

Notice to Students and Employees Regarding Illicit Drugs and Alcohol

Nevada State College (NSC) believes that the unlawful possession or abuse of drugs and alcohol by students and employees presents multilevel risks to the individual, the learning and working environments, and the college community. Substance abuse impedes the process of learning, teaching, and personal development and the overall exercise of a person's true talents and abilities. There are also serious criminal and disciplinary sanctions that can be imposed on students and employees which will disrupt their studies or careers.

NSC provides this notice in compliance with federal law as part of NSC's program to prevent the possession, use, and distribution of illicit drugs and alcohol by students and employees. The information provided here includes campus rules and regulations pertaining to drugs and alcohol, possible health and social effects, legal sanctions, and contact information for services and programs that can provide further information and assistance. Additionally, this notice informs students of the implications for eligibility of financial aid when students are convicted of possession or sale of illegal drugs.

Illegal Drugs

NSC is a drug-free institution. Nevada state law and Nevada System of Higher Education (NSHE) regulations prohibit the manufacture, distribution, possession, or use of illegal or unauthorized drugs or drug paraphernalia on NSC property or at NSC-sponsored activities.

The possession or use of prescription drugs without a proper prescription is a crime in the State of Nevada. A student's or employee's possession of a "medical marijuana card" or similar documentation supporting the use of illegal drugs will not excuse or permit the manufacture, distribution, or use of illegal or unauthorized drugs or drug paraphernalia on NSC property or at NSC-sponsored activities.

Violations of the law or NSHE regulations will result in disciplinary action for students and employees up to and including expulsion of students and/or termination of employment pursuant to Nevada state law, the NSC Student Code of Conduct, and the NSHE Code, and referral for criminal prosecution. Nevada law requires NSC to immediately terminate employment of any employee who is convicted of violating a federal or state law prohibiting the sale of a controlled substance regardless of where the incident occurred. The term **controlled substance** means any drug defined as such under the regulations adopted pursuant to NRS 453.146. Many of these drugs have a high potential for abuse. Such drugs include, but are not limited to, heroin, marijuana, cocaine, PCP, and crack. They also include legal drugs which are not prescribed by a licensed physician.

These violations are serious matters and can significantly impact education and employment.

Alcohol

NSC does not permit possession of alcohol on its property except for limited situations. The legal age for drinking alcohol in Nevada is 21 years. Alcohol abuse or excessive drinking by those of lawful age has become more prevalent, with tragic cases reported of death or serious injury. This includes forced consumption of alcohol in conjunction with initiations or affiliation with any organization; NSC prohibits any type of initiations requiring the consumption of alcohol.

NSHE regulations allow the use or consumption of alcohol on NSC property only in the following limited situations:

- 1) Upon receipt of a timely advance application, the NSC President may grant permission in writing for the sale or distribution of alcoholic beverages at a NSC-sponsored event (including those sponsored by student organizations) and by guest organizations approved to use NSC facilities. Such consideration will be based upon, but not limited to, such factors as number and ages of people in attendance, purpose of the event, supervision, security provisions, location, and the date and time of the function. The President's decision to allow alcohol is discretionary and the decision is final. No other NSC officer, manager, or employee may approve the use of alcohol on campus or at a NSC-related event/function.
- 2) Alcohol procured and used in association with approved NSC academic classes.

Impairment in the Workplace and Classroom

It is the policy of the State of Nevada to ensure that its employees do not report for work in an impaired condition resulting from the use of alcohol or illegal drugs, or consume alcohol or use illegal drugs while on duty (including driving a personal vehicle while on College business or driving a state vehicle). Alcohol and drug abuse and the use of alcohol and drugs in the workplace are issues of concern to the State of Nevada. Any employee who appears to be in an impaired condition at work is subject to a screening test for alcohol or drugs, and disciplinary action up to and including termination of employment. Referral to an employee assistance program is also possible.

Any State employee convicted of driving under the influence in violation of NRS 484C.110 or any other offense for which driving under the influence is an element of the offense, and the offense occurred while driving a State vehicle or a private vehicle while on NSC business, is subject to discipline up to and including termination.

Any NSC student who comes to campus in an impaired condition resulting from the use or consumption of alcohol, non-prescribed drugs, or illegal drugs may be referred for discipline under the NSC Student Code of Conduct, especially if their impaired condition causes the student to act out in a disruptive manner.

Sanctions

Violation of the law or NSHE regulations will result in disciplinary action for students and employees up to and including expulsion of students and/or termination of employment, pursuant to the NSC Student Code of Conduct, Nevada Administrative Code, and the NSHE Code, and referral for criminal prosecution. Sanctions for student organizations may include, but are not limited to, warning, probation, denial of use of NSC facilities, and withdrawal of the organization's recognition and charter. A disciplinary sanction may include the completion of an appropriate educational or rehabilitation program. Guests of the college will be subject to denial of permission to come to any NSC campus and for future use of its facilities. These violations are serious matters and can significantly impact education and employment.

Health Risks Associated with Drug Abuse and Alcohol Use

1. Depressants (e.g. alcohol, tranquilizers, benzodiazepines such as Xanax or Valium)
 - a. poor concentration, coordination, and judgement
 - b. inability to reason and make decisions
 - c. mood swings

- d. fatigue
 - e. liver diseases
 - f. ulcers
 - g. birth defects
 - h. depression
 - i. malnutrition
 - j. heart disease and stroke
 - k. certain cancers
 - l. brain damage
 - m. drowsiness
 - n. poor attention span, memory, and coordination
 - o. confusion
 - p. birth defects
 - q. possible liver disease
2. Stimulants (e.g. cocaine, crack, amphetamines such as Ritalin, meth)
- a. nervousness, short attention span, poor judgement, mood swings, paranoia, hallucinations
 - b. depression caused by withdrawal
 - c. death from heart or respiratory failure
 - d. stroke or seizures
 - e. lung and voice damage
 - f. hepatitis or AIDS
3. Opioids & Morphine Derivatives (e.g. heroin, OxyContin)
- a. drowsiness, confusion, and disorientation
 - b. slowed breathing, sometimes to point of death
 - c. coma
 - d. hepatitis or AIDS
4. Cannabinoids (e.g. marijuana, hashish)
- a. poor short-term memory
 - b. slowed reflexes
 - c. problems judging time, depths, and distance
 - d. lung damage
 - e. may harm immune system or fertility
5. Hallucinogens (e.g. LSD, psilocybin mushrooms, PCP/Angel Dust)
- a. disorganization
 - b. hostile feelings toward others
 - c. short attention span
 - d. poor motor skills
 - e. self-inflicted injury
 - f. brain hemorrhage
 - g. high blood pressure
 - h. increased heart rate
 - i. heart failure

- j. convulsions, coma, and death
- 6. Inhalants (e.g. glue, nitrous oxide, aerosol sprays)
 - a. confusion
 - b. difficulty walking
 - c. rapid heart rate
 - d. sudden brain damage
 - e. damaged sense of smell
 - f. liver damage
 - g. lung damage
 - h. kidney problems
- 7. Anabolic Steroids
 - a. aggressive behavior
 - b. mood swings
 - c. depression due to withdrawal
 - d. liver disease
 - e. heart attack
 - f. stroke
 - g. high cholesterol levels
 - h. in men, breast development, small testicles, and sterility
 - i. in women, deep voice, acne, hair growth, and decrease in breast size

Services and Programs for the NSC Community that Address Substance Abuse

- A. For students, NSC provides a variety of free services and assistance through on-campus appointments. Students may contact All About You Counseling (AAU) at 702-754-0807 to schedule an appointment. Students may also contact NSC's Case Manager at 702-992-2514 for information about other campus and community resources that may assist them.
- B. For NSC employees, an Employee Assistance Program (EAP) is also available. NSC currently contracts EAP services through LifeWorks. LifeWorks consultants are available 24 hours a day, 7 days a week, 365 days a year. Employees may contact LifeWorks via:
 - Telephone: 877-234-5151
 - En español, llame al 888-732-9020
 - TTY/TDD: 800-999-3004
 - www.lifeworks.com
- C. Other Resources available through toll-free telephone contacts:
 - 1. Federal Substance Abuse and Mental Health Services Administration's Treatment Routing Services: 1-800-662-4357 (HELP)
 - Refers callers to local drug treatment centers and support groups
 - 2. Al-Anon: 1-800-344-2666
 - Will refer families of substance abusers to group meetings in their local area
 - 3. Cocaine Hotline: 1-866-236-1651
 - 24/7 drug helpline
- D. Local Groups/Groups for Families

1. Las Vegas Recovery Center: 702-515-1373
2. Salvation Army Adult Rehabilitation Program: 702-399-2769
3. WestCare Detox: 702-383-4044
4. Alcoholics Anonymous Las Vegas Central Office: 702-595-1888; www.lvcentraloffice.org
5. Region 51 Narcotics Anonymous: 888-495-3222; www.region51na.org
6. Valley View Family Counseling Service: 702-320-3180
7. Community Counseling Center: 702-369-8700; www.cccofsn.org

State and Federal Criminal Statutes

In addition to the NSC Student Code of Conduct, a student will be subjected to all local, state, and federal laws related to substance abuse or the possession/use of alcohol. The following state laws apply to any student conduct, whether on or off campus. In these instances, the student is regarded as a resident of the State of Nevada.

NRS 202.020

Purchase, consumption, or possession of alcoholic beverage by a minor: Any person under 21 years of age who, for any reason, possesses any alcoholic beverage in public is guilty of a misdemeanor.

NRS 202.040

False representation by a minor to obtain intoxicating liquor: Every minor who shall falsely represent him/herself to be 21 years of age in order to obtain any intoxicating liquor shall be guilty of a misdemeanor.

NRS 202.055

Sale or furnishing of alcoholic beverage to a minor: aiding a minor to purchase or procure alcoholic beverage. Every person who knowingly sells, gives, or otherwise furnishes an alcoholic beverage to any person under 21 years of age is guilty of a misdemeanor.

NRS 205.460

Preparation, transfer, or use of false identification regarding persons under 21 years of age; (1) Every person who counterfeits, forges, alters, erases, or obliterates, or...(2) Every person under the age of 21 years who uses or attempts to use or proffers any counterfeited, forged, erased or obliterated card, writing paper, document, or any photocopy print, Photostat, or other replica thereof...for the purpose and with the intention of purchasing alcoholic liquor or being served alcoholic liquor...or entering gambling establishments...shall be guilty of a misdemeanor.

NRS 453.146

The State Board of Pharmacy may adopt a regulation with respect to a substance, to include steroids and other enhancement products without medical necessity, if it is found that the substance has potential for abuse.

Federal criminal laws may also apply, depending on the circumstances.

Applicable Laws and Regulations

NSHE regulations apply to all NSC employees. NSHE Code Title 2, Section 6.2.1(h) prohibits any employee to be under the influence of intoxicants, or, without a valid medical excuse, being under the influence of controlled substances while on duty. NSHE Code Title 2, Section 6.2.1(cc) prohibits any employee or student, while on NSHE property or at a NSHE function, to engage in any act prohibited by local, state, or federal law. Everyone on NSHE property is subject to all local, state, and federal laws related to substance abuse or the possession or use of alcohol.

Disciplinary and Legal Sanctions

Any act prohibited by NSHE regulations or by local, state, or federal law which occurs on NSHE property or at NSHE functions shall constitute cause for discipline which for students can include a warning, reprimand, restitution, probation, suspension, or expulsion. Disciplinary action for employees can include warning, reprimand, suspension, or termination of employment. Any act that is prohibited by local, state, or federal law may be referred for criminal prosecution by the appropriate jurisdictional authorities.

Impact on Federal Student Aid Eligibility

Drug convictions while enrolled as a student at NSC may affect a student's eligibility for federal student aid. "Drug convictions during a period of enrollment in which the student is receiving Title IV, HEA program funds, under any federal or state law involving the possession or sale of illegal drugs will result in the loss of eligibility for any Title IV, HEA grant, loan, or work-study assistance." [HEA Sec. 484(r)(1); 20 U.S.C. 1091(r)(1)]

For more information refer to the U.S. Department of Education's [Federal Student Aid website](#) and the [U.S. Department of Education's Electronic Code of Federal Regulations website](#).

This annual notice is sent to all Nevada State College students and employees as part of its drug prevention program in compliance with the Drug-free Schools and Communities Act as further articulated in the Department of Education General Administrative Regulations, 34 C.F.R. Subtitle A, Part 86.