

DRUG AND ALCOHOL USE

Drug and alcohol abuse affects the health, safety, and well-being of all employees and restricts Dunwoody's ability to carry out its mission.

Health Risks of Alcohol and Drug Use

Short term health risks of alcohol include risky sexual behaviors, car accidents, violent or aggressive behavior, and/or miscarriages. Long term health risks of alcohol include high blood pressure, learning and memory problems, alcohol dependency, and/or depression. For more information on the health risks associated with alcohol please see the Center for Disease Control's website: <https://www.cdc.gov/alcohol/fact-sheets/alcohol-use.htm>

The health risks as a result of drug use varies with each drug. The following links provide the health effects of "Club Drugs" and other "Commonly Abused Drugs".

National Institute on Drug Abuse, "Commonly Abused Drugs": <https://www.drugabuse.gov/drugs-abuse/commonly-abused-drugs-charts> (<https://www.drugabuse.gov/drugs-abuse/commonly-abused-drugs-charts/>)

National Institute on Drug Abuse, "Club Drugs": <https://www.drugabuse.gov/drugs-abuse/club-drugs> (<https://www.drugabuse.gov/drugs-abuse/club-drugs/>)

Federal Laws and Sanctions

Federal laws carry penalties for controlled substance convictions. These range from one year imprisonment and up to a lifetime of imprisonment. Along with imprisonment federal convictions carry fines ranging from \$1,000 to \$2,000,000 depending on the severity of the conviction. Please see the following for a detailed list of federal controlled substance convictions:

Federal Controlled Substances Act: <https://www.deadiversion.usdoj.gov/21cfr/21usc/index.html> (<https://www.deadiversion.usdoj.gov/21cfr/21usc/>)

Federal Trafficking Penalties: https://www.dea.gov/sites/default/files/drug_of_abuse.pdf#page=30

Minnesota Laws and Sanctions

Minnesota laws carry penalties for controlled substance convictions. These range from underage drinking laws with a penalty of \$100 to 40 years prison sentence and \$1,000,000 fine. Please see the following for a detailed list of Minnesota controlled substance and alcohol statutes:

Minnesota Controlled Substances Statutes: <https://www.revisor.mn.gov/statutes/?id=152>

Minnesota Underage Alcohol Statutes: <https://www.revisor.mn.gov/statutes/?id=340A.503>

Minnesota Driving while Impaired Statutes: <https://www.revisor.mn.gov/statutes/?id=169A>

Employees

While on Dunwoody premises and while conducting business-related activities off Dunwoody premises, no employee may use, possess, distribute, sell, or be under the influence of illegal drugs. The legal use

of prescribed drugs is permitted on the job only if it does not impair an employee's ability to perform the essential functions of the job effectively and in a safe manner that does not endanger other individuals in the workplace. Alcohol may be on campus only as a part of a college sponsored activity, but otherwise its use on campus, or while conducting business-related activities off Dunwoody premises, is prohibited.

Violations of this policy may lead to disciplinary action, up to and including immediate termination of employment, and/or required participation in a substance abuse rehabilitation or treatment program. Such violations may also have legal consequences. Additional information is available in the Employee Handbook.

Drug and Alcohol Education and Treatment Programs

Dunwoody College of Technology recognizes drug and alcohol dependency/abuse as a major health problem, as well as a safety and security problem. If you have a drug or alcohol problem or know of another student with such a problem, please consult with anyone in Student Services for information and referral resources for a variety of public and private educational and treatment programs in the state and metropolitan area. Such as the Walk In Counseling Centers that are located throughout the Twin Cities. They do not require an appointment and have a variety of office hours.

Walk In Counseling Center Locations:

Main Number: 612-870-0565
2421 Chicago Avenue S
Minneapolis, MN 55404

1619 Dayton Avenue, #205
St. Paul, MN 55104

179 E. Robie Street
St. Paul, MN 55107

Employees with questions or concerns about substance dependency or abuse are encouraged to use the resources of the Employee Assistance Program.

Tobacco-Free Environment

The use of all forms of tobacco, including chewing tobacco and smokeless cigarettes, is prohibited at Dunwoody except in designated areas. According to the Minnesota clear Indoor Air Act, designated smoking areas must be located 25 feet from entrances, exits, windows and ventilation intakes. Dunwoody's designated areas are located near the north entrance of the main building as well as the west entrance of the lower level of the Warren Building. Violation of the tobacco regulation is cause for dismissal. Smoking on the west side of the building (main entrance) is prohibited at all times.

Electronic Cigarettes

The use of electronic cigarettes (also known as e-cigarettes) is prohibited at Dunwoody except in designated smoking areas.

For more program information, please contact Human Resources.

Notice: Dunwoody has adopted a drug and alcohol testing policy, which includes reasonable suspicion drug testing. Copies of the policy are available for inspection by independent contractors and employees during regular business hours at the Human Resource Department.