase the risk of psychosis in those with an underlying vulnerability.
- **Prescription medications**, including opioid pain relievers (such as OxyContin[®] and Vicodin[®]), anti-anxiety sedatives (such as Valium[®] and Xanax[®]), and ADHD stimulants (such as Adderall[®] and Ritalin[®]), are commonly misused to self-treat for medical problems or abused for purposes of getting high or (especially with stimulants) improving performance. However, misuse or abuse of these drugs (that is, taking them other than exactly as instructed by a doctor and for the purposes prescribed) can lead to addiction and even, in some cases, death. Opioid pain relievers, for instance, are frequently abused by being crushed and injected or snorted, greatly raising the risk of addiction and overdose. Unfortunately, there is a common misperception that because medications are prescribed by physicians, they are safe even when used illegally or by another person than they were prescribed for.
- **Inhalants** are volatile substances found in many household products, such as oven cleaners, gasoline, spray paints, and other aerosols, that induce mind-altering effects; they are frequently the first drugs tried by children or young teens. Inhalants are extremely toxic and can damage the heart, kidneys, lungs, and brain. Even a healthy person can suffer heart failure and death within minutes of a single session of prolonged sniffing of an inhalant.
- **Cocaine** is a short-acting stimulant, which can lead users to take the drug many times in a single session (known as a "binge"). Cocaine use can lead to severe medical consequences related to the heart and the respiratory, nervous, and digestive systems.

- **Amphetamines**, including methamphetamine, are powerful stimulants that can produce feelings of euphoria and alertness. Methamphetamine's effects are particularly long-lasting and harmful to the brain. Amphetamines can cause high body temperature and can lead to serious heart problems and seizures.
- **MDMA (Ecstasy or "Molly")** produces both stimulant and mind-altering effects. It can increase body temperature, heart rate, blood pressure, and heart-wall stress. MDMA may also be toxic to nerve cells.
- **LSD** is one of the most potent hallucinogenic, or perception-altering, drugs. Its effects are unpredictable, and abusers may see vivid colors and images, hear sounds, and feel sensations that seem real but do not exist. Users also may have traumatic experiences and emotions that can last for many hours.
- **Heroin** is a powerful opioid drug that produces euphoria and feelings of relaxation. It slows respiration, and its use is linked to an increased risk of serious infectious diseases, especially when taken intravenously. People who become addicted to opioid pain relievers sometimes switch to heroin instead, because it produces similar effects and may be cheaper or easier to obtain.
- **Steroids**, which can also be prescribed for certain medical conditions, are abused to increase muscle mass and to improve athletic performance or physical appearance. Serious consequences of abuse can include severe acne, heart disease, liver problems, stroke, infectious diseases, depression, and suicide.
- **Drug combinations.** A particularly dangerous and common practice is the combining of two or more drugs. The practice ranges from the co-administration of legal drugs, like alcohol and nicotine, to the dangerous mixing of prescription drugs, to the deadly combination of heroin or cocaine with fentanyl (an opioid pain medication). Whatever the context, it is critical to realize that because of drug-drug interactions, such practices often pose significantly higher risks than the already harmful individual drugs.

See: <https://www.drugabuse.gov/publications/drugs-brains-behavior-science-addiction/addiction-health>

In accordance with Americans with Disabilities Act of 1990, no individual shall be discriminated against on the basis of disability in the full and equal enjoyment of the goods, services, facilities, privileges, advantages, or accommodations of the University. Further, no qualified individual with a disability shall, by reason of such disability, be excluded from participation in or be denied the benefits of the services, programs, or activities of the University or be subjected to discrimination by the University.

STUDENT ON-CAMPUS RESOURCES/INFORMATION

- Blackhawk Technical College Student Counselor & Case Manager, (608) 757-7642, counseling@blackhawk.edu, www.blackhawk.edu/Student-Resources/Advising/Counseling-Services
- Blackhawk Technical College Student Code of Conduct, <http://catalog.blackhawk.edu/student-code-of-conduct/>
- Blackhawk Technical College Safety and Security Offices, (608) 757-7617, campussafety@blackhawk.edu, www.blackhawk.edu/About/Safety-Security
- Blackhawk Technical College Executive Director of Student Services, (608) 757-7726, alandowski@blackhawk.edu

EMPLOYEE ON-CAMPUS RESOURCES/INFORMATION

- Employee Benefits & Compensation Specialist, (608) 756-7765
- Blackhawk Technical College Executive Director of Human Resources, (608) 756-7773
- Employee Assistance Program, 800-433-7916 or www.login.lifeworks.com

OFF-CAMPUS RESOURCES/INFORMATION

- United Way Dane County resource and referral, 211 or (608) 246-HELP, <https://www.unitedwaydanecounty.org/get-help/2-1-1>
- All Emergency, 911
- Rock County Crisis Intervention, (608) 757-5025
- Green County Crisis Intervention, (888) 552-6642
- Janesville Police Department – Non-Emergency, (608) 757-2244
- Beloit Police Department – Non-Emergency, (608) 757-2244, <https://www.beloitwi.gov>
- Rock County Sheriff's Office – Non-Emergency, (608) 757-8000, <http://www.co.rock.wi.us/sheriff>
- Milton Police Department – Non-Emergency, (608) 868-6910, www.ci.milton.wi.us/102/Police-Department
- Monroe Police Department – Non-Emergency, (608) 329-2400, <https://pdmonroe.com>
- Green County Sheriff's Office – Non-Emergency, (608) 328-9400, <http://www.greensheriff.com>