

## **Drug Free Schools & Campuses Annual Notification 2018-2019**

Milwaukee Area Technical College (“College”) adopts the following Drug-Free Workplace Policy and Program pursuant to the federal “Drug-Free Workplace Act of 1988” and provides this notification to students and employees in compliance with annual notification requirements.

### **Standards of Conduct**

MATC Policy 0300 – Drug Free Campuses and Workplace prohibits the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance including but not limited to alcohol, prescription and illicit drugs at any college campus, evening center, or other college premise; or while participating in officially sponsored college events off premise.

Violations of this policy will result in appropriate progressive disciplinary action up to and including: (a) expulsion of students in accordance with applicable civil, state, and federal law and the MATC Student Code of Conduct; (b) termination of employment from MATC in accordance with applicable civil, state, and federal law; and (c) referral for prosecution for violations.

Each College employee will, as a condition of employment, abide by this policy. In addition, any employee engaged in the performance of a federal grant or contract is required to notify his or her supervisor no later than five (5) days after any conviction under a criminal drug statute for a violation that occurred in the workplace.

### **Legal Standards**

State Law: 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 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. 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. See *Wis. Stat.s §961.41-50*.

Wisconsin law also restricts the use of alcohol in certain situations such as procurement, dispensing, or selling alcohol under the age of 21. See *Wis. Stat.s §125.07*. Penalties may include significant fines, required participation in a supervised work program, and suspension of driver’s license.

Federal Law: 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. See *21 U.S.C. §841-865*.

### **Health Risks**

According to the National Institute on Drug Abuse (NIDA), addiction is when people who use drugs can't stop taking a drug even if they want to. People start taking drugs and alcohol for a number of reasons including: socialization, boredom, coping with a loss, and loneliness. No one plans to get addicted. Use of drugs or alcohol can quickly become abuse as the person becomes dependent on the drug just to feel normal. That is addiction, and it can quickly take over a person's life.

Addiction is a disease, just as diabetes and cancer are diseases. Addiction is not simply a weakness or personality flaw. People can enter recovery and go on to maintain normal life activities. People from all backgrounds, rich or poor, can become addicted. Addiction can happen at any age, usually in

adolescence or early adulthood but older adults and those experiencing trauma or changes in their lifestyle are also vulnerable.

If you believe you are at risk of addiction, or are addicted to drugs or alcohol, the College offers the resources outlined below. Please contact us.

## Symptoms

It is important to recognize the symptoms of drug and/or alcohol abuse. People with addiction might act differently than they used to. They might:

- spend a lot of time alone
- lose interest in their favorite things
- get messy—for instance, not bathe, change clothes, or brush their teeth
- be really tired and sad
- be very energetic, talk fast, or say things that don't make sense
- be nervous or cranky (in a bad mood)
- quickly change between feeling bad and feeling good
- miss class, work, or meetings/appointments
- fall asleep during class or work
- eat a lot more or a lot less than usual

People with an addiction usually can't stop using on their own. They want and need more. They might try to stop taking the drug and then feel really sick, so they continue or resume using. They may even keep using drugs or alcohol even though it's causing terrible family, health, or legal problems. They need help to stop using drugs or alcohol. Drug treatment can help.

## Resources

MATC encourages employees and students with substance abuse problems or concerns to seek confidential counseling and/or referral services.

Conscientious efforts to seek such help shall not in themselves jeopardize any employee's job or student's enrollment and will not be noted in the employee or student file. The following is a list of drug and alcohol abuse resources.

<b>MATC Students</b>	
Milwaukee Area Technical College Counseling	(414) 297-6267
Downtown Milwaukee Campus	(414) 297-6267
Mequon Campus	(262) 238-2300
Oak Creek Campus	(414) 571-4500
West Allis Campus	(414) 456-5500
<b>MATC Employees</b>	
Aurora Employee Assistance Program	(800) 236-3231
<b>Community (Students and Employees)</b>	
IMPACT Alcohol and Other Drug Abuse Services--Substance Abuse Assessments and related treatment referrals	(414) 256-4808
211 IMPACT--Milwaukee County Community Resource Hotline. Point of access for AODA, Mental Health, Family, Health and Social Services	(414) 773-0211

Alcoholic Anonymous Central Office--24hr Hotline and meeting information. Support for those in and seeking recovery www.aamilwaukee.com	(414) 771-9119
Alanon Family Groups (Help for Family and friends affected by another's alcohol dependence) www.alanon-wi.org	(414) 257-2415
Alateen (Young Alateen members, usually teens affected by a family member's drinking) www.alanon-wi.org	(414) 257-2415
Aurora Health Care--Private Pay and Insurance (Dewey Center for Substance Abuse treatment and Psychiatric services available)	(414) 454-6600
Rogers Behavioral Health--Private Pay and Insurance for treatment of Substance and Mental Health issues	(414) 865-2500 (Brown Deer) (414) 327-3000 (West Allis)
SAMSA(Substance Abuse and Mental Health Services Administration) AODA and Mental Health resources and data www.samsa.gov	

### **Drug and Alcohol Programs**

In addition to the external resources listed above, the College is creating a drug-free awareness program to inform faculty, staff, and students about the dangers of drug abuse in the workplace and school community.