



ALCOHOL AND DRUGS/PREVENTION AND COUNSELING

POLICY ON ALCOHOL AND ILLEGAL DRUGS

Hawaii Medical College is committed to providing a campus community environment that promotes the health, safety, and academic success of students, and personal development of faculty and staff. The Drug Free Schools and Communities Act, (34 CFR Part 86), requires institutions of higher education to enact policies for preventing the unlawful possession, use, or distribution of alcohol and illicit drugs by students and employees.

STANDARDS OF CONDUCT

The college prohibits the unlawful possession, manufacture, cultivation, use, or distribution of illegal drugs (as those terms are defined by State and Federal laws) on campus property. The college also prohibits the illegal possession, distribution and consumption of alcoholic beverages.

ILLEGAL DRUGS

Federal and state laws on drug abuse provide for stringent penalties for illegal possession, manufacture, cultivation, sale, transportation, or use of/administration of any narcotic drug; more stringent penalties for those convicted of previous narcotics offenses than for first offenders; and extremely stringent penalties for those who in any way involve minors in the use of narcotics. A person is subject to prosecution if he or she illegally uses or is under the influence of narcotics, or knowingly visits a place where illegal narcotic use is occurring.

ALCOHOL

The college's policy with respect to alcohol follows state and local laws. All persons, regardless of age, or status, are governed by these laws and regulations. State and local laws prohibit (1) the purchase or sale to, possession of, or consumption of alcoholic beverages by anyone under 21; (2) the serving of alcohol to an already intoxicated person; and (3) the manufacture, use of, provision of a false state identification card, driver's license, or certificate of birth or baptism. If convicted of violating these laws, punishment up to and including a jail sentence may result.



HEALTH RISKS

The serious health risks of various illegal drugs and alcohol are well-documented. Use of illegal drugs or excessive use of alcohol can damage the following:

- Physiological processes including functioning of the brain, digestive tract, liver, heart, and lungs.
- Psychological and mental processes including memory, judgment, personality, reproduction capability and fetal development (and may induce psychotic episodes).

Many thousands of deaths each year are either directly or indirectly attributed to substance abuse through accidents, illnesses, and violence.

PREVENTION AND COUNSELING PROGRAM

The college's interest in the educational welfare of its students, staff, and faculty is demonstrated through primary concern for remedial measures. The college makes available full counseling and medical resources to assist students and staff in constructively confronting problems leading to involvement with drugs or alcohol.

Every student, staff, and faculty member concerned about problems resulting from the use of illegal drugs or alcohol is encouraged to seek help from the Employee/Student Assistance Program at (800) 321-2843. The Employee/Student Assistance Program will treat such voluntary calls of employees/students confidentially and not subject the callers to disciplinary action. The Employee/Student Assistance Program also maintains a complete listing of referral resources in the community that can provide students with specific assistance once an assessment has been made.

CODE OF CONDUCT RE: ALCOHOL AND ILLEGAL DRUGS

Students at Hawaii Medical College are responsible for regulating their own conduct and for respecting the rights and privileges of others. Students are expected to conduct themselves in a manner compatible with the function of the college as an educational institution. Students are expected to respect and obey all civil and criminal laws. Failure to show respect for the standards of behavior is cause for disciplinary action.

To assist in achieving a campus free of the problems of substance abuse, the college has adopted policies prohibiting the unlawful manufacture, sale, distribution, possession or use of controlled substances and alcohol, including medical marijuana, on college property or at official functions on/off-campus. Any member or group of the college community violating these policies and regulations will be subject to disciplinary action.



In order to enforce this policy, the college reserves the right to request persons subject to the policy to take fitness for duty tests. Positive results from a fitness for duty test shall be grounds for disciplinary action. Also, the college may perform inspections of persons, personal property or vehicles located on the college's property or off- site at official functions (such as clinical education or externships) in order to assure a drug- free, alcohol-free environment. Failure to agree to a fitness for duty test or inspection will be considered a violation of this policy, and appropriate disciplinary measures will be taken.

Reasonable Suspicion Testing: A student will be asked to take a Fitness for Duty 10 Panel Blood Test immediately after, but in no event more than 24 hours after, an instance of reasonable suspicion has been documented. Such a test is voluntary, but failure to take the test will result in disciplinary action up to and including dismissal. A student may be disciplined for one or more of the following causes related to college activity or attendance:

- The unlawful use, sale, or possession on college property of any controlled substance, or presence on college property under the influence of any controlled substance (including medical marijuana and alcohol).
- The unlawful use, sale, or possession of any poison on college property, or presence on college of any poison.