



"Services for Success"
Office of Human Resources

PO Box 9701, McAllen, Texas 78502 • Phone (956) 872-4448 • Fax (956) 872-4445

**South Texas College
DRUG-FREE WORKPLACE
Acknowledgement Statement**

In accordance with the Drug-Free Workplace Policy, please sign the statement below and return to the Office of Human Resources.

I, _____, have received a copy of
Print Name

the South Texas College policy regarding a drug-free workplace and have read and understand its contents.

Signature of Employee

Date

SOUTH TEXAS COLLEGE OFFICE OF HUMAN RESOURCES

INFORMATION FOR STUDENTS AND EMPLOYEES REGARDING ILLICIT DRUGS AND ALCOHOLIC ABUSE

South Texas College prohibits the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance, illicit drug, and alcohol, as those terms are defined in state and federal law, in the workplace, on College premises, or as part of any of the College's activities.

The Drug Free Schools and Communities Act Amendment of 1989 requires institutions of higher education to adopt and implement programs to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol. STC has adopted and implemented the following:

STANDARDS OF CONDUCT

The STC Policy Manual and also the Drug-Free Workplace and Campus Policy provide for disciplinary action including termination against any student or employee who engages in conduct that is prohibited by state, federal, or local law. This includes those laws prohibiting the use, possession, or distributing of drugs and alcohol.

HEALTH RISK OF ALCOHOL AND OTHER DRUGS

ALCOHOL — Health hazards associated with the excessive use of alcohol or with alcohol dependency include dramatic behavioral changes, retardation of motor skills, and impairment of reasoning and rational thinking. These factors result in a higher incidence of accidents and accidental death for such persons than for non-users of alcohol. Nutrition also suffers and vitamin and mineral deficiencies are frequent. Prolonged alcohol abuse causes bleeding from the intestinal tract, damage to nerves and the brain, psychotic behavior, loss of memory and coordination, damage to the liver often resulting in cirrhosis, impotence, severe inflammation of the pancreas, and damage to the bone marrow, heart, testes, ovaries, and muscles. Damage to the nerves and organs is usually irreversible. Cancer is the second leading cause of death in alcoholics and is 10 times more frequent than in non-alcoholics. Sudden withdrawal of alcohol from persons dependent on it will cause serious physical withdrawal symptoms.

AMPHETAMINES (*speed, love drug, ecstasy*) — Patterns of use and associated effects are similar to cocaine. Severe intoxication may cause confusion, rambling or incoherent speech, anxiety, psychotic behavior, social isolation, and hallucinations, irreversible brain damage. Intense fatigue and depression resulting from use can lead to suicide. Large doses may result in convulsions and death from cardiac or respiratory arrest.

COCAINE — Cocaine is a stimulant that is most commonly inhaled as a powder. It can be dissolved in water and used intravenously. The cocaine extract (freebase) is smoked. Users progress from infrequent use to dependence within a few weeks or months. Psychological and behavioral changes resulting from use include over-stimulation, hallucinations, irritability sexual dysfunction, psychotic behavior, social isolation, and memory problems. An overdose produces convulsions and delirium and may result in death from cardiac arrest. Discontinuing the use of cocaine requires considerable assistance, close supervision and treatment.

DAMAGE FROM INTRAVENOUS DRUG USE — In addition to the adverse effects associated with the use of a specific drug, intravenous drug users who use unsterilized needles or who share needles with

other drug users can develop AIDS, hepatitis, tetanus (lock jaw), and infections in the heart. Permanent brain damage may also result.

DRUGS — The use of illicit drugs usually causes the same general type of physiological and mental changes as alcohol, although frequently those changes are more severe and more sudden. Death or coma resulting from overdose of drugs is more frequent than from alcohol, but unlike alcohol, abstinence can lead to reversal of most physical problems associated with drug use.

HALLUCINOGENS or PSYCHEDELICS — These include LSD, mescaline, peyote, and phencyclidine (PCP or “angel dust”). Use impairs and distorts one’s perception of surroundings, cause bizarre mood changes and results in visual hallucinations that involve geometric forms, colors, and persons or objects. Users who discontinue use experience “flashback” consisting of distortions of virtually any sensation. Withdrawal may require psychiatric treatment for the accompanying persistent psychotic states. Suicide is not uncommon.

HEROIN AND OTHER OPIATES — These drugs are usually taken intravenously. “Designer” drugs similar to opiates include fentanyl, Demerol, and “china white”. Addiction and dependence develop rapidly. Use is characterized by impaired judgment, slurred speech, and drowsiness. Overdose is manifested by coma, shock and depressed respiration, with the possibility of death from respiratory arrest. Withdrawal problems include sweating, diarrhea, fever, insomnia, irritability, nausea, and vomiting, and muscle and joint pains.

MARIJUANA (Cannabis) — Marijuana is usually ingested by smoking. Prolonged use can lead to psychological dependence, disconnected ideas, alteration of depth perception and sense of time, impaired judgment, and impaired coordination.

SOLVENT INHALANTS (*e.g., glue, lacquers, plastic cement*) — Fumes from these substances cause problems similar to alcohol. Incidents of hallucinations and permanent brain damage are more frequent.

DISCIPLINARY PENALTIES

All students and employees are expected and required to obey the law, to comply with the institutional rules and with directives issued by an administrative official. Students are expected also to observe standards of conduct appropriate for an academic institution. Any students or employee who engages in conduct prohibited by the STC rules or by federal, state, or local law is subject to discipline whether such conduct takes place on or off campus or whether civil or criminal penalties are also imposed for such conduct.

If, after due process, a student or employee is guilty of illegal use, possession, and /or sale of a drug or a narcotic on campus, the minimum penalty shall be suspension from the institution for a specified period and/or suspension of rights and privileges, and for the employees, up to and including termination.

PENALTIES UNDER STATE AND FEDERAL LAW

TEXAS LAW

OFFENSE – Manufacture or delivery of controlled substances (drugs). Minimum punishment is confinement in the Texas Department of Corrections (TDC) for a term of not more than 10 years or less than 2 years, or confinement in a community correctional facility for not more than 1 year and a fine not to exceed \$10,000. The maximum punishment is confinement in TDC for life or for term of not more than 99 years or less than 20 years, and fine not to exceed \$500,000.

OFFENSE – Possession of controlled substances (drugs). Minimum punishment is confinement in jail for a term of not more than 180 days, and a fine not to exceed \$1,000. Maximum punishment is confinement in TDC for life or for a term of not more than 99 years or less than 10 years and a fine not to exceed \$100,000.

OFFENSE – Delivery of Marijuana. Minimum punishment is confinement in jail for a term of not more than 180 days, and fine not to exceed \$1,000. Maximum punishment is confinement in TDC for life or for a term of not more than 99 years or less than 10 years, and a fine not to exceed \$250,000.

OFFENSE – Possession of Marijuana. Minimum punishment is confinement in jail for a term not to exceed 180 days, and a fine not to exceed \$1,000. Maximum punishment is confinement in TDC for life or for a term of not more than 99 years or less than 15 years, and a fine not to exceed \$250,000.

OFFENSE – Driving While Intoxicated (Includes intoxication from alcohol, drugs, or both). Minimum punishment is confinement in jail for a term of not more than two years or less than 72 hours, and a fine of not more than \$2,000 or less than \$100. Maximum punishment is confinement in jail for a term of not more than two years or less than 30 days, or confinement in TDC for a term of not more than 5 years or less than 60 days, and a fine of not more than \$2,000 or less than \$500.

OFFENSE – Public Intoxication. Maximum punishment is a fine not to exceed \$200.

OFFENSE – Purchase of alcohol by a minor. Minimum punishment is a fine not less than \$25 nor more than \$200. Maximum punishment for a fine of not less than \$100 nor more than \$500.

OFFENSE – Sale of alcohol to a minor. Minimum punishment is a fine of not less than \$100 nor more than \$500 or confinement in jail for not more than 1 year, or both. Maximum punishment for a subsequent offense is a fine of not less than \$500 nor more than \$1,000 or confinement in jail for not more than 1 year, or both.

FEDERAL LAW

OFFENSE – Manufacture, distribution or dispensing drugs (includes marijuana). Minimum punishment is a term of imprisonment more than one year, and minimum fine of \$1,000, Maximum punishment is a term of life imprisonment without release (no eligibility for parole) and a fine not to exceed \$8,000,000 (for an individual) or \$20,000,000 (if other than an individual).

OFFENSE – Possession of drugs (including marijuana). Minimum punishment is a civil penalty in amount not to exceed \$10,000. Maximum punishment is imprisonment for not more than 20 years or not less than 5 years, a fine of not less than \$5,000 plus costs of investigation and prosecution.

OFFENSE – Operation of a Common Carrier under the influence of alcohol or drugs. Maximum punishment is imprisonment for up to 15 years and a fine not to exceed \$250,000.

Drug Abuse, Addiction Information and Treatment

Alcohol and Drug Help

HWY 77
San Benito, TX 78501
956-399-6666

Palmer Drug Abuse

1275 Cottonwood
Brownsville, TX. 78521
956-544-3333
115 N. 9th St.
McAllen, TX 78501
956-687-7714

Tip of Texas Outreach

164-B Oak Street
Brownsville, TX
956-541-5566

Charter Palms Hospital

1421 E Jackson Ave.
McAllen, TX 78501
956-631-5420

Texas State Dept. of Mental Health-Mental Retardation

Rio Grande State Center
1401 Rangerville Rd.
Harlingen, TX 78550
956-423-5077

La Hacienda Treatment Center

24 HR Information and Evaluation
Toll Free Dial 1-800-292-6160

Tropical Texas Center Of Mental Health and Retardation

1425 S. 9th
Edinburg, Texas 78539
956-383-0121
5 South Boca Chica Blvd. Suite 5
Brownsville, Texas 78521
956-546-2230
1242 N. 77 Sunshine Strip
Harlingen, Texas 78550
956-423-8094

Alcoholism Information and Treatment Centers

Alcoholics Anonymous

600 Ash Ave.
McAllen, TX
956-630-9191

Alcoholics Anonymous

205 W. Adams
Harlingen, TX
956-428-9561

Alcoholics Anonymous

PO Box 5453
Brownsville, TX
956-544-8530

Alcohol and Drug Treatment

1101 Vine Avenue
McAllen, TX
956-686-7290

Charter Palms Hospital

1421 E. Jackson Ave.
McAllen, TX 78501
956-631-5420

Valley Regional Treatment Center

1 Ted Hunt Blvd.
Brownsville, Texas 78521
956-831-2700

Tropical Texas Center Of Mental Health and Retardation

1425 S. 9th
Edinburg, Texas 78539
956-383-0121
5 South Boca Chica Blvd. Suite 5
Brownsville, Texas 78521
956-546-2230
1242 N. 77 Sunshine Strip
Harlingen, Texas 78550
956-423-8094

**For benefit-eligible
employees:*

Please contact your health insurance company to verify benefits prior to seeking treatment.

You may also contact the Benefits department at the Office of Human Resources for information.