

GUAM COMMUNITY COLLEGE DRUG AND ALCOHOL ABUSE PREVENTION PROGRAM DRUG-FREE SCHOOLS and COMMUNITIES ACT DISCLOSURE

(from the "Student Handbook" section of the *GCC Catalog*)

This statement is presented to students and employees to provide information about (1) health risks associated with alcohol and drugs, (2) prevention, intervention, and treatment programs and resources available on campus and in the community and, (3) applicable federal and Guam laws and GCC campus policies.

Health Risks Associated with Alcohol and Drugs

Use and abuse of alcohol and other drugs can lead to accidents, injury, and other medical emergencies. Alcohol, especially in high doses, or when combined with medications or illegal drugs continues to be a major contributing factor that claims the lives of many persons across the United States, especially college students. It is that if a person is seen in distress or unconscious, bystanders should immediately contact emergency services at 9-1-1. This simple act may save a person's life.

Driving or operating equipment after the consumption of even relatively small quantities of alcohol will substantially increase a person's risk of crash involvement or accidental death or injury. Even after just one or two drinks, a person may experience loss of their ability to think about complex problems or accomplish complex tasks. Drinkers may also lose some control over their impulsive behaviors. Thus, posing a potential threat to their safety or that of others.

When a person becomes dependent upon chemicals such as alcohol and/or illicit drugs, they put their health and life at risk. Any kind of chemical dependency is a condition in which the use of mind and mood altering substances, such as drugs or alcohol, affect every part of life on a continuing basis. Medical research has long established with very strong evidence that alcohol abuse contributes significantly to various health conditions, including cancer, liver disease, heart disease, and many more diseases. The illicit use of drugs and the abuse of legally-prescribed drugs have also been shown to lead to serious short and long-term health and behavioral issues. There is a huge amount of clear evidence of the serious and negative effects on babies due to use of illicit drugs and alcohol by their mothers during pregnancy. The use of alcohol or drugs often lead to malformations in developing fetuses. Babies are often born with deformities and shortened life-spans.

Campus and Community Resources

Keeping oneself educated and informed is an important step in developing and maintaining a healthy lifestyle. It also allows a person to develop appropriate coping skills in response to life's many pressures. GCC provides relevant and well-defined prevention education and intervention programs with updated information throughout the year. A variety of departments sponsor workshops and lectures on alcohol and drug related issues to support and encourage healthy, productive, and successful lifestyles. These programs are available through: Assessment and Counseling, 671-735-5562; Office of Accommodative Services, 671-735-5597; Student Health Center Services, 671-735-5586; Student Support Services, 671-735-5597.

For students with substance abuse problems or concerns, assistance is available at GCC's Student Health Services located in the Student Center, Room 5101. Students who prefer an appointment with a health care provider (e.g. nurse), may contact Student Health Services. If you are aware of problems with friends, roommates, or family members, we encourage you to act responsibly by consulting with the Office of Accommodative Services. Remaining silent or waiting until a situation has escalated is not responsible behavior. GCC supports the belief in students and employees helping each other to cooperatively address and solve alcohol and substance abuse problems as they occur.

Laws and GCC Campus Policy

With few exceptions, it is illegal on Guam for anyone under the age of 21 to purchase or possess alcohol. If you violate this law you may face a fine of \$250 and suspension of your driving license. For more information about Guam laws visit the [Guam Law Library website](#) or the Department of Revenue and Taxation website.

Guam and federal laws define a number of substances as "drugs" with sanctions related to their distribution, manufacture, sale, possession, and use varying by type of substance and quantity. See the [Guam Law Library website](#).

In addition to the Code of Conduct in the GCC Student Handbook, GCC's expectations of responsible student behavior prohibits the unlawful possession, use, or distribution of drugs and alcohol by students on GCC property or as any part of the College's activities. Violators may face suspension or expulsion from the college. In addition, GCC will cooperate with governmental authorities in criminal and civil actions. GCC does not accept alcohol or substance abuse as an excuse, reason, or rationale for any act of abuse, harassment, intimidation, violence, or vandalism.

Possession or consumption of alcohol and drugs on the GCC campus is prohibited at all times. Alcohol has been shown to be a contributing element in many crimes. It lowers the inhibitions of perpetrators and contributes to the vulnerability of victims.

On the GCC campus property, the sale, distribution, knowing possession, and use of alcohol, dangerous drugs or narcotics are prohibited. All persons are also forbidden by Guam and Federal

laws to sell, distribute, possess, or use those drugs. GCC does not permit the possession or use of marijuana even with a medical recommendation.

Student organizations have instituted additional policies regarding alcohol and drugs. Please contact relevant administration offices for more information. More information can also be found at the Center for Student Involvement website.

Members of the GCC campus community are responsible for their behavior and are fully accountable for their actions. Violation of this policy statement will not go unchallenged within the GCC community. Any GCC student may be expelled, suspended, or placed on probation for violating GCC regulations regarding alcohol or drugs. Additionally, using alcohol or drugs negatively affects your academic performance. A GCC employee will face sanctions to include possible termination of employment.

Student and employees who possess, use, or distribute substances such as, but not limited to, marijuana, cocaine, methamphetamines, or other hallucinogens and narcotics, or who violate statutes regarding alcoholic beverages, are subject to arrest, imprisonment, or a fine according to Guam law. Guam Community College is empowered to enforce all Guam and Federal laws, including public drunkenness, driving under the influence, and possession of alcohol by a minor.

GCC's commitment to exercising disciplinary powers in cases of illegal alcohol and drug use complements its full measure of support for students and employees who seek help for themselves or their acquaintances. These two approaches, combined with GCC's active prevention education program, provide a strong basis for maintaining college and employment expectations for a safe, healthy, and productive campus community. We hope that all members of the campus community will take advantage of the programs and services available to them, and that they will join us in creating a most viable learning community for our island.

Guam Community College's commitment to drug and alcohol abuse prevention is underscored by the following policies:

Policy 175: Tobacco Product, Electronic Cigarette and Betelnut-free Campus

Policy 410: Standards of Conduct Regarding Drugs and Alcohol – Employees

Drug-Free Workplace Program (DFWP) Operating Procedures

E.O. 95-29 Mandatory DT as a Condition of Employment 7/28/2011

Safe Harbor Agreement 2/14/2012

General Notice 2/14/2012

Employee Individual TDP Notice - Revised 3/15/2017

Reasonable Suspicion Form 2/14/2012

https://guamcc.edu/sites/default/files/policy_410.2021_0.pdf

<https://www.guamcc.edu/sites/default/files/POLICY%2520470.2017.pdf>

<http://www.guamcc.edu/Runtime/uploads/Files/03%20Finance%20and%20Admin/HumanResources/Policies%20and%20Procedures/Resolution6-2008-CODEOFETHICS.pdf>

As adopted by the Guam Community College Board of Trustees.

Drug Law Violations and Consequences

A federal or Guam drug conviction for possession, sale, or conspiring to sell illegal drugs can affect a student's eligibility to receive federal student financial aid, scholarships, and work study. If an offense occurs while the student is receiving federal student financial aid, the student may lose aid eligibility for a certain period of time. Additional information is available from the Financial Aid Office, Room 2115, 671-735-5544.

Please see the new eligibility guideline for the FAFSA.

<https://studentaid.gov/understand-aid/eligibility/requirements/criminal-convictions>

This pertains to FAFSA eligibility but may not be applicable to the overall alcohol and drug abuse program requirement.

Additional Information

Date: December 6, 2021 Guam Community College is required under the Drug-Free Schools and Communities Act to annually notify employees and students about its Drug and Alcohol Abuse Prevention Program. Guam Community College's commitment to drug and alcohol abuse prevention is underscored by the following policies:

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Drug-Free Workplace Program (DFWP) Operating Procedures

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As adopted by the Guam Community College Board of Trustees.

1. I. The Board of Trustees is committed to the education of students, employees, and community members regarding substance abuse prevention, detection, and treatment services; to the continuation of a college-wide substance abuse prevention program and other ongoing efforts which foster such prevention, education and intervention; and to the maintenance of a drug-free environment throughout the College.
2. II. The unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance is prohibited at Guam Community College.
3. III. College employees, students, and visitors are subject to appropriate disciplinary action for violation of this policy, in accordance with Guam Community College policies and procedures regarding employee and visitor discipline and discharge and in accordance with the student code of conduct.
IV. The President of Guam Community College has been authorized to establish procedures to implement this policy. Per all appropriate BOT Policies, the following standards of conduct are applicable to employees: A. Employees should report for work fit for duty and free of any adverse effects of illegal drugs or alcohol. This does not prohibit employees from the lawful use and possession of prescribed medications. Employees must, however, consult with their physicians about the medication's effect on their fitness for duty and the ability to work safely and promptly disclose restrictions to their supervisor. Employees should not, however, disclose underlying medical conditions to supervisors, but should do so to the Human Resources Office at Guam Community College.
B. Employees may be required to undergo a medical examination pursuant to policies: Policy 410: Standards of Conduct Regarding Drugs and Alcohol – Employees
Drug-Free Workplace Program (DFWP) Operating Procedures
Employee Individual TDP Notice - Revised 3/15/2017
Reasonable Suspicion Form 2/14/2012.

Medical Examinations are required when the employee's observable behavior creates a reasonable belief that the employee cannot perform the essential job functions. Or when the employee poses a threat to the health and safety of the employee or others, or to College property, as a result of the effects of drugs or alcohol. The unlawful manufacture, sale, distribution, dispensing, possession or use of controlled substances, and the

unlawful use or abuse of alcohol by anyone on Guam Community College property or at a Guam Community College-sponsored activity or function; or in a Guam Community College vehicle is prohibited.

Notification of Criminal Conviction:

1. As required by the Drug-Free Schools and Communities Act Amendments, the Guam Community College BOT Policies and the Department of Administration for the Guam of Guam policies concerning Drug and Alcohol Abuse, and as a condition of employment, employees must abide by the terms of this procedure and notify the Office of Human Resources Office in writing, of any criminal drug statute conviction for a violation occurring on or off Guam Community College property, no later than five calendar days after such conviction. Lack of compliance with these requirements may subject the employee to immediate disciplinary action, up to and including discharge.

2. Upon receipt of notification of a conviction, Guam Community College will take the following actions as required by law:

A. Notify the appropriate federal agencies of such convictions.

B. Take appropriate personnel action against the employee, up to and including termination.

C. Require the employee to participate in and satisfactorily complete a substance abuse assistance/rehabilitation/treatment program approved for such purposes by a federal or local health and law enforcement.

Consequences of Alcohol and Drug Abuse

1. The unlawful manufacture, distribution, use, sale, or possession (e.g., on the person or in a desk, or vehicle) of illegal drugs or of opened alcohol while on the job or on College leased or owned property is an offense punishable by termination and may result in criminal prosecution. Any illegal drugs found will be turned over to the appropriate law enforcement agency.

2. The illegal use or abuse of alcohol on campus or as a part of any Guam Community College activity or function is prohibited in accordance with all applicable Federal and Guam laws and Guam Community College's Drug and Alcohol Abuse Prevention Policy. In addition to possible prosecution under the aforementioned laws, employees who violate the prohibitions of these policies are subject to Guam Community College imposed disciplinary actions consistent with its applicable procedures and regulations. Disciplinary actions may include, but need not be limited to, suspension, discharge, or referral to appropriate authorities for prosecution. Any disciplinary action imposed may also include the completion of an appropriate rehabilitation or treatment program as a condition of reinstatement or continued employment.

Health Risks of Alcohol and Drug Abuse:

Information about the health risks of alcohol abuse will be made available on GCC's website and literature throughout the campus.

Health Risks Associated with the Use of Illicit Drugs:

A description of health risks associated with the use of illicit drugs and abuse of alcohol will be made available throughout GCC's campus.

Drug and Alcohol Abuse Treatment Resources and Clinical Services:

Free and confidential assistance through the Office of Accommodative Service and Substance Abuse Prevention Committee in Room 2139 or call 671-735-5597. Additional information about national and local resources available for drug and alcohol abuse treatment, contact Guam Behavioral Health and Wellness Center at 671-647-5330. For more information, employees can contact the Human Resources Office at Guam Community College at 671-735-5537.

The following materials will be distributed to each student and employee annually:

1. A description of the applicable legal sanctions under Territorial and Federal Law for unlawful possession, use, or distribution of illicit drugs and alcohol.
2. A description of the health risks associated with the use of illicit drugs and the use of alcohol.
3. A description of drug and alcohol counseling, treatment, and rehabilitation programs that is available on Guam to students and employees. Guam Community College will conduct at least a biennial review of the College's Substance Abuse Program (a) to determine its effectiveness and implement changes if they are needed, and (b) to ensure that the sanctions are consistently enforced. The DAAPP/Substance Abuse Prevention Committee is charged with this review.

Detailed here are some of the legal sanctions attached by the Territory of Guam to the violation of its laws about drug and alcohol abuse. This list does not cover all the violations, but does include the ones in which college students are perhaps may be more likely to be involved.

The sanctions (fines and imprisonment) depend on the category under which the offense falls.

- Possession of less than one ounce of marijuana (\$100 fine). • Violations: (Fines up to \$500). • Public intoxication if there have not been two previous convictions within a period of one (1) year.
- Petty Misdemeanors: (Fines up to \$500 and sixty (60) days in jail).
- Public intoxication if there have been two previous convictions within a period of one (1) year.
- For a person under 18 to go into a bar (unless it is a public eating place).

- Selling alcoholic beverages to a person under 18 • Possession of more than an ounce of marijuana.
- For a person under 18 to use a false ID to purchase alcoholic beverages.
- Consuming alcoholic beverages on a public highway or road. • Third Degree Felony (First Offense: 0-3 years in jail; repeat offense: 0-5 years).
- Driving while under the influence of alcohol or drugs or both, and, in that condition, causing bodily injury to anyone else.
- Knowingly and intentionally possessing a controlled substance, i.e. an illegal drug, if the drug involved is not marijuana.
- Second Degree Felony: (First offense: 1-8 years in jail; repeat offense: 3- 10 years), or • First Degree Felony: (First offense: 3-15 years in jail, repeat offense: 5-20 years).
- Any person who knowingly and intentionally manufactures, delivers or possesses with intent to sell a controlled substance is guilty of a first degree, second degree or a third degree felony.

This depends on how dangerous the drug in question is: the government lists five different “Schedules” of drugs.

- Possession with intent to distribute, manufacture or deliver a controlled substance is also a violation of federal law. The types and range of penalties are too complex to list in detail. Normally, federal authorities concentrate on more serious offenses and will leave prosecution of less serious offenses to local authorities.

Student Code of Conduct

- Student Code of Conduct
- Alcohol & Substance Abuse Policies
- Jurisdiction
- Sexual Assault Prevention and Response
- Academic Dishonesty
- Amnesty Policy
- Hazing

Student Privacy Rights

- Student Privacy Rights
- Authorization Form to Release Information

Student Conduct Procedures

- Student Conduct Procedures
- Executive Order 1097 and 1098
- Use of Attorneys
- Requests to View/Copy Disciplinary File

Report an Incident

- Report an Incident
- Complaint Procedures

Academic Dishonesty

- Academic Dishonesty
- Information for Faculty
- What Faculty Members Need to Know
- Disruption/Discipline Referral Form
- Cheating and Plagiarism

Faculty

- Outreach Presentations
- Information for Faculty
- What Faculty Members need to Know
- Cheating and Plagiarism

Sexual Assault Prevention & Response

- Sexual Assault Prevention and Response

Hazing

- Hazing

Contact Us

