



Drug and Alcohol Abuse Prevention Program (DAAPP)

Statement of Purpose

Springfield Technical Community College (STCC) is committed to establishing and maintaining a supportive learning and working environment. The Drug-Free Schools and Communities Act of 1989 (20 U.S.C. 1011i, 34 C.F.R. Part 86), requires that all colleges adopt and implement a Drug and Alcohol Abuse Prevention Program (DAAPP) to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by all students and employees on college premises or as part of its activities. STCC's DAAPP is distributed in writing to registered students and employees. The DAAPP includes:

- I. **Standards of conduct;** standards that clearly prohibit, at a minimum, the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees on its property or as part of any of its activities.
- II. **Legal sanctions and penalties;** including sanctions under local, state, or federal law for the unlawful possession or distribution of illicit drugs and alcohol.
- III. **Health risks;** descriptions of the health risks associated with the use of illicit drugs and the abuse of alcohol.
- IV. **Alcohol and Other Drugs (AOD) programs;** programs available to the college community; including a description of drug or alcohol counseling, treatment or rehabilitation or re-entry programs that are available to employees or students.
- V. **Disciplinary sanctions;** including clear statements of disciplinary sanction violations of the standards of conduct for employees and students (consistent with local, state and federal law), and a description of those sanctions, up to and including expulsion or termination of employment and referral for prosecution, for violations of the standards of conduct.

This DAAPP is intended to comply with the requirements of the Drug-Free Schools and Communities Act of 1989 and applies to all students and employees of the institution. Questions about this DAAPP should be directed to:

Student Affairs (students)
student_affairs@stcc.edu
413-755-4402

Human Resources (employees)
hr@stcc.edu
413-755-4361

Drug Free Schools and Communities Act (DFSCA)

In 1989, Congress amended Title XII of the Higher Education Act of 1965. This amendment, the "Drug-Free Schools and Communities Act of 1989," requires that every educational institution, as a condition of receiving funds or any other form of financial assistance under any federal program, certify its adoption and implement programs designed to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees. STCC, in accordance with legal mandates and its commitment to establishing and maintaining a supportive learning and working environment, has established a Drug & Alcohol Abuse Prevention Program (DAAPP) for students and employees.

The Drug Free Schools Campuses Regulations (34 CFR Part 86) of the Drug Free Schools and Communities Act (DFSCA) requires an institution of higher education (IHE) such as STCC, to certify that it has implemented programs to prevent the abuse of alcohol and use and /or distribution of illicit drugs both by STCC students and employees both on its premises and as a part of any of its activities.

Annual Notification

Each semester, Student Affairs provides the DAAPP via email notification to each student who is taking one or more classes for any type of academic credit except for continuing education credits, regardless of the length of the student's program of study. Student Affairs may also distribute the DAAPP on a case-by-case basis as deemed necessary. Human Resources distributes the DAAPP to employees via email notification. Employees hired after the distribution are provided the DAAPP as part of the employees' new hire paperwork. Human Resources may also distribute the DAAPP on a case-by-case basis as deemed necessary.

STCC's Drug and Alcohol Abuse Prevention Program (DAAPP), is organized by the five major elements, which are detailed below:

I. Standards of Conduct

STCC is committed to establishing and maintaining a supportive learning and working environment. Under the Higher Education Act of 1965 (as amended by the Higher Education Opportunity Act of 2008), STCC is required to notify all enrolled students of the institutional [Drug and Alcohol Policy](#). STCC is a Smoke/Tobacco-Free Campus. This policy, along with frequently asked questions and resources is available online at: <https://www.stcc.edu/apply/visit-us/smoke-free-campus/>

In addition, students must comply with the [Student Code of Conduct](#) and understand the requirements of the policies listed within. Employees must comply with their respective employee handbook and collective bargaining agreements, the Massachusetts Community College Policy on Affirmative Action, Equal Opportunity & Diversity, and local institutional policies. Employees must comply with the State of Massachusetts Ethics Commission, which administers and enforces the provisions of the conflict of interest and financial disclosure law.

II. Legal Sanctions and Penalties

As provided in the [STCC Drug and Alcohol Policy](#), STCC, in accordance with legal mandates and its mission and philosophy of establishing and maintaining a safe and supportive learning and working environment, will enforce the following laws and policies:

1. The presence, possession and/or consumption of any alcoholic beverages on STCC property, including parking lots and leased or licensed spaces, or at College sponsored events, is strictly prohibited. Any alcoholic beverages found on College property will be confiscated. Violations of this policy will result in disciplinary action, up to and including expulsion or termination, and may also be subject to referral for criminal prosecution.
2. The presence, possession and/or use of controlled substances on STCC property, including parking lots and leased or licensed spaces, or at College sponsored events, is strictly prohibited. Furthermore, marijuana use and possession, even for medical purposes, is prohibited. Any individual found possessing, using, or distributing any controlled substances, including, but not limited to, narcotics, opioids, psychedelic drugs or chemicals, without a prescription from a licensed physician, will be subject to disciplinary action, up to and including expulsion or termination, and may also be subject to referral for criminal prosecution.
3. STCC shall cooperate in the enforcement of federal and state laws concerning controlled substances and alcoholic beverages. Massachusetts's statutes and federal acts pertaining to controlled substances and alcohol include:
 - Mass. General Laws, Chapter 94C, (Controlled Substances Act)
<https://malegislature.gov/Laws/GeneralLaws/PartI/TitleXV/Chapter94C>
 - Mass. General Laws, Chapter 272, Section 59 (Public Drinking)
<https://malegislature.gov/Laws/GeneralLaws/PartIV/TitleI/Chapter272/Section59>
 - Mass. General Laws, Chapter 90, Section 24 (Operating Under the Influence, Open Containers)
<https://malegislature.gov/Laws/GeneralLaws/PartI/Titlexiv/Chapter90/Section24>

- Mass. General Laws, Chapter 138, Section 34C (Minor in Possession of Alcohol)
<https://malegislature.gov/Laws/GeneralLaws/PartI/TitleXX/Chapter138/Section34C>
- Mass. General Laws, Chapter 138, Section 22 (Unlawful Transportation of Alcohol)
<https://malegislature.gov/Laws/GeneralLaws/PartI/TitleXX/Chapter138/Section22>
- Acts of 2012, Chapter 369 (Medical Marijuana)
<https://malegislature.gov/Laws/SessionLaws/Acts/2012/Chapter369>
- Mass. General Laws, Chapter 94G (Personal Use of Marijuana)
<https://malegislature.gov/Laws/GeneralLaws/PartI/TitleXV/Chapter94G>
- Federal Controlled Substances Act of 1970
<https://www.congress.gov/crs-product/R45948>
- Drug Free Workplace Act of 1988
https://oui.doleta.gov/dmstree/tein/tein_pre93/tein_15-90.htm
- Drug Free Schools and Communities Act of 1989
<https://www.congress.gov/bill/101st-congress/house-bill/3614>

Penalties for violating these laws may include arrest, a fine, mandatory probation, loss of license to operate a motor vehicle, or imprisonment. Enhanced penalties are provided under law for possession with intent to distribute controlled substances and distributing of a controlled substance to a minor.

Federal judicial guidelines also exist which impose penalties for violation of federal criminal statutes related to drugs and alcohol. Cities or towns within the College's service area may have similar or additional penalties in place related to alcohol and drug use.

4. Parents or legal guardians of students under twenty-one (21) years of age may be notified each time the student has been determined to be in violation of the campus drug or alcohol policy.
5. No Student Activities funds shall be used to purchase alcoholic beverages. STCC's policy additionally prohibits alcoholic beverages at any College event (on or off campus) that is intended for students or student participation. A "College event" is one that utilizes College facilities or College funds, or is represented as being a College function. All purchase orders for student events will explicitly exclude payments for alcoholic beverages. Faculty and professional staff who serve as advisors or chaperones to such events shall understand that they are expected to monitor the implementation and enforcement of the College's Drug and Alcohol Policy.

STCC has adopted the following Marijuana Policy, which is provided in the [STCC Drug and Alcohol Policy](#) and reads as follows:

Although Massachusetts law permits the use of medical marijuana and the possession, use, distribution, and cultivation of marijuana in limited amounts, federal law, including the Federal Controlled Substances Act of 1970, the Drug Free Workplace Act of 1988 and the Drug Free Schools and Communities Act of 1989, continues to prohibit the possession, use, distribution, and/or cultivation of marijuana at educational institutions. Further, as marijuana remains classified as an illegal narcotic under federal law, institutions of higher education that receive federal funding are required to maintain policies prohibiting the possession and use of marijuana on their campuses. Accordingly, under this policy, as well as the system-wide Student Code of Conduct, the possession, use, distribution or cultivation of marijuana, even for medical purposes, is prohibited on all community college property or at College sponsored events and activities. Also prohibited is the operation of a motor vehicle while under the influence of marijuana on Community College property or at College sponsored events or activities. Further, this policy prohibits the possession, use, or distribution of all marijuana accessories and marijuana products. Marijuana accessories shall include, but are not limited to, any device or equipment used for ingesting, inhaling, or otherwise introducing marijuana into the human body. Marijuana products shall include, but are not limited to, products that are comprised of marijuana and other ingredients and are intended for use or consumption, such as, but not limited to, edible products.

Violations of this policy by any student or employee may result in disciplinary action, up to and including expulsion or termination in accordance with applicable college policies or collective bargaining agreements.

III. Health Risks

It is a known fact that a person's physical and emotional health can be affected by the abuse of drugs and alcohol. STCC provides descriptions of the health risk associated with the use of illicit drugs and the abuse of alcohol in the [STCC Drug and Alcohol Policy](#). Those descriptions are also provided below.

It is a known fact that a person's physical and emotional health can be affected by the abuse of drugs and alcohol. Opioids (including fentanyl), stimulants (such as cocaine/crack or amphetamines) and depressants (such as alcohol and tranquilizers) are the most commonly abused drugs. In some cases severe, physical dependency can result after just one use.

Alcohol, even in small amounts, can slow reflexes, reduce coordination, impair judgment and cause mood changes. Research statistics have shown that the majority of violent behaviors exhibited by people, including vandalism, acquaintance rape, fights, driving accidents, has involved alcohol. Prolonged alcohol or drug use can result in brain damage, heart problems, liver damage, and/or death. Alcohol or drug use during pregnancy may cause birth defects in the child.

Marijuana may negatively affect short-term memory, coordination, depth perception, male sperm production, and the immune system. THC, the active ingredient in marijuana, is stored in the body's fat cells and testing will still show residue evidence even after a month. THC can also be recovered in hair when tested as long as six months after use, tranquilizers, such as barbiturates and benzodiazepines, are prescribed to relieve anxiety, tension and sleep problems; however, when taken in excessive amounts, can cause impaired judgment, slurred speech and loss of motor control. Tranquilizers are highly addictive, even at lower doses, and in combination with alcohol or other drugs, may cause coma or death.

Cocaine/crack, though effects are unpredictable, may cause confusion, hallucinations, destruction of nasal membranes, and when smoked, lesions in the lungs. Addiction to cocaine occurs rapidly. Cocaine withdrawal results in severe depression and fatigue. Convulsions, coma and death are possible with even small amounts.

Hallucinogens (PCP, LSD, Mescaline/Peyote) cause hallucinations, poor perception of time and distance, paranoia, anxiety and loss of control. Since the drugs block pain receptors in the brain, violent episodes of self-inflicted injury may result. "Flashbacks" may occur even after use of the drugs has stopped.

For additional information on health risks associated with alcohol and drug abuse, please visit:

- National Institute of Alcohol Abuse, and Alcoholism: [Alcohol's Effects on the Body](#)
- Centers for Disease Control and Prevention, Fact Sheets: [Alcohol Use and Your Health](#)
- National Institute on Drug Abuse: [Health Consequences of Drug Addiction](#)
- National Institute on Drug Abuse: [Tobacco, Nicotine, and E-Cigarettes](#)

IV. Alcohol and Other Drugs (AOD) Programs

STCC is committed to offering supportive services and referrals to students and employees. This section of the DAAPP provides an overview of programs available to the college community; including a description of drug or alcohol counseling, treatment or rehabilitation or re-entry programs that are available to employees or students.

Educational Programs & Training

STCC provides programs and services that stress prevention of drug and alcohol abuse through education and outreach activities. Workshops, guest speakers, informational materials dealing with health-related issues and behavioral risks associated with drugs and alcohol are presented throughout the year.

STCC offices and student organizations collaborate to plan and host AOD programs, events and activities, which are open to students and employees. Awareness activities that have been offered in the past are: *The IMPACT Presentation*, *Take the Keys DUI Simulator*, and *A Shot of Reality*. Educational tabling events have included information/resources on: National Recovery Month, Alcohol Awareness Month, and the Great American Smokeout. The focus of these activities is to raise awareness on the

responsible use of alcohol and the effects of illegal and prescription drug use and abuse, connecting students and employees to education, resources and support.

Students who are in their first semester at STCC are invited to participate in a series of prevention training courses, which includes *Alcohol & Other Drugs*, *Hazing Awareness & Prevention for Students*, and *Sexual Assault Prevention for Community College*.

Alcohol and Other Drugs Programming is a reality-driven online course designed to educate students on the risks of the abuse of alcohol and other drugs and to teach successful strategies for handling dangerous situations related to these substances. The course features four modules: Your GPA, Your Brain, Your Peers, and Your Life. Each section provides extensive, research-backed evidence of the detrimental effects alcohol and other drugs can have, and how social skills and interactions can help reduce harm associated with these substances.

More information about prevention and awareness training is available online:
<https://www.stcc.edu/resources/student-affairs/mandatory-online-prevention-training/>

Resources

STCC offers supportive services and referral for treatment, as appropriate and available. Information concerning substance use and treatment/recovery programs is available through Student Affairs (students) and Human Resources (employees).

More information about AOD education, resources and support is available online:
<https://www.stcc.edu/resources/student-affairs/alcohol-drug-education-support/>

For any member of the STCC community who is experiencing alcohol or substance abuse problems, STCC stands ready to offer supportive services and referrals for treatment as appropriate. Employees should contact the Human Resources Office while students should contact Student Affairs for assistance.

The following information includes both on-campus and off-campus resources, education and supportive services.

- [Drug and Alcohol Programs \(On and Off Campus Resources\)](#)
- [STCC Library Libguide on Addiction/Recovery](#)
- [STCC Library Community Resources](#)
- [STCC Student Support Quick Links](#)

Personal Counseling, Mental Health and Substance Use Treatment

The following is an abbreviated list of local drug and alcohol resources available to employees and students. A full list can be found at [Drug & Alcohol Off Campus Resources](#).

- [Alcoholics Anonymous \(AA\) Meetings](#)
- [Behavioral Health Network](#): Various residential and outpatient recovery programs for opioid and alcohol addiction.
- [CleanSlate – Springfield](#): Opioid or alcohol addiction outpatient treatment center.
- [Gandara Outpatient Behavioral Health Clinics](#): Outpatient clinic offers a broad array of bilingual and bicultural clinical and addiction services.
- [Narcotics Anonymous \(NA\) Meetings](#)

STCC's *Alcohol & Other Drugs: Education, Resources and Support* web page provides answers to frequently asked questions regarding alcohol and other drug abuse recovery.
<https://www.stcc.edu/resources/student-affairs/alcohol-drug-abuse-recovery/>

Students: STCC students have access to personal counseling through River Valley Counseling Center, which provides STCC students with personal counseling from licensed professional therapists.

STCC also partners with Uwill, the leading mental health and wellness solution for college students, to provide free access to teletherapy. Students have an immediate, secure, and convenient way to receive online-based counseling services should the need arise. Students are able to choose 1) a therapist based on their preferences including issue, gender, language, and ethnicity; 2) a time that fits their schedule with day, night, and weekend availability; and 3) their appointment type: video, phone, chat, or message.

More information and resources can be found online at:

<https://www.stcc.edu/resources/personal-support/mental-health-support-resources/>

Massachusetts General Laws, Chapter 15A, 7B (St. 1988), Chapter 23, 22, and 117 Code of Massachusetts Regulations Section 3.04 require that students certify their participation in a qualifying student health insurance program, or in a health benefits program with comparable coverage. Students who do not possess adequate medical insurance must purchase the Massachusetts community college student health insurance plan.

A detailed description of benefits for the treatment of mental disorders, including substance abuse, is available on the [Gallagher Student Health website](#)

Employees: STCC provides campus-wide alcohol and other drug use education and prevention programs for employees.

STCC Cares: To improve the health and well-being of all STCC employees by providing networking, education, tools, and other resources that cultivate and sustain a positive commitment to a culture of health and wellness. Access more information on the [Employee Wellness page](#).

[ALLONE Health](#) is the Employee Assistance Program (EAP), available for STCC employees and qualified household dependents and significant others. Services range from a one-time consultation, ongoing support, financial guidance, an attorney, or tickets to a show. ALLONE is accessible 24 hours a day, 7 days a week by phone and Smartphone App. EAP counselors are licensed and specifically trained to help and when necessary, refer employees to additional appropriate resources.

The EAP offers up to three (3) counseling sessions at locations throughout Massachusetts. If you do need additional resources, the EAP can assist in referring you to a provider on your health insurance plan. If you need assistance that is not covered by insurance, the counselor will recommend services based on your ability to pay. Employees can contact Human Resources to get started with an employee username and password.

[Mass4You](#) is offered as a benefit for working for the State of Massachusetts. You must be a benefit eligible employee, and you do not have to be enrolled in GIC insurance.

The State Health Insurance Program(s) provide employee coverage for alcohol and drug abuse benefits. Contact your benefit plan or the Department of Human Resources for information and assistance.

The Massachusetts Bureau of Substance Addiction Services provides a statewide, public [resource](#) for finding substance use treatment and recovery services.

The Massachusetts Substance Use Helpline offers free and confidential services and are available [online](#), via phone at 800-327-5050, TTY 888-448-9321, or by texting "HOPE" to 800327.

AOD Program Review

In accordance with the Drug-Free Schools and Communities Act (DFSCA) regulations, a compliance report is completed on a biennial basis to review the policies, programs, assessment strategies, reports, findings, and recommendations. The purpose of this review is to evaluate institutional effectiveness and implement changes to the DAAPP as needed and to ensure that disciplinary sanctions are consistently enforced.

The Division of Student Affairs leads the DFSCA Biennial Review Committee to regularly review policy as well as alcohol and other drug education, prevention and awareness programs, support and resources.

Further, the DFSCA Biennial Review Committee is responsible for reviewing the AOD programs available to the college community.

In accordance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (more commonly known as The Clery Act), Springfield Technical Community College publishes an annual report that includes statistics for the previous three calendar years concerning crimes that occurred on college property and on public property immediately adjacent to, and accessible from, the campus. This report also includes institutional policies concerning campus safety and security matters. The Biennial Review Committee works collaboratively and contributes to the completion of the [STCC Annual Clery report](#).

V. Disciplinary Sanctions

Disciplinary sanction violations of the standards of conduct for employees and students (consistent with local, state and federal law), and a description of those sanctions, up to and including expulsion or termination of employment and referral for prosecution, for violations of the standards of conduct are provided in this section of the DAAPP.

Local, State and Federal Sanctions

Students and employees who violate the standards of conduct outlined in the DAAPP are subject to both institutional sanctions as well as legal sanctions provided under local, state and federal law.

Student Disciplinary Sanctions

STCC will impose disciplinary sanctions on students (consistent with local, state, and federal law) which may include discipline up to and including expulsion and referral to appropriate authorities for prosecution. The disciplinary procedure for due process is outlined in the Student Code of Conduct. The following is an excerpt from the Massachusetts Community College System *Student Code of Conduct* and is included in compliance with the Drug Free Schools & Campuses Act (Edgar Part 86). Each alcohol or drug violation listed in this section will be subject to the sanctions listed below.

1. **Alcohol Violation:** Use, possession, manufacture, or distribution of alcoholic beverages, on campus or as part of any college-sponsored program, including public intoxication or the operation of a motor vehicle while under the influence of alcohol, in violation of the College's Alcohol Policy and/or state or federal law. The presence, possession and/or consumption of any alcoholic beverages on STCC property, including parking lots and leased or licensed spaces, or at College sponsored events, is strictly prohibited. Any alcoholic beverages found on College property will be confiscated.
2. **Controlled Substances Violation:** Abuse, misuse, sale or distribution of prescription or over the counter medications. The presence, possession and/or use of controlled substances on STCC property, including parking lots and leased or licensed spaces, or at College sponsored events, is strictly prohibited. Furthermore, marijuana use and possession, even for medical purposes, is prohibited. Any individual found possessing, using, or distributing any controlled substances including, but not limited to narcotics, opioids, psychedelic drugs or chemicals, without a prescription from a licensed physician, will be subject to disciplinary action, up to and including expulsion or termination, and may also be subject to referral for criminal prosecution.
3. **Marijuana Violation:** Use, possession, manufacture, or distribution of marijuana and marijuana products or accessories on campus or as part of any college-sponsored program, including the operation of a motor vehicle while under the influence of marijuana in violation of the College's Marijuana Policy. The possession, use, distribution or cultivation of marijuana, even for medical purposes is prohibited on all community college property or at College sponsored events and activities. Also prohibited is the operation of a motor vehicle while under the influence of marijuana on Community College property or at College sponsored events or activities. Further, this policy prohibits the possession, use, or distribution of all marijuana accessories and marijuana products. Marijuana accessories shall include, but are not limited to, any device or equipment used for ingesting, inhaling, or otherwise introducing marijuana into the human body. Marijuana products shall include, but are not limited to, products that are comprised of marijuana

and other ingredients and are intended for use or consumption, such as, but not limited to edible products.

A student found in violation of the College's Code of Conduct shall be subject to sanctions as defined herein. A student who violates the Code of Conduct while serving an existing sanction shall be subject to further discipline, up to and including expulsion. The intent of the College is to impose sanctions in a progressive manner, beginning with the least punitive sanction. However, depending on factors, such as the nature and severity of a student's violation and/or prior disciplinary history, the College reserves the right to impose any sanction at any time.

Sanctions under the Student Code of Conduct shall include, but are not limited to:

- Written Warning
- Restrictions/Loss of Privileges
- Educational Sanction
- Restitution
- Probation
- Suspension
- Expulsion

Alleged violations of federal, state, and local laws may be reviewed and addressed under the Code. When an offense occurs over which the College has jurisdiction, the College conduct process will go forward regardless of any civil or criminal complaint or process that may arise from the same incident. The College reserves the right to exercise its authority of interim suspension upon notification that a student is facing a criminal investigation.

Employee Disciplinary Sanctions

Employees working under federally funded grants are additionally subject to the Drug-Free Workplace Act of 1988. Employees are required to adhere to the requirements of STCC policy. Failure to do so may result in disciplinary action as described in employee handbooks and in accordance with collective bargaining agreements, as applicable.

Oversight Responsibility

This DAAPP is intended to comply with the requirements of the Drug-Free Schools and Communities Act of 1989 and applies to all students and employees of the institution.

The DFSCA Biennial Review Committee conducts an ongoing and substantive process to assess the effectiveness of education programs and policies as well as consistency of sanctioning when policy violations occur. This committee has oversight responsibility of the DAAPP including updates, coordination of information required for the DAAPP, coordination of the annual notification to employees and students and conducting a biennial review.

Student Affairs (students) and Human Resources (employees) maintain records of compliance. Questions about this DAAPP should be directed to:

Student Affairs (students)
student_affairs@stcc.edu
413-755-4402

Human Resources (employees)
hr@stcc.edu
413-755-4361