



Policy: Alcohol and Other Drugs

Policy Statement

The College of Coastal Georgia believes in the emotional, physical, social, environmental, spiritual, intellectual, financial, and occupational health of the whole person. The institution promotes a healthy and secure learning environment for the entire campus population.

Misusing alcohol and other drugs negatively correlate with academic achievement, personal safety, and long-term health, thereby hindering the educational environment and mission.

The College of Coastal Georgia, as a recipient of federal funds, supports and complies with the provisions of the Drug-Free Schools and Communities Act Amendments of 1989 and the Drug-Free Workplace Act of 1988. These Acts require an institution of higher education to certify that it has adopted and implemented a program to prevent students and employees from unlawfully possessing, using, or distributing illicit drugs and alcohol to receive federal financial assistance. To comply with this legislation, the College informs all employees that illegal possession, manufacture, distribution, dispensation, or use of illicit drugs and alcohol on college property is prohibited.

Violations of these prohibitions by either employees or students will result in the College imposing appropriate disciplinary penalties. Appropriate disciplinary action will be taken per the policies of the USG Board of Regents and local, state, and federal laws. Appropriate disciplinary penalties may include anything from termination of employment to suspension, expulsion, and referral for prosecution.

Furthermore, the Drug-Free Workplace Act of 1988 ensures that work done under federal contracts or grants is done in a drug-free workplace. College of Coastal Georgia aggressively promotes and requires a drug-free workplace among its faculty, staff, and students to fulfill its responsibilities as an employer.

Employees who believe they may have a substance abuse problem are encouraged to seek counseling and treatment at the College of Coastal Georgia. On request, the Office of Human Resources keeps a list of referral agencies and has resources for drug education materials. Each year, it is the responsibility of Student Affairs to notify our students.

To further the institution's commitment to fostering a healthy and productive educational environment and to comply with federal and USG policies and procedures, the College has adopted the following Alcohol and Other Drugs policy, which prohibits the following for the entire College of Coastal Georgia community, including the Brunswick campus, Camden Center, and Coastal Teaching Kitchen in downtown Brunswick:

CITATION REFERENCE

Official Title: Alcohol and Other Drugs Policy

Abbreviated Title: AOD Policy

Volume: CCGA Policies

Responsible Office: Human Resources, Public Safety;
Dean of Students; Residence Life and Housing

Originally issued: N/A

Effective Date: 10/1/2023

- Consumption, possession, or transportation of alcoholic beverages by any student under the legal drinking age, per the Student Code of Conduct.
- Consumption or possession of alcoholic beverages on campus premises or at college-sponsored activities, except when authorized at social functions in designated areas approved by the President.
- Furnishing and/or distributing alcoholic beverages to students under the legal drinking age.
- Being intoxicated is made manifest by disorderly, obscene, or indecent conduct or appearance.
- Under the influence of alcohol.
- Possession, use (without valid medical or dental prescription), manufacture, furnishing, or sale of any controlled substance, dangerous drug, or illegal drug controlled by federal or Georgia law.
- Possession of drug paraphernalia.

Being under the influence of any controlled substance, dangerous drug, or illegal drug, except as permitted by law or valid medical prescription.

Reason for Policy

The College of Coastal Georgia Alcohol and Other Drug Policy (AOD) guides the campus community while ensuring compliance with federal and state laws and University System of Georgia (USG) policies and procedures.

This policy applies to faculty, staff, students, and visitors on the Brunswick main campus, Camden Center, and Coastal Teaching Kitchen in downtown Brunswick.

Entities Affected by This Policy

This policy applies to all faculty and staff (including full-time, part-time, student, temporary, intermittent, and contracted employees) and students (full-time and part-time).

Subcontracts with other organizations may require additional procedures for College of Coastal Georgia employees working under those contracts.

Who Should Read This Policy

All faculty, staff, and students at the College should read and be familiar with this policy.

Contacts

Contact	Phone	Email
Assistant Vice President for Human Resources & Auxiliary Services	(912) 279-5816	pbroadwell@ccga.edu
Director of Public Safety	(912) 279-5819	bsipe@ccga.edu
Dean of Students	(912) 279-5815	mbutcher@ccga.edu
Director of Residence Life and Housing	(912) 279-4588	mwoodbury@ccga.edu

Website Address for This Policy

- [Clery Compliance](#)

Related Documents/Resources

- Official Code of Georgia Annotated (§20-1-23)
- College of Coastal Georgia Student Code of Conduct Policy
- USG-BOR Policy 4.6.4 Alcohol and Drugs on Campus
- USG-BOR Drug Testing Policy
- USG-BOR Policy 8.2.17 Voluntary Disclosure of Drug Use Policy
- USG-BOR General Criteria for Employment Policy

Definitions

- **Alcohol**: The intoxicating agent in beverage alcohol, ethyl alcohol, or other low molecular weight alcohol, including methyl and isopropyl alcohol.
- **Controlled Substance**: Any drug (including marijuana), substance, or immediate precursor in Schedules I through IV of Official Code of Georgia Sections 16-13-25, 16-13-26, 16-13-27, 16-13-28 and 16-13-29 and Schedules I through IV of 21 CFR Part 1308 (see "controlled substance" definition in Official Code of Georgia Section 16-13-21 [4]), as well as Schedules I through V of the Federal Controlled Substances Act: 21 United States Code Section 812 et seq.
- **Dangerous Drug**: Prescription drugs as defined in the Official Code of Georgia Section 16-13-71.
- **Illegal Drugs**: All Controlled Substances and the illegal use of Dangerous Drugs. The term illegal drug shall not include any drug used pursuant to a valid prescription or used as authorized by state or federal law.
- **Legal Drinking Age**: The age at which a person can legally consume and purchase alcoholic beverages. In Georgia, the legal age as of the date of this policy's implementation is twenty-one (21).
- **Drug Paraphernalia**: Any equipment used to produce, conceal, and consume illicit drugs. It includes but is not limited to items such as bongs, roach clips, miniature spoons, and several types of pipes.
- **Consumption**: Refers to ingesting – typically orally – a beverage containing ethanol or smoking, injecting, snorting, inhaling, swallowing, or otherwise consuming pre-obtained, Controlled Substances.
- **Possession**: Transportation, ownership, control, or consumption of an alcoholic beverage or drug.
- **Distribution**: Sharing or providing access to alcohol or other drugs. It does not require the exchange of money, goods, or services.

- **Campus Community**: College of Coastal Georgia students, faculty, and staff, as well as contractors, vendors, visitors, and guests.
- **Premises or Facilities**: Includes all College land, building, facilities, and other property in possession of or owned, used, contracted with, or controlled by the institution (including adjacent streets and sidewalks).
- **Student Organizations**: Any number of persons who have complied with the formal requirement for College recognition, including academic organizations and co-curricular clubs.
- **Administrative Hearing Officer**: An employee that makes decisions in the formal conduct resolution process regarding policy violations and sanctions.
- **Student Conduct Hearing Panel**: a group typically composed of faculty members, staff, and students convened in certain situations to adjudicate alleged violations of the College's Code of Conduct.

Process Overview

- **Students or Student Organizations**
 - Alleged violations of the AOD Policy by students or student organizations will be treated as violations of the Conduct Standards (as defined in the Student Code of Conduct Policy), including USG Board Policy 4.6.4: Alcohol and Drugs on Campus policy for students and handled in accordance with the Student Code of Conduct Policy and procedures contained therein.
- **Student Travel**
 - Students participating in institution-related travel (for such things as conferences, study abroad programs, athletic competitions, internships, etc.) are bound by the laws of the state or country in which they are traveling, but in all other respects, this Policy shall apply.
- **Employees**
 - The adherence to College policies on alcohol and drugs shall be the individual and personal responsibility of each institution employee.
 - Employees must not perform job duties while using any substance in any way that interferes with the performance of assigned duties or has a negative impact on the Institution's business. All employees are prohibited from engaging in the unlawful use, possession, manufacture, distribution, dispensation, or sale of alcoholic beverages, controlled substances (including marijuana), or other dangerous drugs on campus (including all property owned or leased by the Institution) and at all Institution activities on or off campus in accordance with federal and state laws and because of the potential harm to the health and well-being of Institution employees.

- Any employee who violates this policy or any state or federal law pertaining to the illegal use, possession, manufacture, distribution, dispensation, or sale of alcoholic beverages, controlled substances (including marijuana), or other dangerous drugs will face appropriate disciplinary actions and penalties, including termination of employment and referral to appropriate federal, state, or local authorities for prosecution in the courts. This is true for all faculty and staff members (including full-time, part-time, student, temporary, and contracted employees). Additional procedures may be required for College employees working under subcontracts with other organizations.
- Any employee who is convicted of the unlawful manufacture, distribution, sale, use, or possession of marijuana, a controlled substance, or another illegal or dangerous drug or who admits guilt in a court proceeding shall be suspended for at least two months or dismissed after complying with due process requirements. As a condition of reemployment following suspension, such employee must complete a drug abuse treatment and education program approved by the President and may be required to submit to drug screens for a period. If, prior to arrest for an offense involving a controlled substance, marijuana, or a dangerous drug, an employee notifies the supervisor or the Assistant Vice President for Human Resources & Auxiliary Services that they are receiving or agrees to receive treatment under a drug abuse/education program approved by the President, such employee may be retained for up to one year.
- The retention of such an employee is contingent on the successful completion of the program. If the immediate supervisor believes necessary, the employee's work activities may be restructured. The rights granted herein shall be available to an employee only once every five years and shall not apply to any such employee who has refused to be tested or has tested positive for a controlled substance, marijuana, or a dangerous drug.
- Campus Community
 - Any individual in the campus community – Brunswick campus, Camden Center, and Coastal Teaching Kitchen in downtown Brunswick – who violates the Alcohol and Other Drug Policy may be subject to disciplinary action that could include being criminally charged and/or referral to the appropriate federal, state, or local authorities for prosecution. The College must fully cooperate with any investigation by federal and state authorities.

State and Federal Regulations

The College will comply with all federal, state, and local laws and policies on the abuse of alcohol and other drugs by its students and employees.

State and federal sanctions for drug trafficking and state sanctions for the unlawful possession or distribution of illicit drugs include the following:

- Suspension: Any student of a public educational institution who is convicted, under the laws of this state, the United States, or any other state, of any felony offense involving the manufacture, distribution, sale, possession, or use of marijuana, a controlled substance, or a dangerous drug shall as of the date of conviction be suspended from the public educational institution in which such person is enrolled, (OCGA 20-1-23).

- Denial of Loans, Grants or Scholarships for Felony Drug Convictions: Any student convicted under the laws of Georgia, the United States, or any other state, of any felony offense, involving the manufacture, distribution, sale, possession or use of marijuana, a controlled substance or a dangerous drug, shall as of the date of the conviction, be denied state funds for any loans, grants or scholarships administered under the Georgia Student Finance Commission.
- Criminal Sanctions: Under Georgia and federal law, it is a crime to possess, manufacture, sell, or distribute illegal drugs.

Federal penalties for illegal drug possession include imprisonment up to one year and/or a minimum fine of \$1,000 for a first offense; imprisonment for 15 days to two years and a minimum fine of \$2,500 for a second offense; and imprisonment for 90 days to three years and a minimum fine of \$5,000 for a third or subsequent offense. Federal penalties for possession of a mixture or substance containing a cocaine base include 5-20 years in prison and a minimum fine of \$1,000 for a first conviction if the mixture or substance exceeds 5 grams, 3 grams for a second conviction, and 1 gram for a third or subsequent conviction if the mixture or substance exceeds 1 gram.

Distribution of any controlled substance by a person over the age of 18 to a person under the age of 21 carries additional criminal penalties under the federal Comprehensive Drug Abuse Prevention and Control Act, also known as the Controlled Substances Act, including a mandatory minimum one-year prison sentence and double the penalty (for a first offense) or triple the penalty (for a second offense) (except for a first offense).

Increased penalties apply to the distribution of any controlled substance within 100 feet of a youth center, public pool, or video arcade and within 1,000 feet of a school, College, playground, or public housing facility.

People who are found guilty of participating in a "continuing criminal enterprise" to break the Controlled Substances Act are subject to harsh punishments. A person is said to be involved in a "continuing criminal enterprise" if they (1) break the law, (2) do so alongside five or more "managers," and (3) derive a sizable profit from their criminal activity.

If controlled substances cause death or serious physical harm, they are also punishable by longer prison terms under federal law. A person who intentionally kills another person or causes the intentional killing of another person while producing, distributing, importing, or exporting large quantities of certain controlled substances, or while engaging in a continuous criminal enterprise, may also receive a death sentence under the Anti-Drug Abuse Act of 1988. The death penalty is an option for anyone who kills or facilitates the killing of a law enforcement officer while committing a federal drug crime or trying to avoid being apprehended, prosecuted, or serving a prison term for one.

Alcohol purchase, possession, and distribution to individuals under the legal drinking age are all prohibited by Georgia law. It's also forbidden to drive while under the influence of alcohol or other substances. Georgia law prohibits walking or being on a road while under the influence of alcohol or other drugs in some situations. In addition to jail time and fines, these offenses may also result in mandatory community service, treatment and education programs, and license suspensions.

Amnesty Policy

The College's Amnesty Policy provides amnesty for potential violations of the Code of Conduct for students who seek medical intervention, in certain circumstances, for themselves or their peers.

Health and Safety Risk

The College recognizes the health and safety risks associated with alcohol and drug misuse and is committed to supporting students and employees seeking treatment for these conditions. Serious health and personal risks are associated with the misuse of alcohol and/or drugs.

Alcohol can impair judgment and coordination, even in small amounts. Aggressive behavior, such as abusing one's spouse or children, is increased at low to moderate doses. Moderate to high doses can significantly impact the capacity for learning and memory. Respiratory depression and death are potential outcomes of high doses.

Repeated use can lead to dependence. Withdrawal symptoms brought on by abruptly stopping use have the potential to be fatal. Large doses over an extended period may permanently harm important organs like the liver and brain. Fetal alcohol syndrome can occur in children of pregnant women who drink alcohol. Additionally, research indicates that children of alcoholic parents have a higher likelihood of developing alcoholism themselves.

Abuse of drugs or other controlled substances can result in several health problems. Addiction, overdose deaths, withdrawal deaths, seizures, heart issues, liver disease, and chronic brain dysfunction can all result from using illegal drugs. Memory loss, thought disorders (such as hallucinations, paranoia, and psychosis), and psychological dependence are additional problems linked to illicit drug use. Women who use drugs while pregnant risk having children who are also addicted to drugs and have health issues.

AOD Education, Counseling & Assistance Programs

The College of Coastal Georgia routinely hosts seminars, events, and educational programs, to educate students and prevent substance abuse. Mandatory employee training is held annually as well.

Coastal Georgia continued to offer educational modules related to alcohol use and abuse using AlcoholEdu by Vector Solutions (formerly Everfi). The modules are designed to assess and increase the students' knowledge of the effects of alcohol use, behavioral patterns, bystander intervention, and healthy and responsible decision-making. The Student Health Center manages AlcoholEDU.

The USG Employee Assistance Program – provided by Acentra Health (formerly Kepro) – offers free and confidential employee services, with your right to privacy protected within the bounds of the law. The EAP will not disclose who uses the program, so the College will not know you are using the services. EAP staff and counselors include psychologists, clinical social workers, marriage and family counselors, alcohol and drug counselors, and other professionals. EAP counselors are licensed mental health professionals. All have a master's degree or doctorate in their field of expertise.

Distribution of the AOD Policy

A copy of this Policy Statement will be distributed annually to all faculty, staff, and students.

AOD Biennial Review

The College will produce a Biennial Review that contains a review of the objectives of the biennial review as identified by the US Department of Education, including determining the effectiveness of and implementing any needed changes to all alcohol and drug prevention programs.

Biennially, the College shall review its "Alcohol and Other Drug Policy" to determine its effectiveness, implement changes, and ensure that the institution's disciplinary sanctions are consistently enforced.

- Office of Dean of Students (All Students)
- Office of Residence Life and Housing (Residential Students)
- Office of Human Resources (Employees)

Responsibilities

The responsibilities each party has in connection with this missing person notification policy are:

Contact	Phone	Email
Assistant Vice President for Human Resources & Auxiliary Services	(912) 279-5816	pbroadwell@ccga.edu
Director of Public Safety	(912) 279-5819	bsipe@ccga.edu
Dean of Students	(912) 279-5815	mbutcher@ccga.edu
Director of Residence Life and Housing	(912) 279-4588	mwoodbury@ccga.edu

Forms

None

Appendices

None